Conagra Brands Citizenship Report

2025



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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.

FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER AND VP OF SUSTAINABILITY





At Conagra Brands, our job is straightforward: make great food and run a great business. We do that by being innovative, operating responsibly, and supporting the people and communities that make our success possible. Our Citizenship Strategy helps focus our efforts on the areas that matter most to our business and our stakeholders.

In fiscal year 2025 (ending May 25, 2025), we continued advancing our Citizenship Strategy across four pillars—**Good Food, Responsible Sourcing, Better Planet, and Stronger Communities**—guided by the priority topics that matter most to our business and our stakeholders. This year's report includes an updated view of those priorities and how they inform our actions and decision-making throughout the organization.

With our **Good Food**, we're helping consumers make informed choices and meeting evolving nutrition needs—supported by a portfolio that is structurally advantaged in protein-forward and fiber-forward snacks and meals, portion-controlled frozen meals, and convenient vegetables. We're continuing to innovate to meet changing consumer needs and giving consumers front of pack labels like "GLP-1 Friendly" to help them identify foods that meet their unique dietary needs while also making detailed product information easier to access with approximately 7,500 SmartLabel® pages across more than 3,600 unique products.

For **Responsible Sourcing**, we're strengthening how we identify and manage sourcing risks across our value chain—with our teams working alongside our suppliers and farmers to advance responsible practices. We also initiated a priority-ingredients assessment of social and environmental risks in our supply chain with the Kellogg School of Management and expanded our evaluation of our sourcing of deforestation-linked commodities to include both direct and indirect suppliers.

Our **Better Planet** initiatives included updating our long-term climate goals with new 2035 targets to align with current Science Based Targets initiative standards, strengthening our Scope 1 and 2 goals, and adding new targets for Scope 3 emissions, including Forest, Land and Agriculture (FLAG) related emissions—and we're revising our packaging framework beyond the progress we made with our 2025 goals. Throughout the fiscal year, our teams continued to find innovative ways to reduce and divert waste across our operations—diverting about 90% of solid waste away from landfills and incineration during the year.

We are most proud of our employees, who spent more than 10,000 volunteer hours working for 100+ nonprofit organizations to build **Stronger Communities** where we live and work and brought our Citizenship Strategy to life every day with their time, talent, and heart.

We're pleased with the progress we made in fiscal 2025, and we remain committed to embedding our Citizenship Strategy into how we operate and how we grow. Thank you for your interest in our work and progress as we continue this journey.

Sean Connolly
President & Chief Executive Officer
Conagra Brands

Christine Daugherty
Vice President, Sustainability
Conagra Brands

CONAGRA BRANDS AT A GLANCE

Employees[1]
18,300

Headquarters
Chicago

Revenue[2]
NEARLY $12B

Production Facilities[3]
41

1 Approximately, as of the end of fiscal 2025
2 Approximately, fiscal 2025 net sales
3 As of the end of fiscal 2025

Brands Include

For a complete brand listing, visit conagrabrands.com

Healthy Choice
Duncan Hines
Angie's Boom Chicka Pop
Fatty Smoked Meat Sticks
Slim Jim
vlasic
Banquet
DAVID
Snack Pack
Birds Eye
Marie Callender's
PAM
gardein Plant-Based Protein
Reddi-wip
Hunt's Proudly Grown 1888 100% Natural
Orville Redenbacher's Gourmet Popping Corn
Swiss Miss
glutino
Wish-Bone
BIGS



CONAGRA BRANDS PRODUCTION FACILITIES & CORPORATE OFFICES[1]

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

- Corporate Offices
- Production Facilities

1 As of the end of fiscal 2025

OUR CITIZENSHIP FRAMEWORK

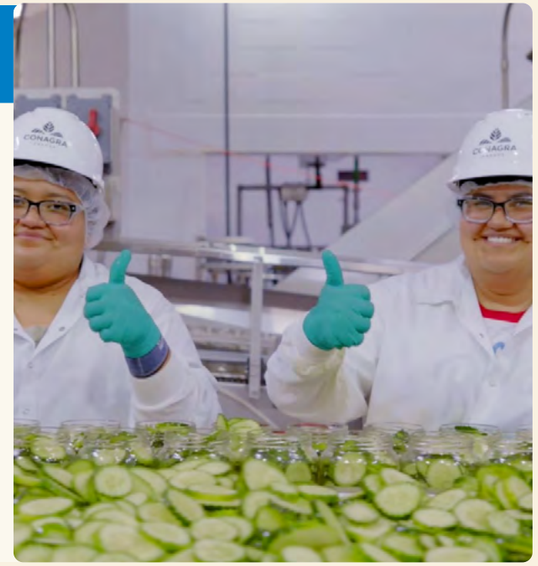
Good Food

We are dedicated to making safe, delicious, and nutritious foods that fulfill the needs of modern consumers, while providing them 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 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.



OUR CITIZENSHIP STRATEGY

Our Citizenship Strategy is grounded in a holistic view of the issues most relevant to our business, stakeholders, and communities. It is informed by Conagra's strategic priorities, stakeholder engagement, industry trends, and emerging sustainability expectations.

We engage a broad range of internal and external stakeholders to assess alignment, identify risks and opportunities, and understand evolving priorities. Through recurring assessments that incorporate stakeholder input, peer benchmarking, and regulatory and societal developments, we identify and periodically refresh our priority topics. In fiscal 2025, we completed a robust assessment of not only the topics shown here, but also other topics and subtopics that are relevant to us, our stakeholders, or industry peers as we took a broad view in identifying our priorities.

These priority topics represent the areas where Conagra can drive the greatest impact and accountability and are reflected in the graphic. Together, they guide our actions and decision making across our four Citizenship pillars: Good Food, Responsible Sourcing, Better Planet, and Stronger Communities.

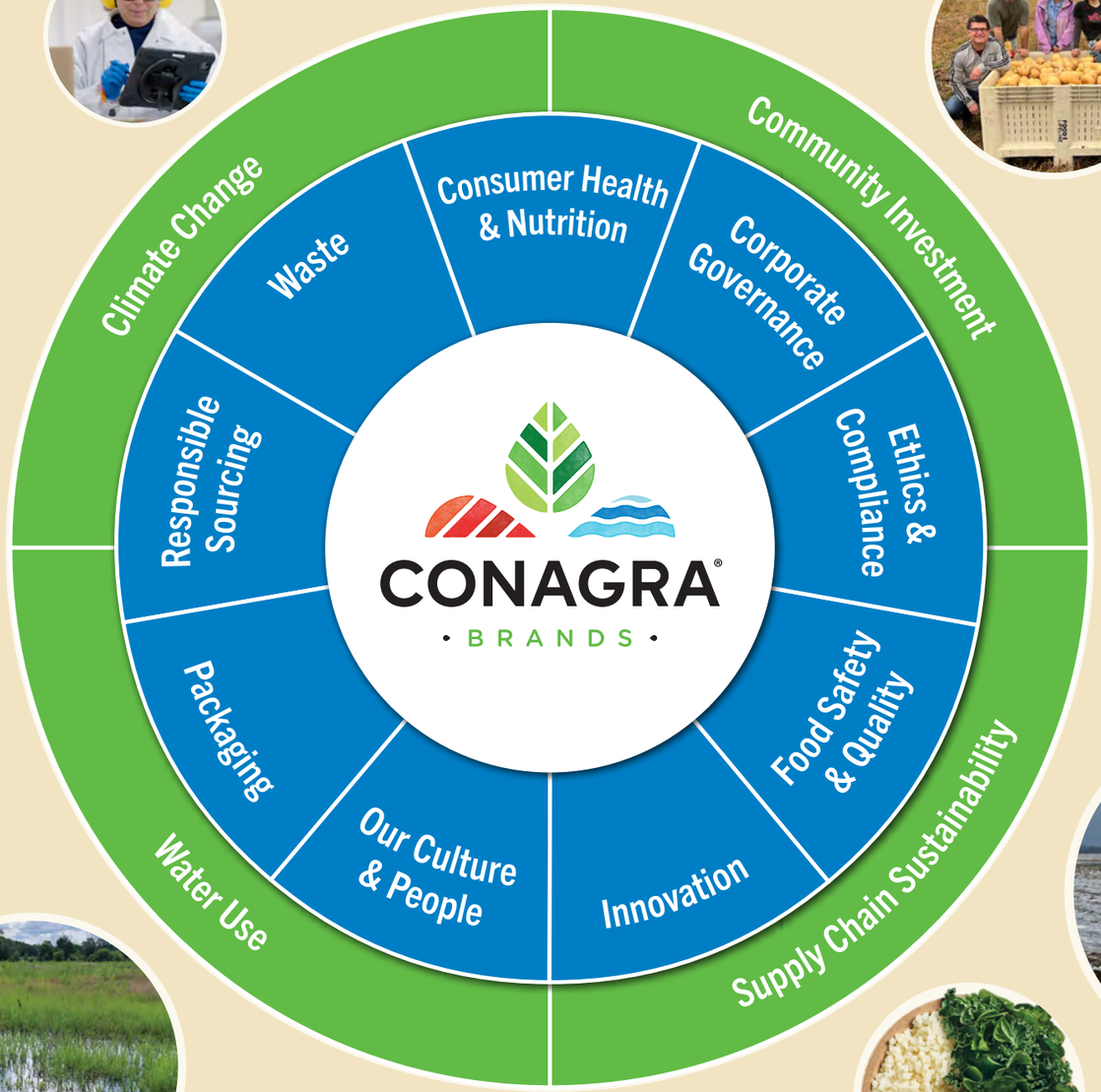






















HIGHLIGHTS FOR FISCAL 2025

Good Food

100% of Conagra production facilities completed Global Food Safety Initiative (GFSI)-recognized certification. All Conagra facilities that produce and handle food conduct mock recalls for ingredients, finished goods, and packaging at least once per year to strengthen traceability and recall readiness.

We expanded product transparency by making detailed product information easier to access, with approximately 7,500 SmartLabel pages live across more than 3,600 unique products.

In fiscal 2025, Healthy Choice® was the first major brand to add "GLP-1 Friendly" to the front of pack as part of its "On Track" badge, helping consumers identify products with high-protein and high-fiber attributes.



Responsible Sourcing

In collaboration with the Kellogg School of Management, we initiated a priority-ingredients assessment to better understand social and environmental risks in our supply chain and focus actions where we can have the greatest impact. We strengthened how we identify and manage sourcing risks across our value chain by taking a proactive approach to these risks to inform broader supplier risk assessments and identify opportunities for collaboration and partnership.



We more than doubled the volume of deforestation-linked commodities evaluated by expanding our methodology to include both direct and indirect suppliers.

Better Plant



We continued investing in operational improvements through Conagra's annual $9 million Sustainability Capital Allowance, supporting projects that reduce greenhouse gas emissions, conserve water, and minimize waste while driving efficiency across operations.

We aligned with the current Science Based Targets initiative guidelines to develop updated 2035 climate targets that strengthen Scope 1 and 2 goals and add new targets for Scope 3 emissions, including Forest, Land and Agriculture (FLAG) emissions. Conagra's updated science-based targets are pending SBTi approval. **In fiscal 2025, we reduced Scope 3 emissions 9% versus our updated fiscal 2024 baseline** and completed a FLAG emissions assessment using HowGood® to better target supply-chain reductions.

Approximately 90% of the solid waste generated at Conagra facilities was diverted to more beneficial uses through recycling, product donations, use as animal feed, or land applications—and 19 production facilities were recognized as Zero Waste Champions for diverting more than 90% of waste from landfill and incineration.

Stronger Communities

Conagra employees volunteered more than 10,000 hours across 100+ nonprofit organizations, supporting partners that help expand access to food for families facing food insecurity.

We donated more than 19 million pounds of food to Feeding America and its network of food banks, equivalent to more than 15 million meals.

During our Shine the Light on Hunger initiative, **the Conagra Brands Foundation raised the equivalent of more than 8 million meals**—surpassing our goal by 60%—to support the Food Bank for the Heartland in Nebraska and Western Iowa. **The Foundation also made capacity-building grants to 28 Feeding America partner food banks**, strengthening local hunger relief efforts in the communities where Conagra employees live and work.



GOVERNANCE & MANAGEMENT OF OUR CITIZENSHIP STRATEGY

Corporate Governance

The business of Conagra 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 corporate governance practices. The Board has formed 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 other 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: Good Food, Responsible Sourcing, Better Planet, and Stronger Communities. This oversight is provided both directly and through its standing committees. Our 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; employee policies related to compliance; and our corporate culture, including our inclusion, diversity, and belonging initiatives, and its connection to our corporate strategy.

Our Audit/Finance Committee oversees management's overall enterprise risk management approach and its strategy related to information technology, emerging technology, and 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, including food safety, the oversight of which is considered a full Board responsibility.

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.



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.



FOOD SAFETY CULTURE

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

We actively engage with our employees to build a food safety culture—and strive to promote and demonstrate a culture of integrity and continuous improvement within the entire organization and beyond 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.

Over the years, 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.

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.



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 certifications (Kosher, Halal, gluten free)
- Engineering
- Foreign material mitigation
- Auditing

Food Safety Advisory Council

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

For example, Conagra maintains a Food Safety Advisory Council 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 of its frontline production employees and their leaders to participate in a comprehensive food safety training program that runs over the course of a year.

This program features interactive content and new monthly courses, with regularly updated content 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.

By celebrating our employees' vigilance and commitment to food safety we help mitigate hazards in the pursuit of continuous improvement. Conagra's RISE (Reduce Incidents Sustain Excellence) program encourages front-line 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 responsible for supporting specific functions in our facilities that make our food.



Oversight of Supplier & Co-Manufacturing Food Safety

We also 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. Through our quality management system, we can effectively 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 and Effective Recall Procedures

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

When appropriate, we take prompt marketplace action with our customers and appropriate regulatory agencies 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 are able to 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 able to quickly 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 and Technology



We seek out innovative solutions to modernize food safety practices throughout our operations. Our food safety program uses data (e.g., KPIs, analysis, quality reports, internal and external audits, consumer, customer and employee feedback, internal reports and training records) to ensure 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 so we can continue to deliver safe and high-quality products, including making technology investments in our production facilities in:

- X-ray devices and optical scanners for foreign material detection
- 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 allows better communication across our operations and supply chain. Our investment in technology to improve our ability to access and utilize our data will increase our data analysis capabilities to inform real-time decisions, which enhances our product safety and quality program. 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 provide real-time data into the cloud, which helps drive quality and identify potential losses to reduce waste. Also, as part of this initiative, we have provided many of our front-line workers with tablets to facilitate real-time communication on the shop floor and enable them to leverage expertise across the company, 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 nutrition approach is centered around supporting consumer access to healthy eating patterns, as underscored by the foods we make and the nutrient profile of our products.

Dietary Guidelines for Americans[1] 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, Hunt's® and Rotel® tomatoes, and Rosarita® and Ranch-Style® beans. For more than 30 years, our Healthy Choice® products have provided healthy lifestyle focused options. In fiscal 2025, Healthy Choice® provided low calorie, lower carbohydrate, no added sugars, grain-free, gluten-free, heart-healthy, vegan, and vegetarian options to support varied personal health needs.

Notably, in fiscal 2025, Healthy Choice® was the first major brand to communicate "GLP-1 Friendly" on the front of the package. This call-out signals to consumers on GLP-1 medication that these products are uniquely suited to help meet their dietary needs. This "GLP-1 Friendly" claim is part of the "On Track" badge, helping consumers quickly identify products that are GLP-1 Friendly with high protein and containing fiber, two important attributes for those on weight loss medications. The On Track badge only appears on products that meet the USDA standards for "Healthy" ensuring that consumers are purchasing products that truly support healthy dietary patterns during weight loss or weight maintenance.

Beyond Healthy Choice®, our Birds Eye® vegetable products also help consumers meet their health goals. Our plain frozen vegetables, which comprise 46% 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 eating more vegetables every day.





Innovating to Fuel Healthier Lifestyles

Conagra invests in innovation in flavor combinations, packaging, and nutrition to ensure our products remain a top choice for consumers seeking delicious, convenient, and healthier food options. Portion-controlled single-serving meals are a go-to for many consumers looking for good nutrition in the frozen aisle, and it's where we provide solutions for every palate. For example, in fiscal 2025 we launched Healthy Choice® innovations which include Balsamic Garlic Steak, Creamy Marinara Chicken, Lemon Parmesan Chicken, and Salsa Verde Chicken, all plated for a more classic meal experience. For a more casual experience, new bowls in fiscal 2025 included Healthy Choice® Spicy Steak Burrito Bowl and Pasta with Chicken Bolognese.



NEW HEALTHIER VEGETABLE INNOVATIONS

New vegetable innovations include Birds Eye® Garlic Herb Baby Potatoes, Birds Eye® Teriyaki Glazed Green Bean, Birds Eye® Garlic Butter Broccoli, Alexia® Hot Honey Carrots, Alexia® Balsamic Brussels Sprouts & Carrots, and Alexia® Parmesan Truffle Broccoli. These options help offer more choices, even beyond plain vegetables, for consumers trying to balance healthfulness with the desire for convenience and enjoyment.

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, fiscal 2025 Ending 05-25-25.

Expanding Access to Nutritious Foods

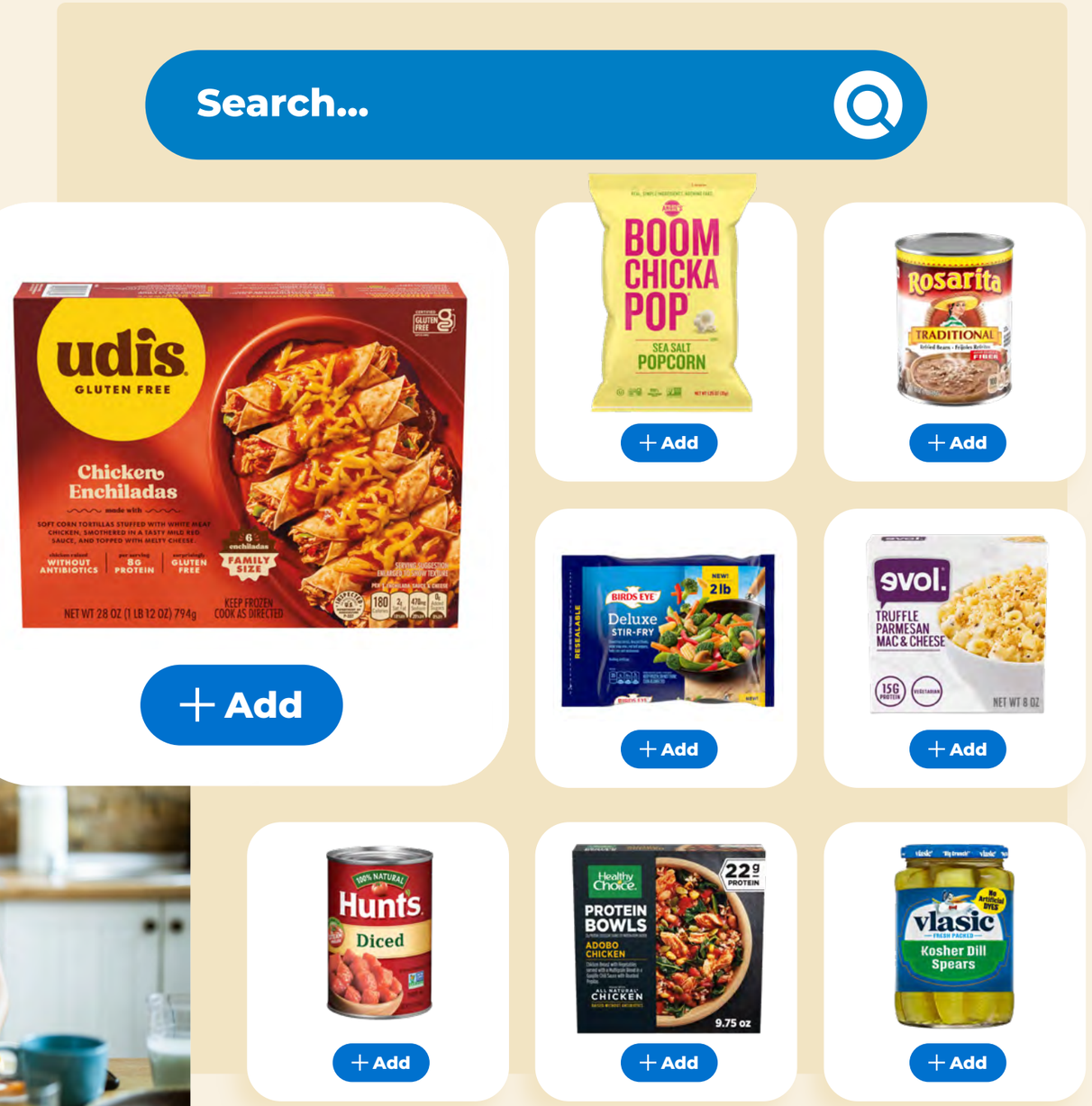
Because of the wide variety of foods we make, and the broad and diverse distribution channels we have, we help support consumers' access to healthier eating patterns.

By offering our products in a variety of ways, from frozen, canned, shelf-stable, to refrigerated, single- and multi-servings, and with a variety of preparation methods including ready for the oven, stove-top, microwave and 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 for 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 2025, we had 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.

We understand that consumers are increasingly going online to research and purchase food. This gives Conagra the opportunity to leverage technology to provide product information beyond what can fit on a physical label. Communicating key nutrition attributes more broadly—including calorie, protein, potassium, and fiber content—is a key part of our strategy to improve consumer access to, and understanding of, healthier food choices.





Delivering Nutritional Quality

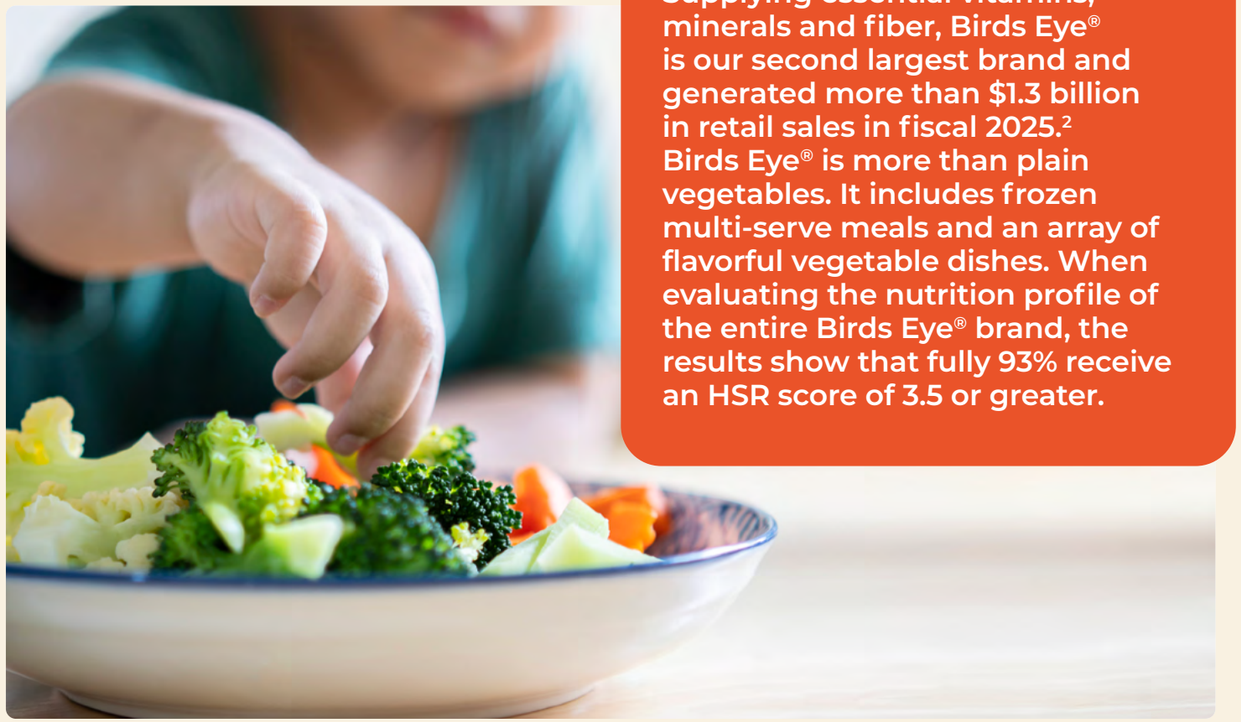
In addition to the variety of foods we make, the nutritional quality of these foods is critical in supporting our overall effort to provide access to healthier eating options.



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.' Conagra was rated 9th of 30 companies in the world by ATNI in its 2024 Global Index's evaluation of the product portfolio, with 51% of sales derived from products with an HSR rating of 3.5 or above, falling under HSR's definition of "healthier." 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, Conagra conducted an HSR assessment on other key segments of our portfolio. We assessed the frozen meal and vegetable segments of our portfolio, as these make up a significant portion (37%) of the company's total sales[2] and are the food categories that have the most potential to support healthier eating patterns. We found that more than 68% 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 89% of net sales[2] 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 $132 million in retail sales in fiscal 2025.[2] Our line of Gardein® products utilizes 100% plant-based ingredients and allows vegans, vegetarians, and flexitarians to enjoy protein from plant-based, natural foods.



Supplying essential vitamins, minerals and fiber, Birds Eye® is our second largest brand and generated more than $1.3 billion in retail sales in fiscal 2025.[2] 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 93% receive an HSR score of 3.5 or greater.



Consumed by more than 19 million households annually, Healthy Choice® meals have a meaningful impact on consumers' eating patterns. Within the last couple years, Conagra engaged the firm GlobalData to assess the nutrition impact if Healthy Choice® frozen single serve meals were replaced with other meals. The analysis suggests that, relative to common alternatives, Healthy Choice® meals may help support more positive eating patterns by moderating calorie, sodium, and saturated fat intake. 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 calories, 84 tons of sodium, and 10,068 tons of saturated fat and replacement 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.[3]

1 See accesstonutrition.org/app/uploads/2024/10/ATNi_GI_category_product_profile_B1_final.pdf
2 Total US - Multi Outlet+ with Conv, fiscal 2025 Ending 05-25-25.
3 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 g) compared to the average competitive frozen meal: calories (389), sodium (895 mg), saturated fat (6.3 g); 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 g)—calculated over a 20-year period.

Improving the Nutrient Profile Through Sodium Reduction

Sodium reduction in foods remains important for those seeking less sodium in their food. In fiscal 2023, we embarked on a sodium reduction initiative and, at the end of fiscal 2025, we have successfully reduced sodium content by an average of 17% in 259 consumer products across our portfolio during this three-year period. Sodium-reduced products comprised 17% of our fiscal 2025 total sales, and included large brands like Banquet®, Marie Callender's®, and Hungry Man® meals, Birds Eye® sauced and seasoned vegetables, Vlasic® pickles, Wish-Bone® salad dressing, Orville Redenbacher's® popcorn, and many more.

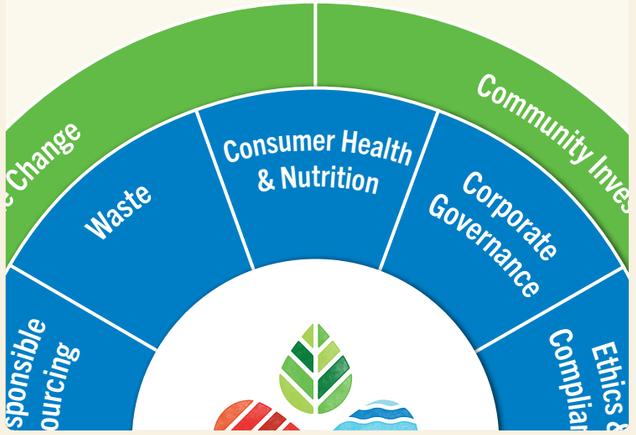
At the end of fiscal 2025, we successfully reduced sodium in 80% of the products that were targeted for reduction, and we intend to continue making sodium reductions in the remaining products.

Our approach to sodium reduction, as informed by science and FDA guidance, is to continue to gradually reduce sodium in our products through reformulation, maintain these sodium guardrails in innovation, and all the while, 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, which oversees our nutrition team, serves on one of our Sustainability Advisory Committees to report on progress in 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 2025, the team reported to senior leadership, including our CEO, about our nutrition goals, including interpreting implications of the new regulation for use of the term "healthy" in food labeling, as well as advocacy surrounding front of pack nutrition labeling.



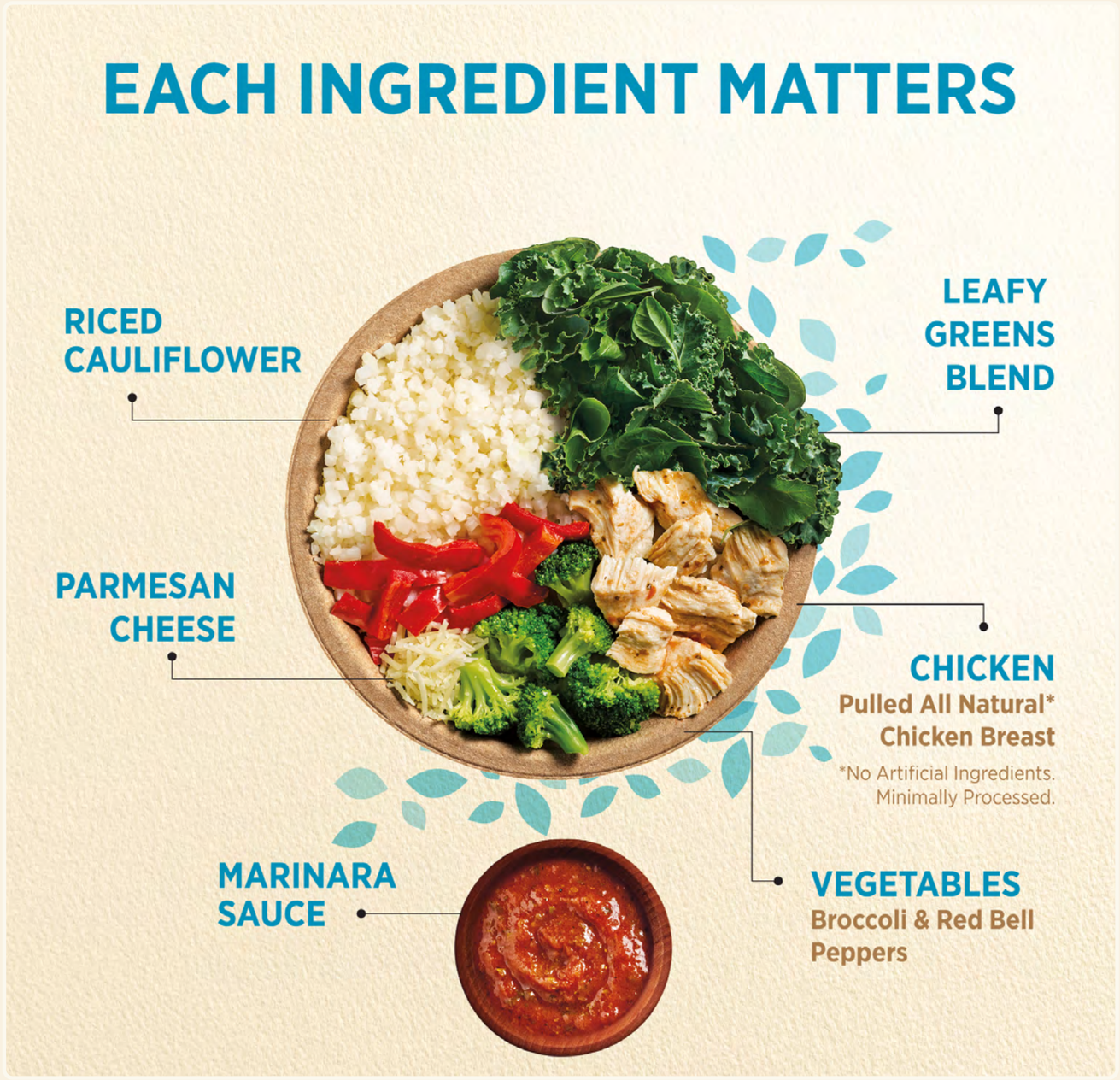
PRODUCT TRANSPARENCY

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

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 established 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 7,500 pages live for more than 3,600 unique products on smartlabel.org.

smartlabel®
By Consumer Brands Association



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 any of nine major allergens: milk, eggs, fish, crustacean shellfish, peanuts, tree nuts, wheat, sesame, and soy. For any branded foods that contain any of these allergens, we include a plain language "Contains" statement below the ingredient statement. For products sold outside the U.S., we label our products to meet all 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.



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.

Natural Product Claims

Conagra has an internal Natural Council that is responsible for carefully reviewing all proposed natural claims for Conagra's products. The Natural Council is made up of cross-functional team members from Conagra's Legal, Product Development, Labeling, and Food Safety, Quality & Regulatory Affairs departments, and verifies that all Conagra products featuring a natural claim meet the applicable U.S. laws and regulations and the company's requirements for such claims.[1]

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, including artificial flavors or colors, and are not preserved with artificial preservatives.

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.



RESPONSIBLE MARKETING TO CHILDREN

Conagra is committed to responsible marketing and does not place advertising or marketing messages in any media channel primarily directed to children under age 13.[1]

In addition, Conagra does not engage in product advertising directed to children in elementary and middle schools, Pre-K through 8th grade. To support this commitment, Conagra conducts an annual audit of its advertising activities in partnership with a third party and uses tools such as digital age-gating to help ensure compliance.

Conagra adheres to all relevant laws and regulations regarding children's advertising in the countries where it operates, as well as guidelines established by the Children's Advertising Unit (CARU) of the Better Business Bureaus (BBB), which are intended to ensure child-directed marketing is not deceptive, unfair, or inappropriate.

Our Responsible Marketing Practices Include:

- Not placing advertising or marketing messages in media primarily directed to children under age 13.[1]
- Not engaging in product advertising directed to children in elementary and middle schools, Pre-K through 8th grade. 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.
- Not seeking product placements in children's programming.
- Using tools such as digital age-gating and conducting an annual third-party audit of advertising activities to support compliance with this commitment.

1 Conagra Brands defines "primarily directed to children under age 13" if children under 13 constitute 30% or more of the audience



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 the lifecycle and seek to support circularity through regenerative agriculture practices and thoughtful packaging design.



SUPPLIER RISK MANAGEMENT

SUPPLIER EXCELLENCE PROGRAM

Conagra understands the importance of our suppliers to our success. We leverage our robust Supplier Excellence Program for enhanced engagement and partnership with suppliers that are most significant to us.

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 practices and respect for human rights. Our annual sustainability assessment is supplemented by biannual performance discussions, and we work in partnership with our suppliers to address any issues or gaps.



CODE OF CONDUCT FOR SUPPLIERS

In fiscal 2026, Conagra updated its Code of Conduct for Suppliers to enhance its understandability, set clear standards, and continue to encourage value alignment with our suppliers. Our Code of Conduct for Suppliers applies across the board to all our direct suppliers and conveys our expectations that our suppliers comply with applicable laws and regulations and adhere to ethical standards including legal anti-corruption requirements.

We seek to do business with suppliers who understand that nothing is more important than the safety and quality of our food. We also expect our suppliers to take steps to protect the safety and wellbeing of their workers. Furthermore, 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 for responsible sourcing and helping us achieve our better planet citizenship strategy including continuing to make progress toward reducing environmental impacts of their operations. 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 follow our Code of Conduct for Suppliers. We also 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 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 situations or controversies 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.

ENHANCED TIER 1 SUPPLIER RISK MANAGEMENT

For our tier 1 suppliers, 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 developments or other issues that might arise.



HUMAN RIGHTS

Conagra is committed to respecting human rights in our operations and throughout our supply chains.

We monitor human rights risks in the food industry including forced labor, human trafficking, illegal child labor, and unfair work practices, and we adjust our procedures, policies, and risk management in response to these risks.

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 by embedding these principles into our labor, employment, and business conduct policies, processes, systems, and controls. We have updated our procedures and policies regarding the use of third-party personnel in our facilities to help reduce the risk of forced labor, illegal child labor, and unfair work practices in our facilities. In fiscal 2025, we also enhanced our annual Code of Conduct training to include human rights awareness for all employees.

We engage suppliers on our human rights expectations through our Code of Conduct for Suppliers and have integrated human rights standards into our audit procedures for our co-manufacturing partners. Our ethics and compliance function provides guidance to our internal audit teams on human rights risk to guide their on-site audits of these co-manufacturing partners, while our Supplier Quality team works with key suppliers on human rights risk. We monitor our suppliers for potential human rights risk using a third-party due diligence tool that monitors regulatory and reputational concerns. Our Senior Leadership team oversees our compliance program, and our ethics and compliance function periodically reports on human rights risk impacting manufacturers and the food industry to our cross functional Compliance Committee.

REGENERATIVE AGRICULTURE

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

We support an approach that is systems-based and focused on enhancing soil health, biodiversity, water quality, and air quality, all while maintaining the strong productivity of farming partners. 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, maintaining living roots, ensuring continuous soil cover, maximizing crop diversity, and integrating livestock where feasible.

Regenerative agriculture is a key component in our farm management plans. We rely on the information provided to Conagra by our farming partners through agriculture practices surveys to help us minimize environmental risks within Conagra's supply chain and maximize environmental benefits.



Carrots, Peas, Sweet Corn, & Green Beans



Carrots, peas, sweet corn, and green bean crops that are harvested fresh for Conagra's products are all grown on farms in the U.S. We have invested in technology to help our growers optimize crop health and resource efficiency using real-time data and precision practices. These tools allow us to better coordinate with growers, aligning our production schedules with their harvest timing so vegetables are picked at peak ripeness and quickly transported to our plants for washing and freezing.

One example of this use of technology is the use of drone-based field scouting to support water conservation, biodiversity, and soil health on Midwestern farms that supply to Birds Eye. Another example, also from Midwestern farms that supply to Birds Eye, is the use of variable rate irrigation technology on carrot fields to deliver precise water applications, reducing waste and improving crop quality. Conagra reimburses these farms for the annual electricity costs for the variable rate pivots used, reinforcing our commitment to resource efficiency and sustainability.

Precision agriculture is widely adopted among our growers. Approximately 79% use drone imaging, over 28% utilize moisture probes, and nearly 55% use variable rate irrigation technology. Many also plant cover crops—54% of Birds Eye growers, the highest among our crops—taking advantage of the shorter vegetable growing season to establish these crops in the fall. To encourage this practice, Conagra pays for the cover crop seed that follows all carrot harvests, advancing soil health and regenerative practices.





Conagra is equally focused on fostering healthy ecosystems that sustain our food supply. Our Birds Eye team partners with our growers to support pollinator populations. By leveraging resources such as FieldWatch, a nonprofit academic collaborative, our growers have improved their communication with beekeepers in support of stewardship and responsible use of agricultural inputs. Growers located near rivers, lakes, and drainage ditches plant erosion-reducing buffer zones with perennial crops such as clover, which provide food for pollinators while filtering runoff to protect water quality and enhance biodiversity.

At our Waseca facility, we worked with our growers to establish a 7.5-acre pollinator plot featuring native wildflowers and plants to strengthen habitat diversity and support local bumblebee populations. Conagra funded the seeds and planting fees for this initiative, further demonstrating our commitment to biodiversity.

Popcorn



Conagra is one of the largest buyers of popcorn in the United States, and our hybrid popcorn seed program reflects that leadership. Breeding begins at Conagra's own facility, where we focus on improving popping performance and enhancing agronomic traits to increase productivity with fewer resources. The resulting seeds are distributed to growers across the Midwestern United States and the crops are harvested for our manufacturing facilities and used in our beloved brands like Angie's BOOMCHICKAPOP®, ACT II®, Orville Redenbacher's®, Crunch 'n Munch®, Poppycock®, and Fiddle Faddle®. In fiscal 2025, Conagra partnered with approximately 134 growers for these brands.

To reduce environmental impact, our popcorn growers implement regenerative practices to improve soil health, minimize chemical runoff, and reduce agrochemical use. One such effort includes crop rotation, which helps maintain soil fertility and reduce pest pressure. By rotating soybeans with popcorn crops, we estimate that our growers avoided applying almost 298,000 lbs. of nitrogen to their fields in fiscal 2025. Conservation tillage is another key practice implemented by our popcorn growers. In 2025, about 27,800 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. Roughly 89% practice crop rotation to manage pests, and over 14% employ light or pheromone traps to control pest populations.

Routine field monitoring also plays an essential role in reducing the environmental impact of our growers. Most of our popcorn growers implement routine field scouting for weeds, insects, and diseases as part of their integrated pest management (IPM) plans to avoid unnecessary chemical applications. IPM is a holistic approach to pest management that combines multiple strategies and practices, relying on ecological knowledge of pests to minimize risks to people, property, and the environment while remaining economically viable. The Conagra Brands Agriculture Operations Specialists support the IPM process by scouting our growers' fields over the growing season and providing valuable in-season data such as population counts, pest levels, and yield estimates. Approximately 80% of our growers take advantage of scouting as an IPM method.

These efforts not only support sustainable farming but also help create resilient agricultural systems that deliver high-quality hybrid popcorn kernels for our consumers.

Tomatoes



Our tomato farming partners in California utilize drip irrigation on 100% of their field acreage, a practice that our agricultural experts estimate reduces overall water use by nearly 15% compared to traditional furrow irrigation systems. To further advance resource efficiency, 81% of our growers use soil moisture probes to monitor and optimize irrigation, ensuring water is applied only when and where it is needed.

To advance our commitment to GHG emission reduction, Conagra partners with suppliers to transport raw tomatoes to our Oakdale production facility using Renewable Natural Gas trucks, which together helped avoid about 15,200 metric tons of CO_2 emissions during the 2025 fresh pack season.

In addition to water and transportation efficiencies, our tomato growers are committed to building healthy soils as part of their sustainability efforts. Approximately 38% of our California tomato growers apply compost to their fields to enrich soil and manage fertilizer application. Beyond California, 100% of our Canadian tomato growers take advantage of soil testing to better understand nutrient needs, enabling a more targeted and efficient approach to fertilizer use.

Farmer Spotlight:
Bobby Yamamoto Farms—Advancing Sustainable Tomato Production



For nearly three decades, Bobby Yamamoto Farms has partnered with Conagra to grow high-quality tomatoes in California. With roots in farming dating back to the 1930s, the operation blends generations of experience with modern technology to drive sustainability and efficiency.

The farm utilizes 100% drip irrigation across its tomato acreage, conserving water usage as prices increase. Weekly drone flights provide thermal imaging and growth data, enabling precise irrigation and nutrient adjustments. These practices, combined with crop rotation, conservation tillage, and compost application on half of its tomato fields, help maintain soil health and improve yields year after year. When asked about pest management and soil health, Jason Yamamoto, Farm Manager, says: “Every year, we look for new ways to save money and become more efficient as a ranch. By improving our efficiency, we become more sustainable. It’s all part of a bigger cycle."

Innovation is central to the farm’s approach. Investments in solar energy are projected to offset 80% of power costs, while high-efficiency tractors reduce fuel consumption and emissions. Although capital investment and climate variability remain a significant challenge, the farm continues to prioritize efficiency and innovation.

“I believe that your success depends on how quickly you can respond to climate change. We’ve been fortunate to adapt quickly to different changes, and I think that’s a key reason for our success."

—Jason Yamamoto, Farm Manager

Supporting Circularity In Agriculture Through Manufacturing

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.

MITIGATING DEFORESTATION & PRESERVING BIODIVERSITY

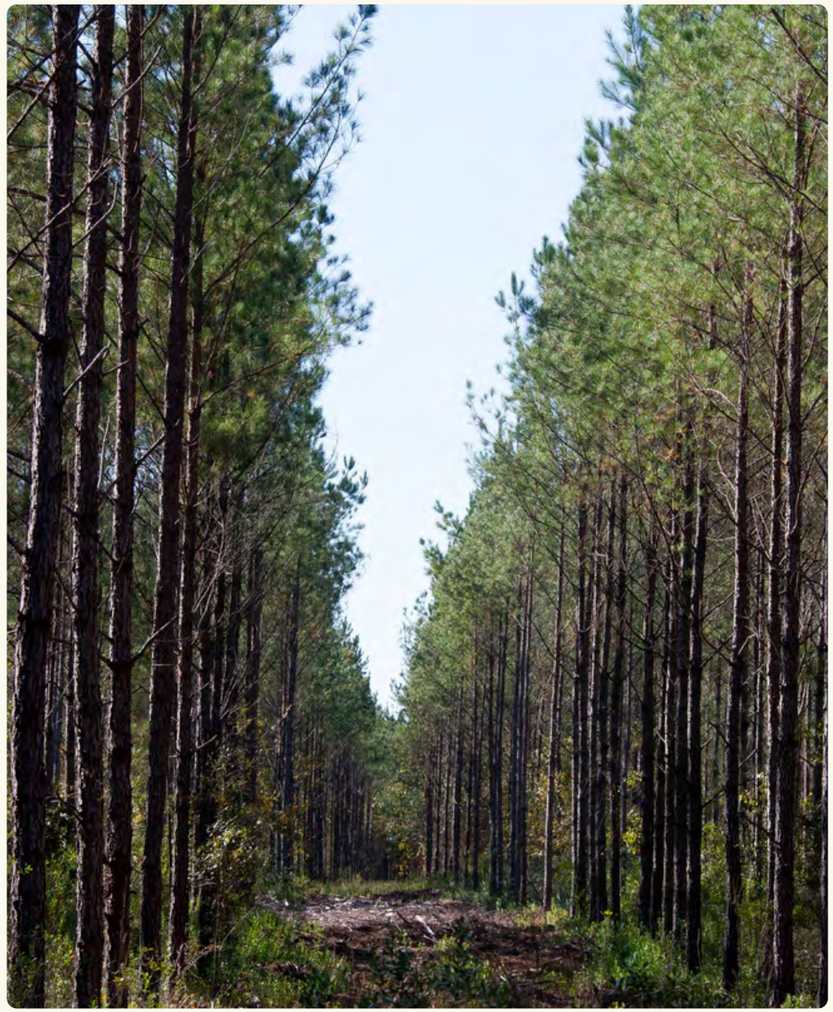
STRATEGY

Conagra is committed to advancing responsible sourcing practices that protect natural ecosystems, support biodiversity, and reduce deforestation risk across our agricultural and forestry supply chains.

Deforestation contributes to climate change and threatens biodiversity. In alignment with our Citizenship Strategy and emerging Science Based Targets initiative (SBTi) Forest, Land, and Agriculture Guidance (FLAG), we know deforestation-linked commodity management is essential to meeting our updated climate goals.

In alignment with draft FLAG[1] recommendations from the SBTi,[2] Conagra is strengthening our commitment to no deforestation across our supply chain. We have significantly broadened the scope of materials included in our annual assessment of deforestation-linked commodities based on principles provided by the Accountability Framework initiative (AFi). Based on this guidance, our methodology now encompasses volumes sourced from both direct and indirect suppliers,[3] which increased the volume of deforestation-linked commodities evaluated by more than 40%. As part of this updated and broadened approach, we have extended our no-deforestation commitment with a new target date of December 31, 2028, applying a 2023 cutoff date.[4]

Looking ahead, Conagra intends to continue strengthening the transparency and rigor of its no-deforestation strategy. Building on this momentum, we will continue to enhance the quality and completeness of the data we collect and integrate new verification methods as they become available. As industry expectations evolve and SBTi FLAG guidance advances, we remain committed to refining our approach and driving improvements that help accelerate the industry's transition to no deforestation and biodiversity-positive supply chains.



1 In our reassessment of in-scope commodities, any category representing less than 1% of procured volumes was considered out of scope; as a result, cocoa was removed from this year's analysis.
2 These recommendations had not been finalized by SBTi as of the date of publication.
3 AFi requires companies to demonstrate comprehensive supply chain coverage when assessing no-deforestation status. To align with these principles, Conagra reports both direct and indirect commodity volumes for full supply chain coverage and accurate assessment of our progress toward no-deforestation commitments. This includes multiple forms of the deforestation-linked commodities such as raw material, processed material or derivatives, and semi-finished goods. This also includes indirect purchases for private label, foodservice, and co-manufacturing. See Appendix for Additional Information.
4 Conagra's goals are pending SBTi approval and may change based on SBTi's recommendations. See Appendix for Additional Information.

Approach

Our expanded assessment continues to draw on two primary forms of risk analysis using different data sets. First, we evaluate sourcing regions either through Country-of-Origin documentation or third-party risk profiles from HowGood, an independent research company. HowGood is one of the world's largest ingredient sustainability databases, which incorporates Global Forest Watch data to assess regional deforestation risks and trends in tree cover loss. Second, we examine our suppliers' control systems, reviewing the strength of their no-deforestation commitments, risk assessment processes, traceability practices, non-compliance protocols, use of satellite or geospatial monitoring, and any certifications they hold. Together, these methods provide a more complete view of deforestation risk exposure across our purchasing footprint.

We seek to do business with suppliers who have no deforestation activities after our cutoff date or who have made no deforestation commitments for their operations or supply chain, which include commitments for reforestation and agroforestry efforts to support biodiversity.



Fiscal 2025 No-Deforestation Compliance Summary[1]

Compliance based on monitoring of sourcing areas:	Compliance via suppliers' control systems:	Non-Compliance:
64%	28%	8%

Commodity-Specific Highlights

BEEF[2]

Beef continues to be a focus of our no-deforestation strategy given its complex global supply chains and varied regional risk profiles. In fiscal 2025, 98% of our evaluated beef volumes met our no-deforestation criteria, reflecting mainly sourcing from regions classified as low-risk for deforestation and the continued effectiveness of suppliers' enhanced monitoring practices.

WOOD FIBER[3]

Our longstanding approach to wood fiber sourcing continues to rely on sourcing from regions with low-risk for deforestation and suppliers with strong no-deforestation documentation. Additionally, some of our suppliers maintain no-deforestation certifications under programs that meet AFi requirements, such as the Forest Stewardship Council (FSC) certification. In fiscal 2025, 90% of our evaluated wood fiber volumes met our no-deforestation criteria.

SOY[4]

We expanded our assessment methodology for soy this year to include additional processed and semifinished soy-based inputs and continued our approach to source soy with country-of-origin documentation from regions with low-risk for deforestation. As a result, in fiscal 2025, 93% of our evaluated soy volumes met our no-deforestation criteria.

PALM OIL[5]

While we continue to verify 100% of our directly sourced palm oil through the Roundtable for Sustainable Palm Oil (RSPO) by purchasing only palm oil meeting RSPO's Mass Balance standard, we are seeking enhanced traceability and stronger supplier control systems as part of our evolving no-deforestation strategy. For this year's assessment, we also evaluated our suppliers' deforestation programs to confirm that effective monitoring practices were in place and that traceability—where feasible—was actively being implemented. In fiscal 2025, 90% of our evaluated palm volumes met our no-deforestation criteria.

1 Based on information available, we were able to assess at least 90% of our applicable buy within each commodity category.
2 Beef products including fresh, frozen, cooked, and Kosher; derivatives including gelatin and tallow. Includes beef products used in semi-finished goods.
3 Wood fiber used in primary, secondary, and tertiary packaging. This includes smaller paper components such as labels.
4 Soy products including soybeans; derivatives including soy lecithin, soy flour, soybean oil, and soy protein products. Includes soy used in semi-finished goods. Our assessment currently excludes embedded soy from the raising of cattle due to data availability.
5 Palm products include palm oil, palm kernel, and all blended oils. Includes palm used in semi-finished goods.

ANIMAL WELFARE

At Conagra, we strive to partner with suppliers who share our values and comply with our standards. While we do not raise animals ourselves, we recognize our responsibility as a purchaser of animal products to encourage practices that meet or exceed industry standards for animal welfare and to promote the respectful and humane treatment of animals.

By the end of fiscal 2024, we achieved our cage free egg goal[1] and our goal of purchasing approximately 30% of our pork buy by volume from open pen gestation systems.[2] For fiscal 2025, due to ongoing price volatility, supply constraints, and cost pressures, we continued purchasing approximately 30% of our pork by volume from open pen gestation systems.

Our commitment to animal welfare remains strong as does our commitment to providing our customers and consumers with quality, affordable, safe, and delicious food. We will continue to support science-based improvements in sow housing and care. We will also continue to monitor market conditions, collaborate with suppliers, and reassess our approach to pork purchases as availability and pricing evolve and to report our pork volume from open pen gestation systems.

1 See Conagra's fiscal 2024 Citizenship Report for additional information about our fiscal 2024 progress.
2 See Appendix for Additional Information about our pork volume from open pen gestation systems.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER: RESPONSIBLE SOURCING & BIODIVERSITY

The Waterloo, Iowa team repurposes sunflower seeds that don't meet product specifications—such as those with the wrong size or color—by donating them to the Prairie Rapids Audubon Society. The seeds are used in local bird feeders instead of being sent to landfill or animal feed outlets. This innovative solution originated from conversations with local nonprofits during a previous Sustainable Development Award cycle, where the team recognized the ongoing need for bird seed and offered the facility's seed waste as a donation. This zero-cost initiative provides a valuable food source for birds, supporting local biodiversity and benefiting the community. The project strengthens ties between community members, local nonprofits, and Conagra, and exemplifies responsible waste management by finding beneficial uses for a byproduct that would otherwise be discarded.

CONAGRA BRANDS SUSTAINABLE DEVELOPMENT AWARDS 2025 WINNER





Conagra's Waterloo, Iowa team

Seeds Donated:
Approximately **1,520 lbs of sunflower seeds** have been donated so far

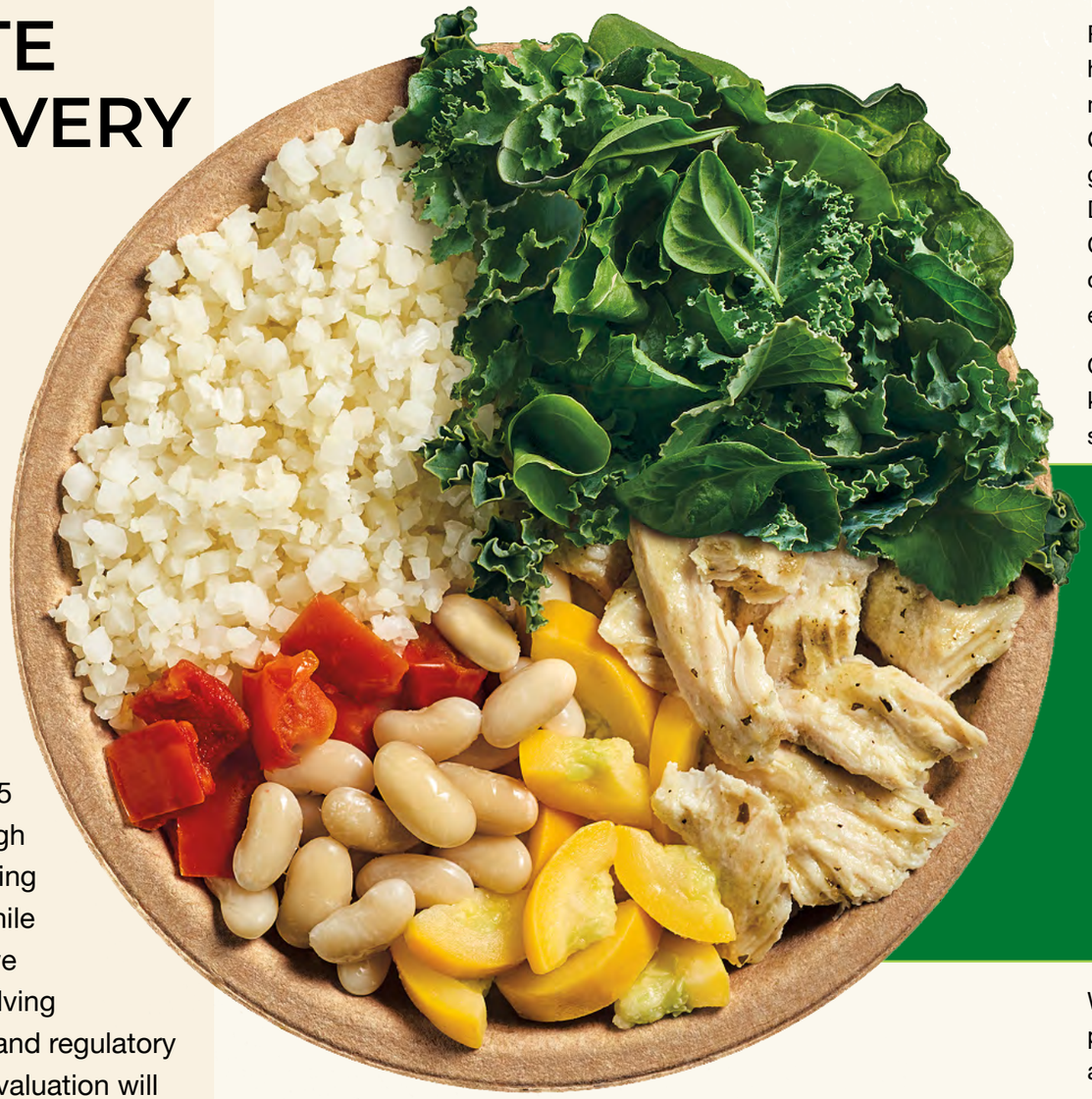
Project Cost:
The facility incurs **no additional cost,** as the process repurposes an existing waste stream at zero expense

Cost Savings:
Modest disposal cost savings from not paying animal feed outlets to haul away the seed waste

PACKAGING WASTE & PRODUCT RECOVERY

Since 2020, Conagra Brands has remained committed to improving the sustainability of its packaging through stakeholder engagement, regular reporting, and design innovation.

Our goal to make 100% of our plastic packaging renewable, recyclable, or compostable by fiscal 2025 has guided our efforts across the organization through fiscal 2024, when approximately 93% of our packaging materials by volume met these success metrics.[1] While we have made meaningful progress, in fiscal 2025 we began planning for future process by examining evolving definitions of recyclability, infrastructure limitations, and regulatory shifts to develop a more adaptive framework. This evaluation will enable us to evolve our strategy beyond fiscal 2025.



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.

The implementation of Extended Producer Responsibility (EPR) laws across the United States has reshaped definitions of recyclability, end-market viability, and intentional design. In response, Conagra has launched a cross-functional working group—including leadership across Research & Development, Legal, Sustainability, and Supply Chain—to assess the actions needed to advance our sustainable packaging principles within the evolving regulatory framework.

Our cross-functional working group identified three key focus areas for Conagra's future packaging strategy and disclosures:

- **Design for Recyclability:** Aligning packaging design principles with third party guidance and knowledge on existing recycling infrastructure and avoiding materials that hinder recovery.
- **Virgin Plastic Reduction:** Reducing the total volume of virgin plastic by eliminating and reducing plastic components or incorporating recycled content.
- **End-of-Life Infrastructure Improvements:** Supporting improvements in recycling infrastructure and understanding the full lifecycle of our packaging.

While our previous goal scope included all packaging types—paper, metal, plastic, glass, and mixed materials—we are now focusing on plastic packaging for future reporting due to its environmental impact and technical complexity.

End-of-Life Infrastructure Improvements through founding membership with the Circular Action Alliance

Improving end-of-life outcomes for packaging requires more than internal innovation—it demands collaboration across the value chain. Conagra recognizes that meaningful progress in recycling infrastructure and material recovery is only possible through strategic partnerships with industry leaders, packaging suppliers, and policy organizations.

In fiscal 2025, Conagra joined the Circular Action Alliance (CAA) as a Founding Member. CAA is a Producer Responsibility Organization (PRO) dedicated to implementing effective EPR laws for paper and packaging in the U.S. Our founding membership reflects our commitment to shaping the future of packaging recovery and recycling. Alongside other founding members representing leaders across our industry, Conagra brings deep expertise in packaging design and recycling to CAA's Board of Directors, helping to diversify and strengthen the packaging portfolio represented.

Our efforts to enhance recyclability and reduce waste have included working with suppliers to redesign packaging formats, remove problematic materials, and support consumer take-back programs. These partnerships are essential to scaling solutions that keep packaging out of landfills and enable a closed-loop recovery system.



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. 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.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER: PACKAGING

This project reduced the caliper of the pressed paper bowl and removed ink from the design used for EVOL® and Gardein® frozen meals—improving recyclability, while maintaining product integrity and consumer experience. A collaborative effort between R&D Packaging and supplier GPI, this initiative builds on prior success with ink removal from pot pie trays. Implementation required no changes to operations or labor, qualifying it as a true minimum viable product (MVP). The new bowl specification was tested for compatibility with existing production lines, including a worst-case SKU, and followed the commissioning, qualification and validation process. This project also demonstrates how targeted packaging changes can deliver significant cost and material savings without operational disruption. The approach is highly transferable to other products and lines with similar packaging needs.

CONAGRA BRANDS SUSTAINABLE DEVELOPMENT AWARDS 2025 WINNER





This initiative was a collaborative effort between Conagra's R&D Packaging team and supplier GPI

Total Project Cost:
No cost—no change to operations or labor

Material Reduction:
Tare weight reduced by 5 grams per bowl, a **31% reduction in paper material**

Environmental Impact:
The project **saved 126,000 lbs of paper annually**

PRIORITY INGREDIENTS

In fiscal 2025, we advanced our commitment to responsible sourcing by initiating an assessment to identify priority ingredients, in alignment with the results of our Citizenship topic priority assessment, through a comprehensive social and environmental risk assessment conducted in partnership with the Kellogg School of Management.

This assessment will provide critical inputs to our business and help us identify those areas where sourcing decisions can have the greatest impact.

We believe that careful sourcing of ingredients mitigates risks to our business and drives meaningful improvements in the sustainability of our supply chain. Our priority assessment focuses on risks associated with ingredients, which may include deforestation, biodiversity loss, water quality and availability, food waste, and more. Working to addressing these challenges in our supply chain is essential to contributing to resilient supply chains and delivering Conagra's Citizenship strategy.

Looking ahead, identifying our priority ingredients will inform Conagra's regional involvement, guide our assessments of environmental and social risk, and identify opportunities for collaboration and partnership across the value chain.

Our efforts will include our Agricultural Operations team partners working directly with farms to implement and incentivize sustainable practices and our Supplier Quality and Risk teams continuing to work with our suppliers to ensure compliance with our Supplier Code of Conduct.

By assessing our ingredient sourcing with a focus on priority ingredients, we are taking a proactive approach to managing environmental and social risks where we have the most impact and risk while creating shared value for farmers, suppliers, and communities. During fiscal 2026, we will continue our work to finalize our priority ingredient strategy and develop key action plans, strategies, and focus areas for each ingredient.



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.

OPERATIONAL SUSTAINABILITY

Climate change is reshaping the future of global food production, changing agricultural systems and the way we source ingredients and manage energy use across our operations. At Conagra, we see these changes as an opportunity to lead with resilience and responsibility.

Protecting our water resources is central to our mission, as water connects every part of our value chain, from the farms that grow our crops to the families who enjoy our products. Likewise, reducing waste—especially food waste—helps conserve resources and minimize environmental impact. To advance Conagra's sustainability initiatives in support of our Citizenship commitments, we established an annual $9 million Sustainability Capital Allowance program. This fund helps our manufacturing facilities invest in projects that deliver meaningful impact—reducing greenhouse gas emissions, conserving water, and minimizing waste—while driving efficiency across operations.

To fulfill our commitments, every facility translates ambition into action. Each site sets annual targets that align with our corporate goals, focused on reducing energy use, improving water stewardship, and diverting waste from landfills. To drive progress towards site-level targets, Conagra relies on Green Teams embedded within each site to guide local sustainability initiatives. Supported by plant leadership, these cross-functional teams bring together employees from EHS, engineering, maintenance, and operations to identify savings opportunities and implement solutions. Their work spans capital improvements, like submetering and LED upgrades, as well as behavioral initiatives, such as waste diversion strategies and sanitation improvements. By fostering collaboration and a culture of sustainability, Green Teams ensure progress at the site level and help advance Conagra's broader commitments to climate, water, and waste reduction.



To advance our efforts, we've leaned into continuous improvement, which remains a cornerstone of Conagra's sustainability strategy. Facilities regularly conduct air leak assessments using advanced Fluke detection technology, helping to reduce energy waste and improve efficiency. In fiscal 2025, we joined the U.S. Department of Energy's Better Plants Program® to strengthen our capabilities and accelerate progress. Through this partnership, we plan to host an in-plant training for water efficiency, complete energy treasure hunts, and take advantage of on-site assessments that will help identify practical opportunities to reduce energy and water use while building internal expertise.

At the same time, innovation is also essential to driving long-term progress. Through a 15-year PPA (power purchase agreement) with Bloom Energy, Conagra is introducing fuel cell technology at our Archbold and Troy facilities. This technology will generate combustion-free electricity, meeting about 70% of each site's energy needs and reducing greenhouse gas emissions by nearly 12%. To further enhance efficiency, we're implementing a comprehensive metering project that provides real-time visibility into energy and water usage at our largest manufacturing facilities. At our Fort Madison facility, targeted upgrades—including flash steam recovery, improved condensate systems, and closed-loop processes—are conserving water, cutting energy use, and lowering emissions. These efforts—and others on the horizon—will unlock new opportunities to conserve resources, cut emissions, and drive efficiency across our operations.

Finally, in fiscal 2025, Conagra continued its tradition of hosting its annual Sustainable Development Awards, a program designed to recognize and celebrate the outstanding sustainability achievements and contributions of its dedicated employees. The awards are focused on 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

The Maple Grove plant implemented a closed-loop recycling system for off-spec or rejected paper rolls used in our microwave popcorn packaging. Instead of sending these rejected materials to recycling, the facility segregates and returns them to the supplier's paper mill. There, the rolls undergo inspection, shredding, pulping, and reintegration into new paper production. Each batch is tracked for full documentation and traceability.

This initiative was supported by our approach to supplier relationships which includes provisions in our contracts promoting cooperation on continuous improvement efforts. The success of this initiative not only secured annual savings for both Conagra and our supplier, it serves as an example to other plants and suppliers on the mutual benefits of continuous improvement and strong supplier relationships.





The Maple Grove team

Material Waste Reduction: 50 tons of paper annually diverted from landfill and reused as fiber

Annualized Cost Savings: $7,000

Project Cost: $0—No implementation cost

Environmental Benefits: Supports circular economy principles, **reduces** recycling disposal costs, and **lowers** the mill's environmental footprint

ENVIRONMENTAL MANAGEMENT

We are committed to serving as responsible stewards of the environment while pursuing our vision to have the most energized, highest impact culture in food, respected for our great brands and great food. Our Environmental Policy anchors this commitment, driving continuous improvement through clearly defined environmental metrics and a robust Environmental Management System (EMS).

Environmental compliance is foundational to our approach. We align with applicable laws and regulations and provide our employees with targeted training and educational resources on environmental compliance, water stewardship, and resource conservation. Through our EMS, we routinely assess our environmental performance, timely evaluate emerging risks and opportunities, and annually update our environmental goals to drive sustained progress.

We proactively manage environmental challenges by promoting best practices across our facilities and applying disciplined processes to assess, monitor, and mitigate environmental impacts. Routine internal environmental audits verify compliance, identify opportunities for improvement, and strengthen accountability. When issues arise, we work closely with site leadership to implement practical, site-specific solutions, provide targeted education, and track corrective actions through verified and lasting resolution.

As a key part of our continuous improvement efforts, in fiscal 2025, we implemented a new Wastewater Operations Policy to establish consistent standards for the operation, monitoring, and maintenance of wastewater treatment systems across all applicable facilities ensuring regulatory compliance and protection of receiving waters. Under this policy, our operations use standardized metrics, permit compliance tracking, and routine performance communications to identify risks and optimization opportunities.



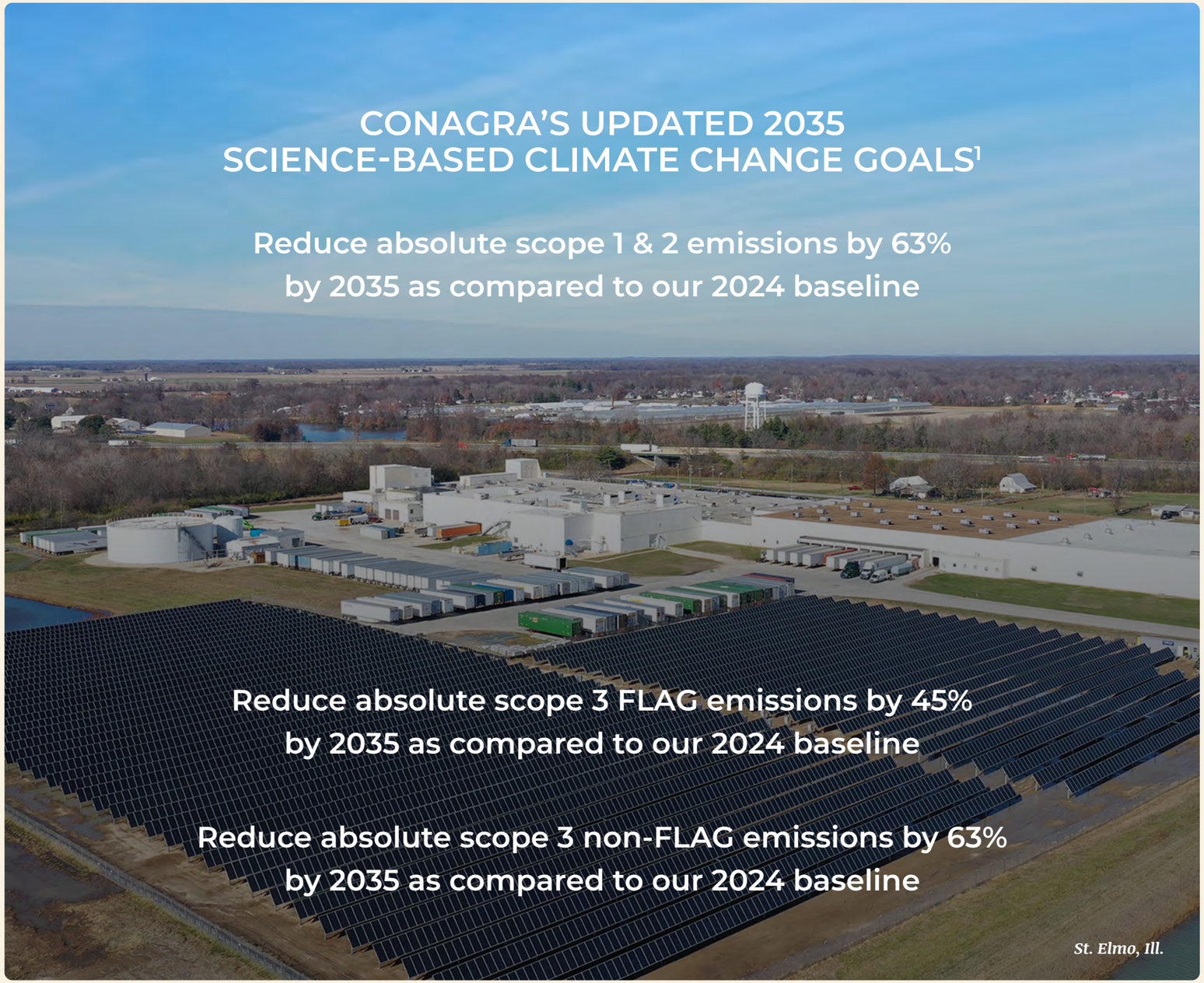
We continued our enterprise-wide review of our wastewater treatment systems with a third-party consulting engineer to assess system condition, treatment performance, and regulatory risk. This assessment informs risk-based prioritization of capital and maintenance investments and supports long-term compliance and system reliability. Continuous improvement is reinforced through internal audits, targeted technical reviews, and corrective action tracking within our EMS and compliance workflows. Conagra is committed to ensuring its wastewater systems remain compliant, resilient, and positioned to meet future operational and regulatory expectations.

CLIMATE CHANGE

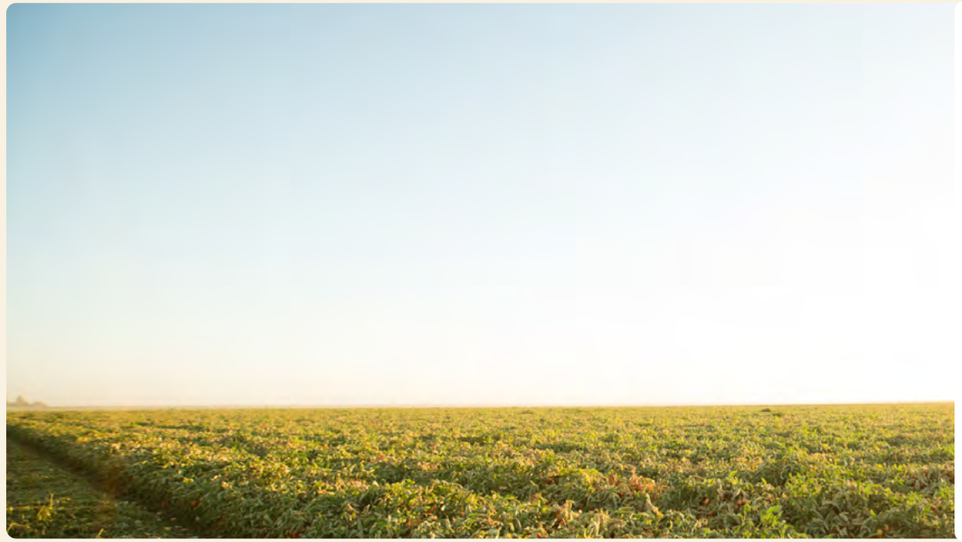
Climate change is a global challenge to the food industry that continues to reshape agricultural systems worldwide.

At Conagra, we are taking decisive action by advancing responsible sourcing practices for raw ingredients and implementing energy management strategies across our facilities, while partnering with our suppliers to drive meaningful action across the value chain. These efforts support our recently updated climate targets for 2035.

These targets replace our climate targets for 2030 that were previously validated through the Science Based Targets initiative (SBTi), the leading global framework for aligning corporate climate goals with climate science. SBTi requires companies to review and update targets at least every five years to ensure alignment with evolving climate science. Conagra's updated science-based targets are pending SBTi approval and seek to align with the latest requirements from SBTi, which now mandate companies in key sectors, including food production, to set targets addressing Forest, Land, and Agriculture (FLAG) emissions.



1 Our fiscal 2024 baseline data differs from previously reported figures due to the integration of enhanced greenhouse gas (GHG) accounting technology, updated emission factors, and a switch from market-based to location-based emissions in goal setting. These changes reflect improvements in data quality and recalibration of our baseline year to align with evolving methodologies and operational scope.



Fiscal 2025 Emissions vs. Fiscal 2024 Emissions Baseline (In metric tons)

	FISCAL 2025	FISCAL 2024[1] (New Baseline)
SCOPE 1 & 2 EMISSIONS	778,879	690,647
SCOPE 3 EMISSIONS[2]	10,767,691	11,793,818

1 Our fiscal 2024 baseline data differs from previously reported figures due to the integration of enhanced greenhouse gas (GHG) accounting technology, updated emission factors, and a switch from market-based to location-based emissions in goal setting. These changes reflect improvements in data quality and recalibration of our baseline year to align with evolving methodologies and operational scope.
2 Total emissions is a market-based emissions calculation. For a location-based emission calculation, please refer to Conagra's CDP report.

Scope 1 & 2 Emissions

In fiscal 2025, our Scope 1 and 2 greenhouse gas emissions (CO_2e) were approximately 778,879 metric tons, which is a 13% increase from our updated fiscal 2024 baseline. This increase reflects the improvements to our data quality and changes to our operational scope for our greenhouse gas emissions calculations that we have made in preparation for updating our science-based targets and recalibrating our baseline year. We remain committed to accelerating progress toward our climate goals through a roadmap of actions, including implementing energy efficiency measures, reducing fugitive emissions across our facilities, and investing in renewable energy.

In fiscal 2025, we advanced several initiatives focused on operational efficiency and emissions reduction. These included optimizing energy use in material handling operations, upgrading equipment to reduce electricity consumption, and implementing smart systems that automatically adjust for efficiency. We also introduced innovative solutions to minimize compressed air demand and improve airflow management, reducing both energy use and maintenance requirements. As a result of our actions, our energy efficiency for fiscal 2025 was 0.136 kWh per pound of production, underscoring our focus on continuous improvement even as we navigate changes in scope and methodology. For additional Energy Management metrics please refer to our SASB disclosure.

Scope 3 Emissions

In fiscal 2025, our Scope 3 greenhouse gas emissions (CO_2e) were approximately 10,767,691 metric tons, which is a 9% decrease from our updated fiscal 2024 baseline*. Fiscal 2025 marked a milestone in our climate strategy: we completed a comprehensive assessment of Forest, Land and Agriculture (FLAG)-related emissions using HowGood's advanced analytics platform. FLAG emissions account for greenhouse gases from land-use change and farming practices, which are among the largest contributors to climate impact in the food industry. Converting forests or grasslands into farmland releases significant carbon, and agricultural activities influence soil health and methane emissions. Because these factors represent a major share of Scope 3 emissions, we are utilizing HowGood's analytics platform to align with global standards for accurate FLAG emission accounting.

By assessing FLAG emissions with advanced tools like HowGood, we can identify ingredient-level impacts and prioritize interventions that deliver meaningful climate benefits. HowGood applies robust, science-based methodologies to evaluate ingredient-level impacts, incorporating factors such as land-use change, farming practices, and regional biodiversity risks. This level of precision enables us to prioritize interventions where they matter most, such as regenerative practices and sourcing from low-risk geographies.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER: CLIMATE CHANGE

Conagra's Inbound Logistics team launched an initiative to improve transportation efficiency by consolidating underutilized shipment orders traveling the same route. Once consolidation opportunities are found, planners coordinate with external suppliers and plant teams to ensure material compatibility, adequate inventory, and plant capacity. After all parties agree, orders are merged and carriers deliver—with fuller trailers. This process innovation includes new reporting tools and dashboards, sets savings targets for planners, and is scalable across other teams. It also has potential for AI-driven automation. The project has fostered stronger collaboration between logistics, suppliers, and plant teams, resulting in more sustainable practices and greater operational resilience.

CONAGRA BRANDS
SUSTAINABLE DEVELOPMENT AWARDS
2025 WINNER



Inbound Logistics Team

GHG Reduction:
241 fewer trucks on the road, **saving 12,065 gallons** of diesel and **reducing scope 3 emissions** by 123 metric tons of CO_2e in fiscal 2025

No Additional Costs:
Integrated into daily planning **without extra investment**

Cost Savings:
$246,414 in transportation savings in fiscal 2025

Behavioral Change:
Encourages proactive **order consolidation** and **cross-team partnerships**

MANUFACTURING WATER CONSERVATION

As part of our Citizenship Strategy, we are committed to proactively managing water resources that could impact our operations.

Our approach to responsible water stewardship across our facilities focuses on both water use and water quality. To advance our efforts, we use Waterplan, an AI-powered platform that allows us to measure, monitor, and mitigate water-related risks, including scarcity, flooding, and quality concerns. By leveraging this technology and data, we can focus our conservation initiatives where they have the greatest impact.

More information on water risk management practices is included in our 2025 CDP response.



We apply our water resource strategy across our production facilities to support responsible water management and continuous improvement. We identify potential water savings through our capital investment process and work with our water treatment and sanitation vendors to make progress by evaluating them based on water-conservation key performance indicators. To drive reductions in our operations, we focus on facility enhancements, process improvements, and behavioral changes supported by training and awareness programs. These efforts are reinforced by targeted controls at high-risk locations and by innovative solutions, such as updates to aseptic processing systems to maintain sterility, prevent downtime, and improve efficiency. We also invest in sustainable equipment upgrades that improve air quality, reduce water use, and eliminate outdated refrigerants—advancing operational efficiency and supporting healthier, more sustainable operations.

WATER WITHDRAWAL SOURCE & WASTEWATER DISCHARGE DESTINATION

Source of Water Used:

59.5%	37.9%	2.6%
Public supply	Well water	Surface water

Destination of Water Discharged:

56.1%	28.8%	15.2%
Publicly-owned treatment facility	Direct	Land/irrigation

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

Waterplan, the water risk platform employed by Conagra, integrates site-specific information from satellite imagery and local reports to support comprehensive risk assessments and effective resilience strategies. This platform provides data that is used by our facilities to operate responsibly and sustainably.

To reduce water risks and enhance operational safety at high-risk sites, we implement targeted projects and initiatives that safeguard water resources and support reliable, efficient plant operations. For example, our Irapuato, Mexico plant has integrated sustainable practices into their palm oil cleaning process, providing meaningful reductions in both water and palm oil usage.







Low-Medium
2 locations;
8.8% of Water Use

- Darien, Wis.
- Menomonie, Wis.

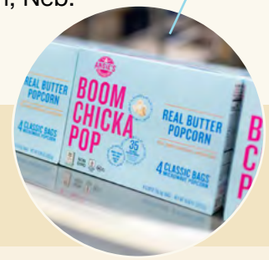
Medium
25 locations;
56.7% of Water Use

- Aurora, Colo.
- Brookston, Ind.
- Centralia, Ill.
- Council Bluffs, Iowa
- Denver, Colo.
- Dresden, Ont.
- Fort Madison, Iowa
- Hagerstown, Md.
- Humboldt, Tenn.
- Imlay City, Mich.
- Indianapolis RWTS, Ind.
- Irapuato, Mex.
- Jackson, Tenn.
- Kent, Wash.
- Lake View, Iowa
- Lincoln, Neb.
- Louisville, Ky.
- Macomb, Ill.
- Macon, Mo.
- Marshall, Mo.
- Quincy, Mich.
- Russellville, Ark.
- St. Elmo, Ill.
- Troy, Ohio
- Waterloo, Iowa



Medium-High
12 sites;
34.5% of Water Use

- Archbold, Ohio
- Boisbriand, Qué.
- Fayetteville, Ark.
- Hamburg, Iowa
- Henning, Ill.
- Indianapolis Bakery, Ind.
- Mankato, Minn.
- Maple Grove, Minn.
- Oakdale, Calif.
- Reno, Nev.
- Rensselaer, Ind.
- Waseca, Minn.



CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER: WATER

The project at Irapuato focused on making the cleaning process for palm oil lines more sustainable and cost-effective. By streamlining process steps and minimizing unnecessary purges, the new method conserves both palm oil and water while maintaining operational readiness and efficiency. This innovative approach, which originated with the snacks team, was implemented at zero additional cost, though it did require a thorough review of cleaning practices and process changes to ensure quality. The approach is transferable to other facilities and demonstrates how operational changes can drive both sustainability and cost-effectiveness.

CONAGRA BRANDS
SUSTAINABLE DEVELOPMENT AWARDS
2025 WINNER



Irapuato Team

Palm Oil Use:
This project reduced palm oil use by more than **80,000 lbs annually**

Water Use:
Reduced water use by more than **50,000 gallons annually**

Cost Savings:
Approximately **$75,000 in annual savings** from reduced palm oil and water use

Responsible Practices:
Supports Conagra's **deforestation commitments**, as palm oil is a high-risk ingredient

REDUCING MANUFACTURING WASTE

We take a systematic approach to minimizing waste generated in our facilities to maximize the value of the raw ingredients and materials we purchase.

Guided by the EPA Waste Management Hierarchy and the Wasted Food Scale, our approach prioritizes preventing waste before it occurs by focusing on source reduction and reuse. Leveraging Conagra's internal Distressed, Donations, and Disposals (DDD) process, we identify and implement waste-reduction strategies that deliver measurable impact and cost savings. For waste that cannot be avoided, we make every effort to divert it from landfills through recycling and other beneficial uses before disposal. In fiscal 2025, approximately 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.



FISCAL 2025 SOLID WASTE CHARACTERIZATION



98.4%
of diverted materials were organic

- Cardboard: 3.59%
- Animal Feed: 52.00%
- Composting: 3.80%
- Donation: 0.56%
- Food-Recovery: 0.43%
- Oil/Grease: 0.57%
- Mixed Organics: 0.24%
- Mixed Paper: 1.36%
- Wastewater Sludge: 28.75%
- Wood Pallets: 7.14%

1.6%
of diverted materials were non-organic

- Aluminum: 0.02%
- Mixed Metals: 0.51%
- Mixed Plastics: 0.71%
- Mixed Recyclables: 0.32%

Enhancing Waste Reduction Across Our Offices & Facilities

In fiscal 2025, Conagra recognized 19 production facilities as 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. These achievements reflect Conagra's systematic approach to waste management. These facilities advanced their approach beyond diversion by implementing targeted strategies such as reducing hazardous and universal waste through smarter purchasing practices, equipment upgrades, and recycling programs; reusing durable components to avoid unnecessary material consumption; repairing critical infrastructure to prevent ingredient loss and safety risks; and optimizing production processes to minimize raw material waste during transfer. Together, these actions demonstrate how operational ingenuity and resource efficiency drive progress toward a circular economy and reinforce our commitment to continuous improvement in manufacturing sustainability.

Our Rensselaer facility earned TRUE Zero Waste Silver certification, a rigorous standard that measures and recognizes facilities that commit to reducing materials, improving waste management practices, and using resources more effectively. To achieve certification, facilities must divert at least 90% of waste from landfill, incineration, and the environment and



earn points across categories such as redesign, reuse, recycling, composting, training, and zero-waste reporting. Rensselaer's Silver-level achievement reflects its leadership in implementing comprehensive zero-waste strategies—turning waste into savings opportunities and advancing circularity across our operations.

Beyond our manufacturing facilities, we promote waste reduction efforts at our largest corporate offices located in Chicago and Omaha. At these locations, employees have access to composting and recycling programs as alternatives to landfill disposal. In Chicago, employees expanded composting and recycling efforts by adding paper towel composting in bathrooms, introducing dish brushes to encourage reusable dishware, and continuing the reusable mug discount at the ChiCAGo Bean café. In fiscal 2025, the Chicago office composted about 5,700 pounds of material and recycled about 11,500 pounds. Omaha strengthened recycling through an initiative that collected over 150 pounds of hard-to-recycle plastic in support of a recycled-material bench project, complemented by continued exceptional trash separation practices that won an award from Hillside Solutions in 2024. The team also hosted a "bring your own mug" coffee event to promote waste reduction and answer recycling and composting questions.

CONAGRA'S SUSTAINABLE DEVELOPMENT AWARDS WINNER—WASTE

This project aimed to reduce landfill waste by targeting microbial activity that leads to product destruction. The Waterloo team implemented enhanced process standards—such as steam quality monitoring, condensation header gauges, daily sterilizer audits, and targeted action plans—supported by digital tools for centralized data management and weekly performance reviews to drive continuous improvement. This collaborative effort brought together a cross-functional team that examined every step of the process, shared best practices across facilities, and partnered with MidAmerican Energy to enhance reliability. By combining data-driven audits with teamwork, the project delivered measurable environmental benefits and significant operational savings, reinforcing our commitment to scalable solutions that support a better planet.

CONAGRA BRANDS SUSTAINABLE DEVELOPMENT AWARDS 2025 WINNER



Waterloo team

Cost Savings:
This project saved more than **$1,290,000** in fiscal 2025

Material Waste Reduction:
948 US tons diverted from destruction in fiscal 2025

Outcome:
Significant reduction in quality-related case destruction (year-over-year improvement)

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.

CORPORATE ETHICS

Conagra's ethics and compliance program is supported by its Code of Conduct that provides guidance to our employees, officers, and directors on Conagra's expectations for conduct both inside and outside the workplace. Annual training is provided to all employees and new employees are introduced to Conagra's expectations and their obligations under the Code of Conduct as part of their onboarding process. We also have policies, including our Supplier Code of Conduct, and contractual obligations setting expectations for suppliers, service providers, contractors, consultants, trainees, temps/agency workers, and interns to adhere to the ethical standards set forth in our Code of Conduct.

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 hotline complaints, 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.



ETHICAL EMPLOYMENT PRACTICES

Conagra's Human Rights Policy outlines the core standards and expectations we have for Conagra employees, candidates for employment, and all other workers over which we have management control with respect to the fair treatment of our employees in all of our operations. This policy applies to all locations and situations where Conagra conducts business and prohibits the use of forced labor, bonded labor, child labor, human trafficking, and slavery-like practices. Our Code of Conduct for Suppliers sets similar human rights standards for our suppliers.

Conagra prohibits the use of any forced or compulsory labor, including human trafficking and slavery, in our operations. Any work performed by an employee or other individual that is involuntary and/or performed under the threat of physical harm or other penalty is strictly prohibited. We also comply with state and federal labor and employment laws through our hiring policies and human resources practices. Our standard entry-level wage is equal to—and often exceeds—the highest applicable minimum wage in locales in which we operate.



To the extent any employee objects to their terms and/or conditions of employment or sees anything else of concern related to a suspected violation of Conagra's Code of Conduct or Human Rights Policy, they may raise a complaint to their manager, a member of the Legal and Government Affairs department and/or through our third-party ethics hotline, 866.567.CODE (2633), which 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

1.32%
OSHA Incident Rate (fiscal 2025) per 100 full-time workers

0
Employee Fatalities Fiscal years 2025, 2024, and 2023

< Avg
Below Industry Average 3 consecutive fiscal years

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

Conagra focuses on proactive identification and hazard control management to prevent the risk of serious injuries and fatalities. All workplace incidents—including injuries, illnesses, fatalities, and near misses—are thoroughly investigated to determine and address root causes. Investigations of each incident follow the United Problem Solving technique, which includes incident scene management, loss prevention, data collection, witness interviews, structured root cause analysis, implementation of corrective controls, and companywide sharing of lessons learned.

During fiscal 2025, our Occupational Safety and Health Administration Incident Rate was 1.32 per 100 full-time workers, as compared to 1.40 incidents per 100 full-time workers in fiscal 2024, and 1.58 incidents per 100 full-time workers in fiscal 2023. There were no incidents of fatalities involving Conagra employees in fiscal years 2025, 2024, and 2023. 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 environment, health and safety (EHS) team conducts risk-based audits at each facility every two to five years to assess compliance with Conagra's EHS management system. Audits evaluate leadership and accountability, defect loss identification, inspections, training, regulatory compliance, and adherence to corporate policies. Findings are documented, and corrective actions are tracked to drive continuous improvement and accountability for maintaining a safe work environment.

In calendar year 2025, we piloted a risk-based safety culture development training program aimed at leaders in our manufacturing facilities. This training emphasizes creating psychological safety, fostering a culture of reporting and learning from incidents, and understanding the processes that drive behavior. We are deploying this program in fiscal 2026 and beyond.

PROJECT HIGHLIGHT—DRIVING SAFETY THROUGH PREDICTIVE MAINTENANCE

Our Council Bluffs, Iowa facility piloted SPOT, a Boston Dynamics mobile robot equipped with thermal, acoustic, and visual sensors to modernize predictive maintenance and enhance employee safety. SPOT helps automate inspections in higher-risk areas, reducing manual checks and mitigating hazards.

From July to October 2025, SPOT completed 358 autonomous inspections, captured more than 1,000 data points, and identified more than 40 actionable issues, including leaks, elevated temperatures, and early mechanical anomalies. These findings allowed our teams to intervene earlier, avoiding an estimated $80,000 in downtime, delivering $7,500 in annual energy savings, and reducing employee time spent in higher-risk areas.

By integrating SPOT into cloud-based analytics, we achieved success rates above 85% and accelerated our shift from reactive to predictive maintenance—reducing utility waste, improving reliability, and strengthening employee safety.



COMMUNITY INVESTMENT & FOUNDATION

Total Giving Cash & In-kind Corporate & Foundation

More than

$33M





Total Employee Giving

More than

$625,000

Grants Awarded

More than

1,000





Volunteer Hours

More than

10,000

COMMUNITY INVESTMENT AND FOUNDATION

Conagra and its employees are dedicated to providing consumers everywhere with reliable access to their favorite food brands that they can enjoy with their families and friends. This dedication is reflected in our community engagement efforts, where we focus our attention and resources on tackling the critical issue of food insecurity in our communities.

Conagra works to alleviate food insecurity by utilizing cash contributions, product donations, and employee actions to create a positive impact in the communities where we operate. We partner with select nonprofits that support people of all backgrounds and ages and implement meaningful programs to provide support for local communities impacted by food insecurity. Through our grantmaking initiatives, we support high-impact programs that help local hunger relief organizations to uplift, inspire, and enhance the lives of people in the community by increasing their access to food.



Conagra allocates its philanthropic resources to addressing food insecurity through the following initiatives:

Food Access
Ensuring that people have consistent 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 flavorful meals.

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

Healthy and 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.

During fiscal 2025, we continued our support of nonprofit partners working to provide the communities where we operate, live and volunteer have consistent access to healthy and nutritious food.







FEEDING AMERICA



In fiscal 2025, Conagra Brands Foundation was proud to continue its national partnership with Feeding America in the fight against food insecurity focusing on helping to address hunger in the communities where our facilities and offices are located. Together, the Conagra Brands Foundation and Feeding America support a range of initiatives, from advancing national research that deepens understanding of food insecurity to strengthening the capacity of local food banks to better serve their communities. Through this partnership, we aim to expand access to nutritious food and increase awareness of the challenges faced by those experiencing food insecurity. Conagra also regularly donates its products to Feeding America for redistribution through its network of 200 food banks across the country.

In fiscal 2025, the Conagra Brands Foundation made capacity-building grants to 28 Feeding America partner food banks that serve the communities where Conagra employees live and work. These grants enabled the food bank to build capacity and strengthen their efforts to address increasing food insecurity needs.

Select highlights from the 28 capacity-building grants distributed across the nation include:

Food Lifeline, Seattle, Wash.

This grant helped Food Lifeline as they prioritized partnerships with local farmers and other Feeding America food banks to secure nutritious, highly desired items such as fresh produce, meat, dairy, and eggs in quantities sufficient to meet demand.





Central Pennsylvania Food Bank, Harrisburg, Pa.

Funding from Conagra supported distribution of fresh produce, lean proteins, whole grains, and dairy products, ensuring continued access to nutritious foods. Seniors, children, military veterans, and others facing food insecurity benefited through pantries, soup kitchens, schools, and mobile distributions.

Northwest Arkansas Food Bank, Lowell, Ark.

Northwest Arkansas Food Bank's efforts helped distribute approximately 7.9 million pounds of food, equivalent to 6.5 million healthy meals. Support enabled the organization to respond to increased needs following tornadoes, expand operations in its new Center for Hunger Relief, and reopen the Feed Rogers pantry, ensuring thousands of neighbors have reliable access to nutritious food.



THE CONAGRA BRANDS FOUNDATION HAS BEEN A CONSISTENT FUNDER OF FEEDING AMERICA'S MAP THE MEAL GAP (MMG) SINCE 2012.

This funding has improved research technology and audience engagement, making it one of the organization's most substantial and frequently cited initiatives. The MMG research generates high-quality data on food insecurity, translates it into actionable insights, and engages stakeholders to utilize these insights.

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 take action against hunger. At Conagra, we engage our employees by educating them about food insecurity in their communities and encouraging them to take individual action by volunteering at hunger relief organizations. Conagra's ongoing commitment to donating products to Feeding America continues to provide valuable nutrition to communities in need, while also diverting products from landfills and reducing transportation and disposal costs.

During this fiscal year, Conagra donated more than **19 million pounds of food** to Feeding America and its network of food banks, **equivalent to more than 15 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. Conagra team members nominate local nonprofits for consideration, focusing on areas such as food insecurity, nutrition education, healthy and active lifestyles, and urban agriculture. A cross-functional employee committee reviews nominees and collaborates to determine which community projects will receive funding, along with the specific grant amounts. This year, 20 grants were awarded, totaling $350,000. Through these grants we are proud to support the outstanding programs and services offered by devoted nonprofits and reinforce Conagra's strong commitment to expanding access to nutritious food nationwide.

Select highlights of this year's grant recipients and projects include:

Archbold Fish, Ohio

Project: Food Assistance

Archbold Fish Pantry is dedicated to supporting low-income community members by ensuring they have access to essential nutrition. The program continues to expand, offering a wider variety of food items, including milk, eggs, bread, and protein.

Community Action of Southeast Iowa

Project: Community Action Lee County Iowa Food Pantries

Community Action of Southeast Iowa assists individuals and families in meeting their dietary needs by restocking two of its food pantries in Lee County with nourishing food. This ensures a variety of food to meet the diverse needs of the population and helps increase the availability of protein in the pantries.





It's a Blessing to be a Blessing, Maryland

Project: Bagged Lunch Initiative

It's a Blessing to be a Blessing's Bagged Lunch Initiative provides free bagged lunches to economically disadvantaged individuals and families in Hagerstown, MD. To accommodate more people in need, the organization is expanding its capacity to serve 120 lunches daily, Monday through Friday.

Star Farm, Ill.

Project: Community Dinners and Food Delivery Program with Star Farm Fresh Kitchen

Star Farms aims to strengthen the Back of the Yards community in Chicago by using its urban farm as a platform for vocational programming, community events, and farm-to-table workshops. The community dinners initiative creates space for residents to connect and share feedback on their needs, while also enhancing their culinary program by giving participants opportunities to apply their training.

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 2025, Conagra employees volunteered more than 10,000 hours at more than 100 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 their local communities. Through this initiative, employees across all our facilities have the opportunity to take a day off from work to make a meaningful impact right in their own backyard. It also serves as a chance for employees to learn more about the important work and capabilities of our nonprofit partners. Our employee service projects aim to address food insecurity, improve nutrition, and increase access to healthy food including repacking fresh produce and shelf-stable items at local pantries, assisting in the planting and maintenance of community gardens, and more. Collectively, these efforts provided the equivalent of over 236,000 meals to individuals facing food insecurity across the United States, Canada, and Mexico.

MONTH OF SERVICE—FISCAL 2025 STATS

More than **1,300** Individual Employees Participated

More than **5,400** Volunteer Hours Completed

More than **60** Unique Nonprofit Organizations

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

More than **100** Volunteer Projects

More than **284,000** lbs. of Food Packed and Sorted

More than **236,000** Meals

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 food access programs in Nebraska and Western Iowa. With a major office and large manufacturing facility located in this region, the Conagra Brands Foundation is proud to continue leading Shine the Light on Hunger for the 18th consecutive year.

In fiscal 2025, our goal was to raise the equivalent of 5 million meals. Additionally, the Conagra Brands Foundation continued its annual commitment to match donations dollar-for-dollar, up to $100,000. Thanks to the incredible generosity of so many people in the community, **we raised the equivalent of more than 8 million meals, surpassing the goal by 60%.**



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 scholarships to 46 students, reaching children of our employees located in various geographical locations. Upon receiving scholarships, recipients expressed gratitude in handwritten letters.
The quotes below demonstrate the impact of scholarships on the recipient's lives.

"This award is helping a first-generation student achieve his dreams of finishing college and making a name for himself."

"This award means the world to me and my family in continuing my education."

"Conagra's support will enable me to focus on my studies and pursue my goals."

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 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.

EEO-1 data for calendar year 2024 is available on our Citizenship website.



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.

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.



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.

Compromise

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



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.

HOW WE FOSTER AN INCLUSIVE WORKPLACE



Our long-term commitment to an inclusive workplace is guided by a strategic framework designed to support our people and advance our business priorities. Our strategy focuses on supporting talent development and strengthening community partnerships. We develop talent through mentorship, sponsorship, and coaching programs in collaboration with organizations that advance our values of Inclusion, Diversity, & Belonging. Together, these efforts support an inclusive workplace. Throughout fiscal 2025, we continued to invest in initiatives that enhance employee engagement, growth, and organizational effectiveness. The following examples highlight how this approach is delivering meaningful impact.

McKinsey Connected Leaders Academy

Through a partnership with the McKinsey Connected Leaders Academy, more than 80 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 Executive Leadership team. This year-long structure with Conagra leadership participation allows for a comprehensive learning experience connected to our talent strategy.

Coaching Leadership Labs

At Conagra, we believe great leadership begins with self-awareness and authentic connection. To support this belief, we partner with Sounding Board, an external leadership development firm, to deliver group coaching that brings our leadership development approach to life through a structured experience focused on three essential skills: self-awareness, communication, and influence.

Over the course of three months, small cohorts of Conagra employees engage in interactive 90-minute sessions that inspire reflection, growth, and collaboration. Supported by an advanced digital platform, participants can track their progress, set meaningful goals, and apply new insights directly to their daily leadership experiences.

The impact of these programs to date has been transformative. Participants consistently report greater confidence, stronger collaboration, and a deeper understanding of how to lead with empathy and purpose.

The coaching initiative continues to play a vital role in shaping Conagra's next generation of leaders, those who not only drive results but also foster inclusive, connected teams where everyone can thrive.



OTHER DEVELOPMENT AND LEARNING OPPORTUNITIES

Our Inclusion, Diversity & Belonging strategy is designed to support employees throughout their career journeys and strengthen an inclusive culture. From onboarding through career advancement, we continue to invest across the organization in approaches that build skills, support growth, and advance career opportunities. In fiscal 2025, our ID&B learning journey focused on **Cultivating Conscious Inclusion**, a course designed to help employees value differences, create a welcoming environment and support innovation and growth through deliberate inclusive actions. The training



emphasized building awareness and demonstrating inclusive behaviors to strengthen collaboration across teams. In fiscal 2025, more than 3,500 employees completed the course.

In addition, we continued to support inclusive leadership through our **Healthy Debate, Better Decisions** development experience. Designed to strengthen leaders' ability to engage in productive debate, make clear decisions, and encourage inclusive participation, the program focuses on decision framing, navigating complex trade-offs, and understanding communication styles. Delivered as a 90-minute experience and scaled to approximately 300 leaders across functions, the program was integrated into existing leadership curricula and reinforced core capabilities that support effective and inclusive decision-making.

Employee Engagement

At Conagra, we recognize the importance of engaging with our employees to support an inclusive culture where individuals feel valued, respected, and supported. In fiscal 2025, we continued our employee engagement survey program, which is administered on a bi-annual basis to both hourly and salaried employee populations in all our workplaces. The confidential surveys provide employees with the opportunity to share confidential feedback on topics such as workplace environment, management support, inclusiveness, and professional growth. The insights gathered are used to inform action planning and continuous improvement efforts aimed at enhancing the overall employee experience at Conagra.





Employee Resource Groups (ERGs)

Our eight Employee Resource Groups (ERGs) contribute to fostering an inclusive and connected workplace by supporting professional development, community engagement, and employee connection. In fiscal 2025, ERGs hosted more than 150 events that were open to all employees. Participation in ERGs is voluntary, and all employees are welcome to join any ERG regardless of background or personal characteristics.

Throughout fiscal 2025, ERGs supported employee engagement through a range of activities, including development-focused discussions, mentoring opportunities, cultural awareness events, volunteer initiatives, and community partnerships. These efforts were designed to encourage connection, learning, and collaboration across teams and locations.

ERG activities during the year included:

- **Professional development and mentoring**, such as speaker sessions, coaching conversations, book discussions, and cross-ERG mentoring opportunities.
- **Community engagement**, including volunteer activities and partnerships with local organizations aligned with community needs.
- **Employee connection and awareness**, through educational sessions, cultural observances, and informal opportunities for employees to connect across functions and locations.

Across all ERGs, activities were designed to support employee engagement and development while reinforcing a workplace culture grounded in respect, inclusion, and shared purpose.



APPENDIX



ABOUT THIS REPORT

Thank you for your interest in Conagra Brands' 2025 Citizenship Report. Unless otherwise specified, all data in this report cover the company's fiscal year 2025, which ended May 25, 2025. This report may also include information about initiatives launched in fiscal 2026 to provide additional recent relevant information to our stakeholders. Our reporting covers all company-operated facilities operated by Conagra during fiscal year 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 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. Olsson Associates completed an independent verification of the scope 1 & 2 data, as well as the manufacturing waste and water data that is included in the Better Planet section of this report.

No other data included in the report has been audited by a third party. This report includes information currently available through our existing data management systems and has been internally vetted using accepted and relevant scientific and technical methodologies. As needed, historical performance data may be revised due to 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 has 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

Animal Welfare	
Overview	Our animal welfare efforts are focused on our 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 purchasing volume for private label and foodservice products.
Pork	For pork, our current efforts are focused on trim and fresh pork buy sourced from suppliers utilizing open pen gestation systems. "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.
Approach	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.
Dependencies	Our ability to meet our animal welfare goals depends on supplier action, consumer demand and availability and affordability of supply.

Climate Change	
Scope 1 and 2	Conagra 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.
Scope 3	Conagra has set a goal to reduce its absolute Scope 3 FLAG and non-FLAG greenhouse gas emissions. 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 FLAG emissions account for greenhouse gases from land-use change and farming practices. Conagra's 2035 Scope 3 targets are separated into two goals, one for FLAG emissions and one for non-FLAG emissions, as per new SBTi guidance.
Approval & Methodology	Conagra's 2035 science-based climate change goals are pending approval from a third-party organization, the Science Based Targets initiative (SBTi), and may change based on SBTi's recommendations. All calculations of our Scope 1, Scope 2, and Scope 3 emissions are estimates calculated using methodologies in line with SBTi's guidelines and using data available to us from our data systems and other third-party databases existing at the time of our calculations.
Dependencies	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 have been updated to align with the Science Based Targets initiative (SBTi) Forest, Land, and Agriculture (FLAG) framework and focus on both direct and indirect commodity volumes for full supply chain coverage. Our goals are pending SBTi approval and may change based on SBTi's recommendations.	
Definition of Deforestation	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.
Scope of Annual No-Deforestation Assessment	While our assessment includes multiple forms of the deforestation-linked commodities such as raw material, processed material or derivatives, and semi-finished goods, when identifying in-scope commodities, any commodity category representing less than 1% of our procured volumes was considered out of scope; as a result, cocoa was removed from our fiscal 2025 analysis. 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.

While we have made significant strides to meet our deforestation goals, challenges remain. We acknowledge that despite our best efforts, gathering traceability information and information about suppliers' control systems can be challenging due to our position in the supply chain. Additionally, changes to SBTi's FLAG framework or AFi's definition of deforestation, including cutoff dates, may change our no-deforestation criteria and therefore our assessment of our supply chain.

We recognize that achieving our goals for no deforestation in our supply chain will require industrywide 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.

2025 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) 9,700,453.88 GJ (2) 28.1% (3) 3.0%
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: 15,727.76 (1,000 Cubic Meters) (2) Total Water Consumed: 3,309.78 (1,000 Cubic Meters) (3) Areas of High or Extremely High Baseline Water Stress make up 34.5% of all water withdrawn and 66.6% 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	8 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 platform Waterplan, in-house risk-mapping, a Supplier Excellence Program sustainability assessment, and international media resources. Conagra Brands' sustainability team utilizes Waterplan, a third-party AI-powered platform, to conduct an annual assessment all plants with the purpose of identifying potential water risks that exist. The assessment utilizes comprehensive water management data including consumption metrics, water quality, and utility data, as well as an annual survey submitted by EHS managers, to identify high-priority areas for intervention and resource allocation. 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 2025 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 2025, there were three major non-conformances identified (rate of 0.07 major non-conformances per plant audited) and 223 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. 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 2025, both of which were initiated by a supplier or co-manufacturer, impacting Conagra Brands products.
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	GMO $3,483,384,914 Non-GMO $1,128,439,722
	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 461,808 metric tons (t) of packaging procured by Conagra Brands. Our definitions and methodology for renewable, recyclable, reusable, and compostable materials are being refreshed to align with our updated strategy. We will share revised metrics in future reporting.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	Conagra has identified three key focus areas for Conagra's future packaging strategy and disclosures: Design for Recyclability, Virgin Plastic Reduction, and End-of-Life Infrastructure Improvements. 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: • 100% of our palm oil buy was certified by the Roundtable on Sustainable Palm Oil (RSPO) under its Mass Balance model
	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	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.

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 2.8M metric tons
Number of production facilities	Quantitative	Number	FB-PF-000.B	41

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, increased tariffs and taxes, increased energy and fuel costs, actual or threatened hostilities or war, and or other geopolitical conflicts, declining benefits or increased limitations under government food assistance programs for consumers, rising unemployment, recessions, supply chain challenges, labor cost increases or shortages, currency rate fluctuations; 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, or other geopolitical uncertainty; disruptions or inefficiencies in our supply chain and/or operations; risks related to the effectiveness of our hedging activities and ability to respond to volatility in commodities; 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 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 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 respond to changing consumer preferences including health and wellness perceptions 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 seasonality of our business; risks associated with our contract 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; risks of increased pension, labor or people-related expenses; risks and uncertainties associated with intangible assets, including any future goodwill or intangible assets impairment charges; risks 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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