



Conagra Brands Citizenship Report 2022



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Family Dollar, employee volunteering



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About Conagra Brands

From our President and Chief Executive Officer

Looking back on fiscal year 2022, I am grateful for our team's dedication to doing business the right way by supporting our people, the planet and our communities while simultaneously delivering value to our customers, consumers and shareholders.

We have continued to make progress on environmental priorities including climate change, sustainable packaging, regenerative agriculture, and preserving water sources and eliminating waste in our operations. In addition, we have remained committed to nourishing our communities, especially those impacted by food insecurity, as well as striving to become the most inclusive culture in food by strengthening D&I awareness, education and accountability.

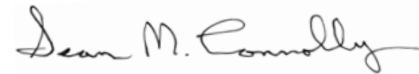
Citizenship at Conagra means supporting a healthy planet while driving a healthy business. In 2020, we set an ambitious goal to avoid the use of 33 million pounds of plastic by 2025 through thoughtful design and use of renewable and more readily recyclable or compostable materials. Today, I'm proud to share that we have surpassed that goal by avoiding 35 million pounds of plastic through plant-based packaging and other innovations. In addition, Evol® became the first brand to introduce Carbonfree® Certified Carbon Neutral single-serve frozen meals. Further, several Evol products are produced in a TRUE Zero Waste Certified Facility, which are facilities that have diverted an average of 90% or greater waste from landfills or other waste reductions in the last 12 months.

At Conagra, we firmly believe that everybody deserves access to delicious, high-quality food. Our longstanding partnership with Feeding America has helped us address hunger affecting our communities. During fiscal year 2022, Conagra donated more than 20,000,000 pounds of food to Feeding America and its network of food banks, which is equivalent to more than 16,700,000 meals. Conagra employees continued to step up to support their neighbors in need by volunteering more than 9,000 hours at more than 140 different nonprofits that serve the communities where we do business.

We are also determined to be part of the solution to drive meaningful change in regard to diversity and inclusion. Our comprehensive D&I strategy has helped us make progress against our 2025 goals to increase representation of People of Color and women in management. Providing education and training opportunities for underrepresented talent is also a critical component to reinforce a sense of belonging throughout our organization and advance equality. From offering training and development programs to providing coaching opportunities to help drive measurable business impacts across our organization, we continue to invest in our greatest asset – our people.

This report reflects the tremendous work of our team to execute strategies that support our corporate citizenship ambitions.

On behalf of everyone at Conagra Brands, I thank you for your continued support.



Sean M. Connolly
President and Chief Executive Officer



Conagra Brands at a Glance

Employees¹

18,000

Headquarters

Chicago

Revenue²

\$11.5 B

Production Facilities

42

Brands Include³



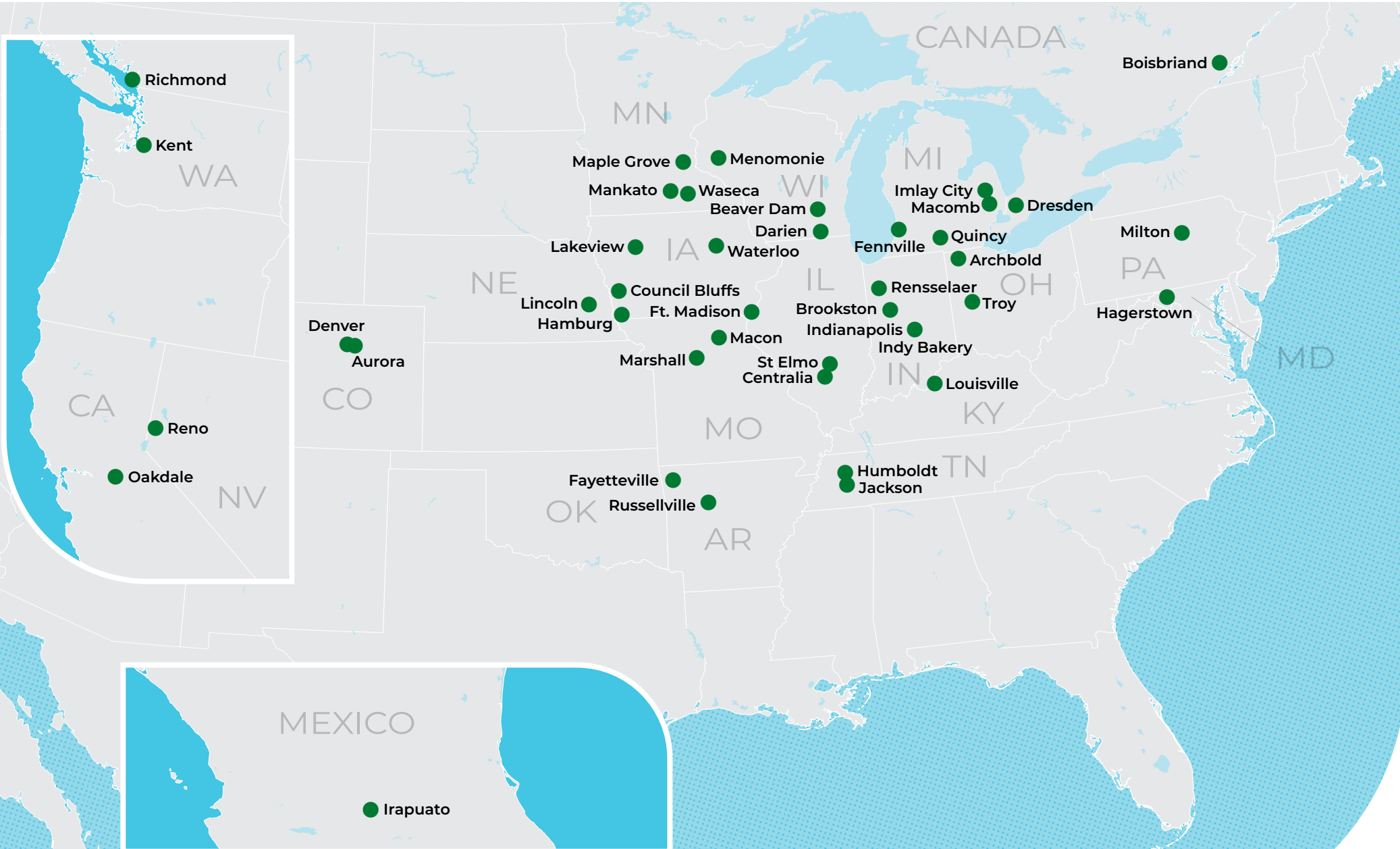
¹ Approximately, as of May 2022

² Approximately, Fiscal Year 2022 Revenue

³ Visit conagrabrands.com for a full list of brands.

Conagra Brands Production Facilities

Our headquarters are located in Chicago, Illinois. We also operate general offices, shared service centers, product development facilities, distribution facilities and warehouses.

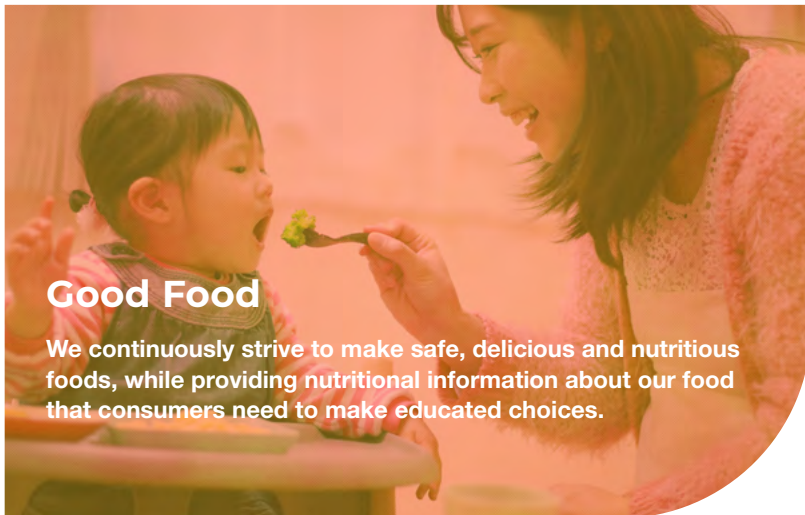


Citizenship Philosophy and Focus Areas

At Conagra, we aim to do what's right for our consumers, our business, our employees, our communities and the world. To us, this means making food that's delicious, safe, nutritious and convenient, while addressing the key environmental and social impacts directly linked to our activities and products, including through our connection to our employees and our relationships with farmers, suppliers, customers and others. We look forward to making good food for generations to come in a way that is consistent with our values.

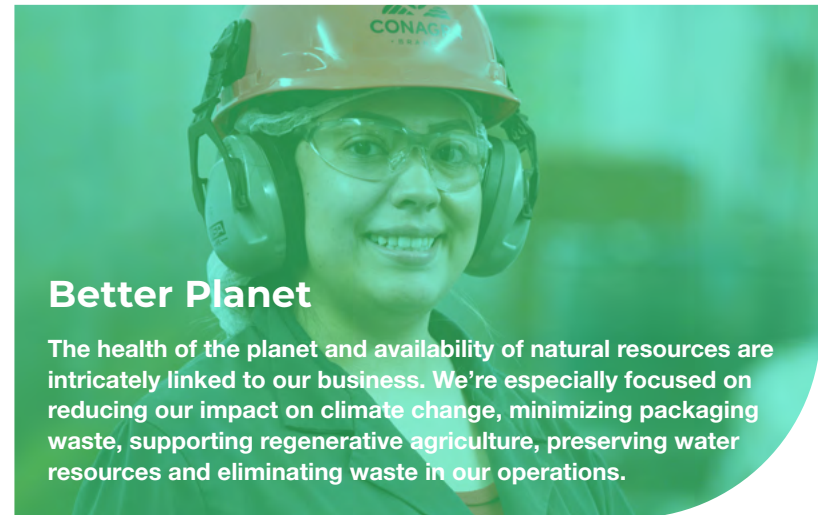
Our Citizenship approach covers a broad range of topics and includes four focus areas: Good Food, Responsible Sourcing, Better Planet and Stronger Communities. Together, these strategic pillars articulate our values and ambitions as a responsible corporate citizen.

See the [Additional Information in the Appendix of this report](#) to learn more about our approach to certain key focus areas.



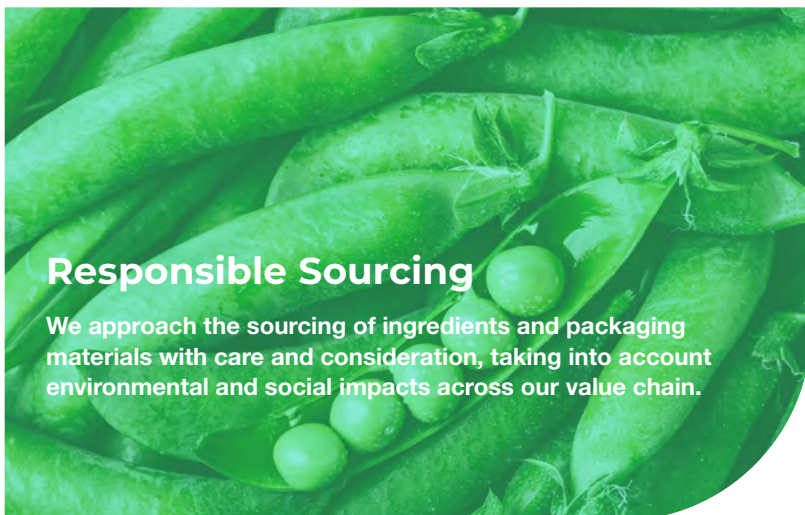
Good Food

We continuously strive to make safe, delicious and nutritious foods, while providing nutritional information about our food that consumers need to make educated choices.



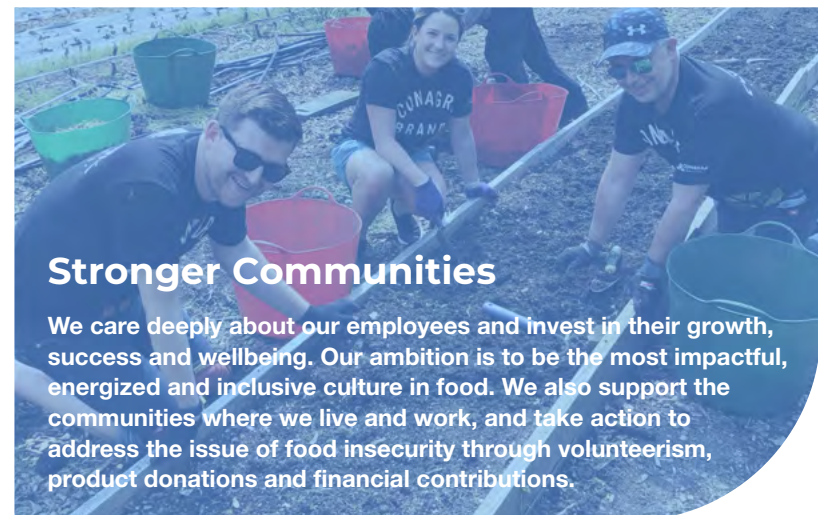
Better Planet

The health of the planet and availability of natural resources are intricately linked to our business. We're especially focused on reducing our impact on climate change, minimizing packaging waste, supporting regenerative agriculture, preserving water resources and eliminating waste in our operations.



Responsible Sourcing

We approach the sourcing of ingredients and packaging materials with care and consideration, taking into account environmental and social impacts across our value chain.



Stronger Communities

We care deeply about our employees and invest in their growth, success and wellbeing. Our ambition is to be the most impactful, energized and inclusive culture in food. We also support the communities where we live and work, and take action to address the issue of food insecurity through volunteerism, product donations and financial contributions.

Highlights for Fiscal Year 2022

Good Food

As of the end of fiscal year 2022, Conagra **added more than 350 SKUs to states' Women, Infants and Children-approved product lists**, enabling access to eligible foods that otherwise would not be available for these shoppers.



Responsible Sourcing

Approximately **93% of Conagra's packaging materials** by volume were **renewable, recyclable or compostable**, as we made progress towards our 2025 goal.

Continued to increase our use of **plant fiber-based packaging as an alternative to plastic and achieved an estimated 35 million pounds of plastic avoided since 2017** – exceeding our aim to avoid the use of 33 million pounds of plastic through plant-based packaging options and other packaging innovations.

Better Planet

Through our employee-led Sustainable Development Awards program, since 2009 we:

Conserved 3.7 billion gallons of water

Decreased Conagra's carbon footprint by 215,000 metric tons

Reduced waste by 122,700 tons

Decreased packaging materials by more than 32,000 tons

Saved over \$280 million



Stronger Communities

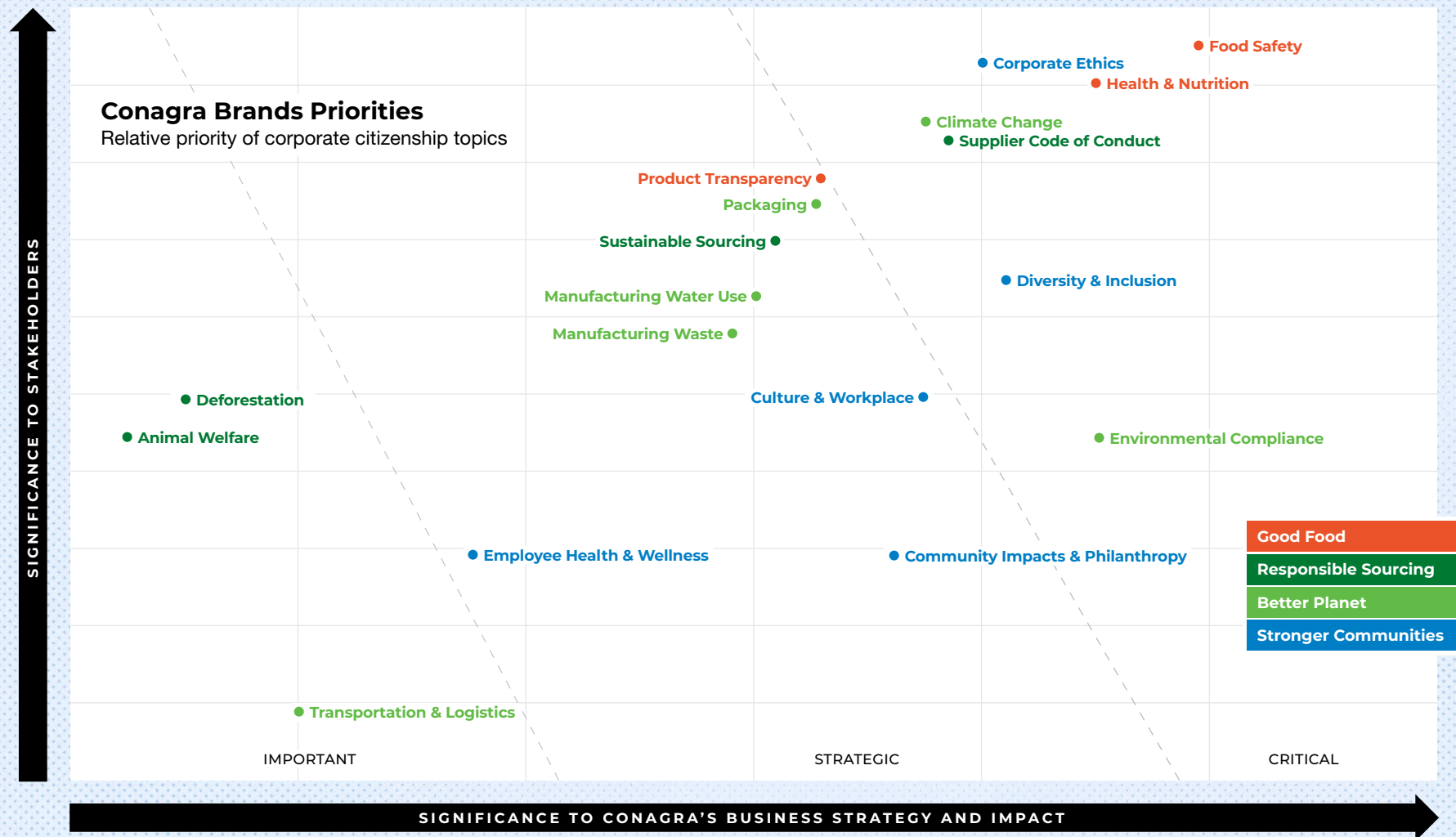
To help alleviate hunger and food insecurity in communities where our employees live and work, **we partnered with Feeding America and its network of food banks to donate 20.1 million pounds of food**, which is **equivalent to 16.7 million meals**.



All numbers are approximate. For more information on how we calculate these estimates, please see [Additional Information in the Appendix to this report](#)

Our Citizenship Strategy

Our Citizenship strategy is rooted in a holistic view of what topics matter most to our business stakeholders and business footprint, and is influenced by our current strategic plan as well as an annual review of stakeholder dialogues. We periodically conduct a priority analysis with an eye on how our activities impact our business, stakeholders, and global priorities such as the [UN Sustainable Development Goals](#). The UN's 17 goals address challenges such as access to food, inequality, climate change, water scarcity, and community empowerment, and intersect with Conagra Brands' Citizenship priorities, goals and management strategies. Through this analysis, we have identified priority topics across our four strategic pillars: Better Planet, Good Food, Responsible Sourcing and Stronger Communities. [See the Appendix to this report](#) for more information about how our priorities align with the UN Sustainability Development Goals.



Governance and Management of our Citizenship Strategy

Corporate Governance

At Conagra, we aspire to have the most impactful, energized and inclusive culture in food. The business of the company is managed under the oversight of our Board of Directors, which is elected by our stockholders. Our Board is committed to performing its responsibilities in a manner consistent with sound governance practices. The Board has delegated certain aspects of its work to three standing committees, each of which is comprised solely of independent directors: an Audit/Finance Committee, a Human Resources Committee and a Nominating and Corporate Governance Committee. [The charter for each committee can be viewed on our website](#), along with information about the company's corporate governance, including our Code of Business Conduct and Corporate Governance Guidelines.

Citizenship Strategy Oversight

The Board oversees the company's Citizenship strategy across all four of our strategic pillars of Good Food, Responsible Sourcing, Better Planet and Stronger Communities, both directly and through its standing committees. The Board and its committees review our Citizenship strategies on a regular basis and receive updates from management on our initiatives, risks and progress toward our goals. For example, our Nominating and Corporate Governance Committee reviews our overall Citizenship strategy, except as specifically assigned to another committee. This includes but is not limited to environmental sustainability, human rights, political activity, community investment and animal welfare, as well as certain policies, practices, stakeholder expectations, and risks related thereto. Our Human Resources Committee reviews our approach to diversity and inclusion including initiatives, goals and our progress against those goals, as well as talent, employee safety, health and wellness, and our corporate culture. The Audit/Finance Committee reviews cybersecurity, legal, environmental and compliance risk, in addition

to the company's overall enterprise risk management program.

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 of these topics, including Food Safety, oversight of which is considered a full Board responsibility.

Citizenship Strategy Management

Conagra's Senior Leadership Team has executive-level oversight of all topics across our four strategic pillars. Our Chief Communications Officer, Co-Chief Operating Officer and Chief Supply Chain Officer serve as executive sponsors of our Sustainability Steering Committee, a cross-functional team including leaders from our business units, legal, investor relations, R&D, consumer demand science, procurement, operations and sales functions leaders. The Sustainability Steering Committee meets biannually, with climate change, packaging waste, agriculture, water and waste forums meeting more frequently to drive progress on initiatives. The Senior Leadership Team provides regular reports to the Board and its standing committees on aspects of our citizenship strategy and how we are identifying, assessing and managing risks related to those matters.

D&I is Embedded in our Human Resources Practices, including Compensation

At Conagra, management has instituted a systematic, business-led approach to diversity and inclusion that is executed through accountability, resourcing and business direction. Our D&I Leadership Council is comprised of our Senior Leadership and HR, Diversity & Inclusion and Communications teams. The Council drives accountability and execution of our initiatives while measuring and assessing our performance.

The Council meets quarterly to evaluate progress and collaborate with our three D&I Task Forces, who are represented by diverse talent across all employee levels and responsible for developing multi-year strategies to nurture belonging.

Because we believe that diversity and inclusion, in alignment with our business strategy, will support the creation of long-term value for shareholders, the fiscal year 2022 annual incentive plan included diversity and inclusion as a component of the overall performance assessment process as part of the individual performance modifier for senior leaders.

Conagra Brands Foundation

The Conagra Brands Foundation is responsible for leading a significant portion of the community investment and philanthropic activities of Conagra Brands. Our philanthropic focus includes a strategic grantmaking program aimed at addressing the issue of food insecurity in the communities where our employees live and work. The Foundation also facilitates an employee giving program and empowers employees to direct company philanthropy toward the causes they care about through both matching gifts and a "dollars for doers" program that enables employees to direct Conagra's giving to the nonprofit organizations of their choice based on their volunteer hours. The Foundation also oversees scholarships for children of Conagra employees and an employee relief fund.

The Conagra Brands Foundation has been established as an independent entity, structured as a separate 501(c)3 organization under the US federal tax code as private foundation. Its bylaws establish the rules and procedures by which the Foundation operates as well as the rights and powers of its board of directors and officers. The Foundation's board of directors are selected by our Chief Executive Officer and has oversight across the Foundation's programs.

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Good Food

Food Safety

Food safety is ingrained in the culture of Conagra Brands, as we recognize that making food that our consumers can safely enjoy is the responsibility of everyone at the company. Consistent with this responsibility, Conagra Brands has dedicated Food Safety & Quality teams that are responsible for managing the integrity of our food—beginning with sourcing ingredients that meet our standards all the way through preparation and delivery to our customers and consumers.

100% of Conagra consumer product manufacturing facilities have completed Global Food Safety Initiative (GFSI)-recognized certification. Outside of the company, we work closely with our suppliers to maintain the high standards of food safety and quality that we expect for our ingredients and products. Our suppliers use an accredited certification body to audit their compliance with GFSI standards annually. Approximately 95% of our direct suppliers have completed GFSI-recognized certification.

We engage outside experts to help us continually improve our food safety and quality programs. For example, Conagra maintains a Food Safety Council comprised of external experts to provide ongoing 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.

As leaders in food safety, we seek out innovative solutions to modernize food safety practices throughout our operations. We have invested in new technologies to help us operate our supply chain more efficiently and effectively and continue to deliver safe and high-quality products. In addition, we have embraced the Food Safety Modernization Act (FSMA), and remain actively engaged with industry and the U.S. Food and Drug Administration (FDA)

as this important law continues to be implemented. In the rare event that our food does not meet our high standards for regulatory compliance, quality assurance or food safety, we take prompt marketplace action as necessary. For additional Food Safety metrics please refer to our Sustainability Accounting Standards Board (SASB) disclosure.

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 and quality requirements for production and distribution
- Supplier food safety and quality
- Consumer affairs
- Sanitation
- Allergens
- Microbiology, toxicology, and chemistry
- Thermal processing
- Religious certification (Kosher, Halal)
- Engineering
- Foreign material contamination
- Auditing



Nutrition

Conagra Brands innovates to deliver foods with nutrition benefits that meet today’s consumer expectations.

WITHIN OUR HOLISTIC NUTRITION PLATFORM, WE FOCUS ON FOUR PILLARS:

Nutrient-rich whole food

Sustainable nutrition

Access to healthy food

Personal health goals

Nutrient-Rich Whole Food Focus

Nutrition research shows that efforts to encourage people to adopt better eating habits cannot focus solely on nutrients. Instead, such efforts should promote healthier eating patterns including more nutrient-rich whole foods. We understand that many consumers are seeking more whole foods that contain ingredients they trust to help them achieve their health and wellness goals, and we are dedicated to providing solutions to meet their needs.

Whole vegetables, whole grain popcorn and frozen meals that deliver vegetables and quality protein make up the majority of our portfolio. Brands like Birds Eye,[®] which provides numerous frozen vegetable options for consumers and our Healthy Choice[®] brand exemplify our nutrient-rich whole food strategy. In particular, the Healthy Choice Power Bowl[®] products feature modern flavors with unique nutrient-dense vegetables and whole grains.

In 2022, the nutrient quality of our product portfolio was evaluated by Access to Nutrition Initiative (ATNI), who objectively assesses the healthiness of companies’ product portfolios based on their Health Star ratings system, for its 2022 US Index and continued to score strongly. After rigorous nutrition evaluation by ATNI of the 11 largest US

food companies, Conagra Brands ranked #1 in % sales from healthier products and remained #1 in the Product Profile, a ranking based on the Health Star Rating of the portfolio.

Sustainable Nutrition

At Conagra Brands, we believe that a sustainable food system supports human as well as planetary health. Conagra recognizes the definition of sustainable diets endorsed by the Food and Agriculture Organization (FAO) of the United Nations, which takes into consideration nutrition and health, cultural context, and social and environmental impacts.

Encouraging a greater proportion of plant-based foods and preventing food waste are key facets of the FAO sustainable diets definition. Plant-based offerings are a significant part of our business, and comprised 68% of all ingredients by volume that we procured in fiscal year 2022. Our Gardein[®] brand of vegan plant-based proteins generated more than \$179 million in retail sales in fiscal year 2022. Our line of Gardein products utilizes 100% plant-based ingredients and allows vegans, vegetarians, and flexitarians to enjoy high quality protein from plant-based foods. Supplying essential vitamins, minerals and plant protein, Birds Eye is our biggest brand and generated more than

\$1.5 billion in retail sales in fiscal year 2022. Providing consumers with frozen vegetables, as an alternative to fresh vegetables, allows for longer storage and may help prevent food waste by consumers.

Conagra Brands also utilizes Nutri-Score, an internationally recognized metric, to assess the nutrition of products in our vegan and vegetarian portfolio. Our threshold for vegan and vegetarian meals and meat replacements to meet our sustainable nutrition standards is a Nutri-Score A or a B. Currently, approximately 80% of our vegan and vegetarian meals and meat alternatives, including options from our Healthy Choice, Frontera,[®] Evol, and Gardein brands, are rated A or B by Nutri-Score.

In October 2022, **Conagra was named a “pioneer” and the top-ranked U.S. company on sustainable protein research and innovation** by The FAIRR Initiative, an investor network that defines key issues in the animal agriculture sector to help inform investment decisions. FAIRR’s sustainable proteins engagement report, **“Appetite for Disruption: A Final Serving,”** is supported by more than 100 investors with combined assets of nearly \$70 trillion. We continue to build on these successes by innovating new plant-based products and offering viable options for consumers looking to incorporate more plant foods into their diets.



Access to Healthy Food

Conagra strives to increase access to healthy food. By working with government agencies, retailers and food service customers, we actively bring visibility to foods that meet the criteria for federal nutrition programs, such as Women, Infants and Children (WIC) and Child Nutrition Programs. By doing so, we help families have greater access to healthier foods.

WIC has been successfully improving the health outcomes of low-income pregnant women and young children for more than 50 years. We work with every participating state to identify WIC-eligible SKUs in our portfolio, further improving access to healthful options like beans and vegetables. As of the end of fiscal year 2022, we've added more than 350 SKUs to 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 exemplify foods that provide nutrition and economic value to WIC participants.

The USDA has recently recognized the important role frozen and canned foods can play in improving nutrition security with its 2021 updated Thrifty Food Plan. Identifying that convenience is crucial for families receiving Supplemental Nutrition Assistance Program benefits, the new plan includes and encourages the use of frozen pre-cut vegetables and canned beans. In general, frozen vegetables cost less per serving than fresh vegetables and last longer, reducing food waste and improving nutrient intake. With our strong portfolio of frozen and canned staples, such as Birds Eye, Rosarita and Hunt's, we are proud to offer numerous delicious and accessible options.

Personal Health Goals

Food has become an integral part of health maintenance for many consumers. To support diverse health needs, consumers adhere to numerous personal nutrition goals and protocols. We are developing foods that align to popular dietary patterns such as keto, low carb, paleo, vegan, vegetarian, no added sugar and heart health. For example, for our Healthy Choice products, our food design framework includes nutrient guardrails that our food scientists and chefs adhere to when creating recipes intended to deliver the identified nutrition attributes.

These attributes come to life in products like Healthy Choice single-serve meals that meet the regulated definition of Healthy and provide lower carbohydrate, gluten free and heart-healthy options. The innovative line of grain free, lower carbohydrate Healthy Choice Power Bowls are a top choice for consumers seeking these attributes through whole, recognizable vegetable and protein ingredients. Birds Eye products also help consumers meet their health goals. The new Birds Eye Veggies & Grains bowls have been designed to provide more than 10 essential nutrients per serving. These options help offer more choices for consumers trying to balance healthfulness with the desire for convenience and enjoyment.



Product Assessments

Starting in June of 2022, Conagra began piloting a data partnership with HowGood, an independent research company with one of the world's largest ingredient sustainability databases. Our work with HowGood focuses on select brands in our portfolio and utilizes the HowGood platform to assess the environmental and social impact and other attributes of the ingredients used in Conagra products based on data from hundreds of third-party scientific and peer-reviewed studies.

HIGHLIGHTS FROM HOWGOOD ASSESSMENTS¹ OF CONAGRA PRODUCTS:

Hunt's® Organic Tomato Sauce scored a “Best” HowGood impact rating, meaning the ingredients in this product have an environmental and social impact in the top 5% of food products assessed by HowGood.



¹All percentages are out of more than 280,000 food products assessed by HowGood. For more information on HowGood's ratings and attributes, please visit [Product Sustainability Rating Methodology](#) | [Water Smart Attribute](#) | [Climate Friendly Attribute](#) | [Latis Help Center \(howgood.com\)](#)



Earth Balance® Pressed Extra Virgin Olive Oil Blended Spread qualified for HowGood's “Water Smart” attribute, meaning its ingredient water risk profile is in the top 20% of food products assessed by HowGood. HowGood's ingredient water risk assessment considers the average amount of water required to grow an ingredient and the level of water scarcity in the region where the ingredient is sourced, among other factors.

Our Gardein Ultimate Plant-Based® Chick'n products achieved HowGood's “Climate Friendly” attribute, meaning these products are estimated to have a lower carbon footprint than 70% of food products assessed by HowGood.



Product Transparency

Conagra Brands is committed to providing access to the information consumers want and need to 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 promulgated by the Non-GMO Project), and many other product attributes, as well as associated manufacturing practices like waste, energy and water use reduction. Currently, we have approximately 5,900 pages live on smartlabel.org.

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 Brands fully supports, and is in compliance with, the National Bioengineered Food Disclosure Law, which requires food companies to disclose certain information about genetically modified ingredients.

Allergen Labeling

The Food Allergen Labeling and Consumer Protection Act requires food manufacturers to clearly indicate when they've used one of nine major allergens: milk,

eggs, fish, crustacean shellfish, peanuts, tree nuts, wheat, sesame and soy. For any branded foods that contain one of these allergens, we include a plain language “Contains” statement below the ingredient statement. As of January 1, 2023, the Food Allergy Safety, Treatment, Education, and Research Act of 2021 added sesame as the ninth major food allergen in the U.S. We have updated the allergen disclosures for the impacted branded products in the U.S. to satisfy the requirements of this law. For products sold outside the U.S., we label our products to meet any additional allergen disclosure requirements, such as for mustard in Canada. Some of our food packages might feature a precautionary “May Contain” statement. Conagra closely monitors allergen management trends and other food safety risks and works to minimize potential impacts. We follow Good Manufacturing Practices (GMPs) and thoroughly clean our equipment after using allergen-containing ingredients.

Gluten-Free Products

Our portfolio offers options for consumers looking for gluten-free foods, including Udi's® and Glutino® bread, snacks, pizza and baking mixes. 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 Brands has implemented an internal Natural Council, which is responsible for carefully reviewing all proposed natural claims for Conagra Brands' products. Comprised of cross-functional team members from Conagra's Legal,

Regulatory, Product Development, Labeling and Food Safety & Quality departments, the Natural Council verifies that all Conagra products featuring a natural claim meet the applicable U.S. laws and regulations and the company's requirements 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, artificial flavors or colors, or are not preserved through the use of chemical 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

Since 2007, Conagra has participated in the Children’s Food and Beverage Advertising Initiative (CFBAI) of the Council of Better Business Bureaus (BBB). We adhere to CFBAI’s criteria, including that advertised foods contribute important food groups: fruits, vegetables, non/low-fat dairy, whole grains, key nutrients, or some combination of these components. CFBAI’s criteria also set standards that limit calories, saturated fat, sodium and added sugars.

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

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

OUR CFBAI-CONFORMING PRACTICES INCLUDE:

Devoting 100% of our advertising directed to children under 13 years of age to products that meet CFBAI’s uniform nutrition criteria.¹

Not seeking product placements in children’s programming.

Not running advertising primarily directed to children under six years of age in TV, radio, print or online, including websites, online games, DVDs and other video formats, mobile apps and word of mouth platforms.

Not advertising our foods to children in elementary schools, even foods that meet CFBAI’s nutrition criteria. This commitment applies to the entire school, its facilities and grounds, and covers the entire school day, whenever children are under the supervision of the school or third parties on behalf of the school.



Responsible Sourcing

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Supplier Risk Management

Conagra's Code of Conduct for Suppliers applies across the board to all of our direct suppliers and covers legal compliance with workplace and human rights in accordance with the UN Guiding Principles on Business and Human Rights and the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our Code of Conduct for Suppliers also covers animal welfare; health, safety and the environment; ethical dealings; monitoring and record keeping; nondiscrimination; no forced or compulsory labor; no child labor; immigration law compliance; freedom of association; no deforestation; and other areas. Conagra Brands requires its suppliers to continue to make progress to reduce environmental impacts of their operations such as deforestation, greenhouse gas emissions and waste generation; protect water resources through restorative or conservation efforts; support social needs in the communities in which they operate through philanthropic investment, diversity and inclusion, human rights practices; and support sustainability and traceability efforts of goods and services throughout their supply chains, including agriculture.

Each requirement within our Code of Conduct for Suppliers must be met and supported by appropriate documentation. We maintain full rights to inspect facilities and review applicable documentation to confirm compliance. Our Supplier Code of Conduct also specifies that our suppliers must take reasonable actions to verify that their suppliers and subcontractors are in compliance with our Code of Conduct for Suppliers. We provide guidance to our suppliers regarding subcontracting and require them to replicate our requirements all the way down their supply chains.

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

100% of our direct suppliers are monitored for controversies daily on an ongoing basis and we have implemented additional risk management processes for high-volume suppliers and suppliers of priority ingredients and packaging materials that may present heightened risks. Our practices include:

Tier 1 Supplier Risk Management

Our Supplier Quality and Risk teams review all materials to be purchased, where those materials come from, the audit results from our third-party controversy monitoring provider, proposed final use of the material and other information about the material or supplier. The Supplier Quality team also reviews new suppliers' conformance with specific expectations set forth in our **Supplier Expectations Manual**. Our Risk team's due diligence screens include global criteria related to human rights, business ethics and governance and environmental compliance.

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

Supplier Excellence Program – Priority Ingredients and Packaging Materials

Conagra Brands leverages a Supplier Excellence Program for additional risk management for suppliers that are most significant to our Citizenship strategy.

As part of our Supplier Excellence Program, Conagra Brands assesses key suppliers at least annually on their supply chain risk-related performance and disclosure. 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, waste, diversity and inclusion and human rights. The annual sustainability assessment is supplemented by quarterly performance discussions and risk analyses, and we work in partnership with our suppliers to address any issues or gaps. We recognize top performing suppliers at our Supplier Excellence Summit, with awards to recognize suppliers who represent industry best practices in Sustainability and Diversity & Inclusion. Winners are chosen from among the highest-rated suppliers according to our risk assessment.



Regenerative Agriculture

Conagra Brands endorses [U.S. Farmers and Ranchers in Action's 2030 Decade of Ag](#). The Decade of Ag works across the value chain with farmers, ranchers, food and agriculture stakeholders to co-create responsible food systems.

THE DECADE OF AG VISION INCLUDES:

Restoring our environment through agriculture that regenerates natural resources

Revitalizing our collective appreciation for agriculture

Investing in the next generation of agricultural systems

Strengthening the social and economic fabric of America through agriculture

Conagra contributes to the Decade of Ag Vision through stakeholder engagement and our Good Agricultural Practices (GAP) program, an approach to our ag-focused manufacturing operations and responsible sourcing for priority ingredients.

Supporting the Next Generation of Farmers

Conagra works with the National FFA (an intracurricular student organization for those interested in agriculture and leadership) through the Decade of Ag vision to bridge the gap between industry and youth development by collaborating and working through collective action with the next generation of agricultural leaders. FFA Alumni from Conagra represent the industry at the National FFA Convention volunteering as judges, connecting with prospective students and engaging with universities to discover up to date research and technology.



GOOD AGRICULTURAL PRACTICES (GAP) PROGRAM

Carrots, Peas, Sweet Corn and Green Beans

Conagra's carrots, peas, sweet corn and green bean crops are all grown in the U.S. from a network of farms. Our farmers want the land to be healthy for future generations and they use smart practices to save water, support biodiversity and improve soil health to help fight climate change. We have invested in technology in the fields to monitor the plants' nutrient needs using real-time data. This allows us to sync harvesting with our production schedule, so that our vegetables are picked at peak ripeness and transported directly to our plants that are ready to receive, wash and freeze them within a few hours.

Regenerative agriculture is a key component in our farm management plans. Our farmers complete a GAP survey to minimize environmental risks within Conagra's supply chain and maximize environmental benefits through confirmed actions such as a land use risk assessment, traceability to each production area and a farm water quality assessment. As part of the GAP program and individual farm management plans, these farmers:

- **Support soil health** through crop rotation, planting cover crops and minimizing tillage (plowing) to reduce erosion;
- **Reduce water consumption** through advanced irrigation techniques like in-field sensors and recycling water where possible;
- **Reduce fertilizer application** by implementing the use of variable rate fertilizer application technology and application of nitrogen as needed;
- **Reduce the amount of herbicides** needed by strategically following soybeans, sweet corn, alfalfa, small grain, and potatoes with sweet corn in our crop rotation, which has avoided the need for over 5,340 gallons of post-emergence herbicide since 2021;
- **Reduce the amount of pesticides** needed by strategically following potatoes with carrots in our crop rotation. Since 2021, this practice has avoided the need for 112,500 gallons of soil fumigants to be applied on fields;
- **Filter water runoff and preserve ecosystem biodiversity** through on-farm conservation buffers - small areas of vegetation or strips of land; and
- **Support healthy pollinator populations** by accessing bee habitat data via resources such as FieldWatch, a non-profit academic collaborative that promotes communication between crop growers and beekeepers in support of stewardship and responsible use of agricultural inputs. Birds Eye growers located adjacent to rivers and lakes also plant erosion-reducing buffer zones with perennial crops such as clover, which provide food for pollinators.



Broccoli and Cauliflower

Soil Health Management System: Through integrated pest management and monitoring practices, farm worker education and regenerative farming practices, our main broccoli and cauliflower supplier has reduced the volume of pesticides, including neonic and broad-spectrum contact insecticides, required annually by an estimated 5%.¹ Through targeted soil analysis, drip irrigation, crop rotation and re-integration of organic crop residues into the soil, our main broccoli and cauliflower supplier has reduced the volume of fertilizer required annually by an estimated 5%.¹

¹ Data based on supplier estimates

Popcorn

Conagra works with approximately 150 growers across the midwestern United States to source popcorn for our Angie's BOOMCHICKAPOP®, ACT II®, Orville Redenbacher's®, Crunch 'n Munch®, Popycock®, and Fiddle Faddle® products. To reduce their environmental impact, our contracted popcorn growers implement regenerative practices to improve soil health, reduce the risk of chemical runoff, and decrease the number of fertilizers and pesticide applications needed in their fields. These practices include:

- **Cover Crops:** 100% of popcorn seed is grown on cover crops, which helps hold nutrients in place in the soil.
- **Crop Rotation:** By following soybean with popcorn in this year's crop rotation, we estimate that our growers avoided applying over 300,000 lbs. of nitrogen to their fields.
- **Conservation Tillage:** About 30,250 acres across our network implement conservation tillage or no-till systems, meaning some of the previous season's crop residue is left on the land to prevent soil erosion and runoff.
- **Routine Monitoring:** Growers conduct regular field scouting for weeds, insects and diseases as part of their integrated pest management plans to avoid unnecessary chemical applications.

Tomatoes

100% of our contracted growers' tomato fields implement practices from the Processed Tomato Foundation's California Processing Tomato Sustainable Practices Workbook in their own operations. The Workbook provides a base of best practices to protect against negative environmental impacts to air, water and land for growers to compare to their own operations, and includes topics such as soil, water and pest management. Our farmers apply pesticides and herbicides directly to the plant's base through banded application, which reduces the



amount of soil that receives pesticides or herbicides, and our agricultural operation specialists estimate that this practice reduces the volume of chemicals applied by approximately 75%, compared to typical broadcast application practices that achieve the same result.

All of our farmers closely monitor their fertilizer application rates through soil sample analyses throughout the growing season. Our farmers utilize drip irrigation on 98% of their field acreage and our agricultural experts estimate that this practice reduces overall water use by nearly 15% compared to traditional furrow irrigation systems. Conagra partners with suppliers to transport raw tomatoes in near zero emission CNG-powered trucks, which our agricultural operation expert estimates avoided more than 10,000 metric tons of CO² emissions in the 2022 fresh pack season.

Our organic tomato supplier spans across 50 acres of their 6,000 acres of production and values the importance of water conservation in our agricultural systems. When implemented at full capacity, this supplier expects their on-farm aquifer recharge project to be able to recharge 1,000 acre feet of flood water per day. Renewable energy provides one-third of our organic supplier's energy needs, and additional energy efficient technologies such as energy saving sprinkler heads and variable frequency drives which this supplier reports helps to reduce on-farm greenhouse gas emissions by 3,700 tons CO² per year. This supplier provides valuable ecosystem services through their 4-acre wildlife refuge, which is home to pond turtles, great blue herons, hawks, short eared owls and other wildlife.

We are working with our tomato growers to increase cover crop adoption, which can further reduce the need for pesticides and herbicides and improve overall soil health. Cover crops are an integral part of regenerative agriculture, as they can provide environmental benefits including protection against erosion, improved water holding capacity, weed suppression and nutrient recycling. Through Conagra's investment in these practices and continued participation from suppliers in 2022, we have more than quadrupled the number of suppliers' acres participating in our cover crop program compared to 2021.

Reducing Waste and Supporting Circularity in Agriculture

In addition, Conagra utilizes manufacturing processes designed to reduce water, waste and energy use at our managed manufacturing facilities. Our Hunt's tomato facility in Oakdale, Calif. cleans and recycles water used to process tomatoes into farm irrigation water, 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.

Preserving Biodiversity and Mitigating Deforestation

The **Accountability Framework (AFi)**, provides principles and guidance for achieving agricultural and forestry supply chains that are free of deforestation, conversion of other natural ecosystems, and support human rights.¹

In alignment with AFi guidance, Conagra’s sourcing strategy strives to achieve by December 31, 2025, no-deforestation sourcing across critical primary deforestation-linked commodities,² which are cattle products (beef), palm oil, soy, cocoa and timber products used for product packaging, as described in our CDP Forests disclosure for fiscal year 2021.³ We monitor and assess no-deforestation status of our suppliers of these critical primary deforestation-linked commodities, and report progress annually through our CDP Forests disclosure and this Citizenship Report.

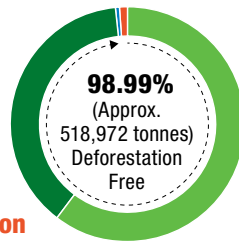
98.99% OF CONAGRA’S CRITICAL PRIMARY DEFORESTATION-LINKED COMMODITY VOLUMES FOR FISCAL YEAR 2021 WAS ASSESSED AS DEFORESTATION FREE

60.67% Assessed on the ground via certification

37.97% Traceable to low-risk origin

0.36% Assessed from the sky

1.01% Sourced from suppliers with 100% no deforestation by 2025 goal



¹ For more information on AFi guidance, see **Accountability Framework**

² Excluding private label and foodservice products.

³ Conagra aligns 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.

As reported in [Conagra's 2022 CDP Forests disclosure](#), an estimated 98.99% of Conagra's critical primary deforestation-linked commodity volume^{1,2,3} in fiscal year 2021 was assessed as deforestation free. The remaining estimated 1.01% commodity volume^{1,3} represents cocoa sourced directly from suppliers who have made a commitment to achieve no-deforestation sourcing by 2025.^{3,4} Conagra's methodology for assessing no-deforestation follow CDP deforestation definitions, and includes:

Traceable to low-risk origin

Volumes traced to regions classified as low risk of deforestation according to reputable third-party industry sources such as WWF Living Forests Report, Ceres Engage the Chain and WRI Global Forest Watch Analysis.

Certifications with no deforestation component

Volumes verified through on-the-ground, third party auditing for certification programs with no deforestation components, such as Forest Stewardship Council (FSC) and Sustainable Forestry Initiative Chain of Custody (SFI) (timber products), Roundtable on Sustainable Palm Oil (RSPO) (palm oil) and Rainforest Alliance (cocoa).

Assessed from the sky

Volumes directly sourced from suppliers that employ continuous satellite monitoring for deforestation, verified through third-party data systems and auditing practices.²

For more information, including fiscal year 2021 commodity-specific volumes and assessment information, see our [2022 CDP Forests disclosure](#). Highlights for fiscal year 2021 include:

- 100%¹ of our timber products used for product packaging met our definition of deforestation-free based on sourcing from areas designated as low risk for deforestation and supplier sustainability certifications including [Forest Stewardship Council \(FSC\)](#), [Sustainable Forestry Initiative \(SFI\) Chain of Custody](#) and Programme for the Endorsement of Forest Certification (PEFC).
- Commodity-specific data on palm oil, beef, soy and cocoa is included in our Citizenship Report's Responsible Sourcing [priority ingredient table](#).

¹ Excluding private label and foodservice products.

² At the time of Conagra's 2022 CDP Forests submission, we did not include the 2% of our beef commodity volume that is under satellite monitoring as no-deforestation. Satellite monitoring has since been included in our assessment methodology as no-deforestation for this report, in line with current peer and industry reporting practices, making 100% of our reported beef buy assessed as deforestation-free.

³ Percent of commodity volume is based on annual consumption values publicly reported in Conagra's CDP Forests disclosure.

⁴ Conagra's 2022 CDP Forests submission represented fiscal year 2021 data on cocoa supplier commitments, which included 2030 timelines for some sourced cocoa volumes. Since then, Conagra's cocoa suppliers have accelerated their no deforestation commitment timelines to 2025, as reflected in this Citizenship report.



Sustainable Sourcing

Priority Ingredients and Animal Welfare

In fiscal year 2022, Conagra's total ingredient buy by volume was approximately 68% plant-based, 12% dairy and eggs, and 19% animal proteins. For the animal-based ingredients we source, Conagra's Supplier Code of Conduct requires our suppliers to implement humane procedures in support of the five freedoms of animal welfare at all times, including when animals are raised, cared for, transported and processed. We require that suppliers provide an

environment that is free from stress, cruelty, abuse, and neglect throughout the life of the animal. Where noted below, Conagra's animal welfare policy includes compliance with additional commodity-specific policies, goals and standards for responsible animal housing and care. More information about animal welfare practices tied to our products can be found in our [Frequently Asked Questions](#).

Sourcing Water Risk

We monitor sourcing water risks through an annual assessment of priority ingredients using the WRI Aqueduct global water risk mapping tool. Mitigation strategies for priority ingredients and materials include supplier water management assessments as part of our Supplier Excellence Program and reducing our sourcing dependency on regions with persistent water stress.

Priority Ingredients		Primary Sourcing Regions	WRI Sourcing Region Water Stress (2022)	Risk Management Priorities	Primary Risk Management Practices ¹
Plant-Based	Sweet Corn, Peas, Carrots, Green Beans, Popcorn, Tomatoes, Broccoli, Cauliflower	Midwest and Western United States, Mexico	Mexico – High (Broccoli & Cauliflower) Midwestern U.S. – Low Western U.S. – High (Tomatoes)	Agricultural inputs and impacts; water scarcity	See Regenerative Agriculture section
	Soy	United States	Low	Agricultural inputs and impacts	100% of our directly sourced ² soy in fiscal year 2021 volume meets our definition of deforestation-free based on 100% direct sourcing from areas designated as low risk for deforestation, such as the United States. As stated in our Supplier Code of Conduct, Conagra Brands does not directly procure soy from the Amazon, the Cerrado or the Gran Chaco in Latin America. ³
	Palm Oil	Indonesia, Malaysia	Low	Ecosystem impacts, including deforestation; labor practices	100% of our directly sourced ² palm oil volume in fiscal year 2021 meets our definition of deforestation-free. ⁴ 100% of our suppliers of directly sourced ² palm oil trace origins to the mill level for palm oil, and trace to the plantation level for palm kernel oil. A dedicated Conagra Brands procurement manager coordinates with suppliers around specific geographies, and our suppliers send reports in writing in response to inquiries.
	Cocoa	West Africa	Low	Ecosystem impacts, including deforestation; labor practices	100% of our directly sourced ² fiscal year 2021 volume was sourced from suppliers that have one or more of the following: Rainforest Alliance Chain of Custody certification; NDPE policy (No high value conservation deforestation, no peatlands development, and no labor exploitation); 2025 no deforestation goals that include reforestation and agroforestry efforts that support biodiversity.

¹ Progress numbers are approximate, and may vary annually due to changes in suppliers, market conditions or improvements in data methodology

² Excludes private label and foodservice products. For more information about our methodology, see Conagra's CDP Forest disclosure data covering fiscal year 2021

³ According to data from [WWF Living Forests Report](#), [Ceres Engage the Chain](#) and [WRI Global Forest Watch Analysis](#)

⁴ Conagra requires that all our palm oil suppliers to provide 100% sustainable palm oil, independently verified by [Roundtable on Sustainable Palm Oil \(RSPO\)](#) Mass Balance certification

Priority Ingredients		Primary Sourcing Regions	WRI Sourcing Region Water Stress (2022)	Risk Management Priorities	Primary Risk Management Practices ¹
Animal Byproducts	Dairy	Midwest United States	Low	Animal welfare	<p>Conagra Brands sources primarily from the U.S., where major dairy suppliers adhere to the National Dairy Farmers Assuring Responsible Management establishes dairy animal welfare management standards for the dairy industry, which addresses dehorning and includes a ban on tail docking.</p> <p>The program utilizes 3rd party evaluators that certify that standards are being followed on the farm.</p>
	Eggs	Midwest United States	Low	Animal welfare	<p>In fiscal year 2022, approximately 68% of our egg² sourcing was cage free. We expect to directly source 100% cage free eggs by the end of fiscal year 2024, earlier than our original goal to directly source 100% cage free eggs by 2025.³</p>
Animal Ingredients	Broiler Chickens	United States	Low	Animal welfare	<p>100% of our volume comes from suppliers adhering to our Supplier Code of Conduct, which includes efforts to improve six areas of broiler chicken animal welfare metrics by 2024, with 11 specific animal welfare practices. As of fiscal year 2022, our supply base has achieved three key practices:</p> <ul style="list-style-type: none"> • Source 100% broiler chicken used in products from breeds or strains approved by the Royal Society for the Prevention of Cruelty to Animals (RSPCA) or Global Animal Partnership (GAP) • 100% in compliance with no use of broiler cages • 100% participate in USDA Process Verified Program
	Beef	United States, Canada, Uruguay, Brazil	US – Low Canada – Low Uruguay – Low Brazil – Low	Ecosystem impacts, including deforestation	<p>Conagra Brands' Supplier Code of Conduct states that Conagra Brands does not procure beef directly sourced⁵ from areas at high risk for deforestation,⁴ specifically the Amazon, the Cerrado and the Gran Chaco in Latin America. Our deforestation avoidance requirements are included in our Supplier Code of Conduct.</p> <p>100% of our directly sourced⁵ beef by volume in fiscal year 2021 met our definition of deforestation-free, with 98% sourced from areas designated as low risk for deforestation, including regions of the United States, Canada and Uruguay, and 2% of the volume from Brazil under aerial monitoring.⁵</p> <p>Approximately 70% of our beef is sourced from suppliers that are members of the U.S. Roundtable on Sustainable Beef.⁵</p>
	Pork	United States	Low	Animal welfare	<p>Conagra Brands supports the development of pregnant sow housing alternatives and eliminating the unnecessary use of gestation crates. As a next step in our ongoing commitment, we aim to source 100% of our pork from supply chains that use only open pen gestation systems⁶ by fiscal year 2026 (which ends May 2026). To reach this goal within three fiscal years, we are aiming to source at least 30% open pen pork by the end of fiscal year 2024, and 60% by the end of fiscal year 2025. These benchmarks, which are subject to availability of supply, provide a guide for us as we move toward our goal, and we will provide updates on our actual progress via our annual Citizenship Report.</p> <p>As we move toward our longer-term goal of fully eliminating the use of gestation crates, we will continue to collaborate across our value chain to help drive progress.</p>
	Seafood	Bering Sea	Low	Overfishing, ecosystem impacts	<p>99% of directly sourced⁷ seafood is third-party certified sustainable, either via Marine Stewardship Council or the Global Aquaculture Alliance's Best Aquaculture Practices (BAP) certification.</p> <p>100% of branded⁷ fish products, including Van de Kamp's and Mrs. Paul's, are third-party certified sustainable via Marine Stewardship Council certification.</p>

¹ Progress numbers are approximate, and may vary annually due to changes in suppliers, market conditions or improvements in data methodology

² Shell, processed/liquid and powdered eggs, excluding private label and foodservice products

³ This timeline reflects our best estimate of future egg volumes

⁴ According to data from [WWF Living Forests Report](#), [Ceres Engage the Chain](#) and [WRI Global Forest Watch Analysis](#)

⁵ Excludes private label and foodservice products. For more information about our methodology, see Conagra's CDP Forest disclosure data covering fiscal year 2021

⁶ "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

⁷ Excludes private label and foodservice products

Packaging Waste & Product Recovery

Packaging serves a critical role in maintaining both food freshness and safety, but waste from plastic packaging is a growing concern. Conagra's dedication to innovation extends to the packaging we use and we are seeking to reduce waste derived from our packaging through thoughtful design and by using renewable and more readily recyclable or compostable materials. Conagra's strategy to minimize packaging waste and support product recovery is focused on improving packaging design in ways that allow consumers to recycle via various recycling systems to help keep more of our packaging out of waste streams and support a closed loop recovery system.

As part of our strategy, in 2022, we launched our Sustainability Learning Series to our Packaging Development, Science and Technology, and Procurement organizations. This series leverages both internal and external resources to educate our teams on the challenges, intricacies and new advancements in the packaging industry that will continue to impact and influence our day-to-day work toward sustainable packaging design. The program is intended to be an ongoing effort that will expand our R&D capabilities and ultimately serve as a dynamic collaboration space to expedite our journey to our 2025 goals and beyond.

In fiscal year 2022, approximately 93% of Conagra's packaging materials by sourced volume¹ met our **renewable, recyclable or compostable by 2025 sustainable packaging goal success metrics**, equal to our 2021 reported progress. Movement toward adoption of alternative materials as part of our efforts to meet our 2025 goal has been impacted in part by recent industry-wide shortages of materials integral to our packaging waste reduction research and development program.

¹ For more information on how we calculate these estimates, please see our Definitions section.

Approximately

93%

of Conagra's packaging materials by volume were renewable, recyclable or compostable, in support of our 2025 goal.¹



Continued growth of plant fiber-based packaging as an alternative to plastic resulted in an estimated 35 million pounds of plastic avoided since 2017 – exceeding our aim to avoid the use of 33 million pounds of plastic through plant-based packaging options and other packaging innovations.



U.S. Plastics Pact

Conagra is proud to be part of the [U.S. Plastic Pact](#), a collaborative 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, to create a path toward a circular economy for plastic in the United States. 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.

By joining the U.S. Plastics pact, Conagra, with industrywide partners, is helping the industry to collectively improve on four ambitious packaging material improvement and product recovery targets.

Conagra’s contributions to these industry-wide goals is reflected in the data we contribute to the [U.S. Plastic Pact public reporting](#) towards delivering in support of these four collective action items:

- 1** Define a list of packaging to be designated as problematic or unnecessary by 2021 and take measures to eliminate them by 2025.
- 2** By 2025, all plastic packaging is 100% reusable, recyclable or compostable.
- 3** By 2025, undertake ambitious actions to effectively recycle or compost 50% of plastic packaging.
- 4** By 2025, the average recycled content or responsibly sourced bio-based content in plastic packaging will be 30%.

After identifying problematic or unnecessary packaging in 2021, in calendar year 2022, we partnered with industry organizations like the [Association of Plastic Recyclers \(APR\)](#) and utilized resources like the APR Design Guide to take crucial steps in our sustainability journey, resulting in the removal of nearly half a million pounds of difficult-to-recycle packaging materials from across our product portfolio through package light weighting and size optimization of our non-recyclable multi-layer film formats.

Additionally, we’ve begun to introduce post-consumer recycled content (PCR) into more package formats within our portfolio. In 2022, Orville Redenbacher’s began to roll out usage of approximately 15% post-consumer recycled content (PCR) in our retail kernel PET bottles to help support collective industry progress on the U.S. Plastics Pact.

Hunt’s ketchup utilizes an oxygen barrier technology in ketchup bottles designed to protect both product freshness and the environment by reducing risk of contaminating the color of PET plastic recycling streams. In 2022, this technology received recognition from (APR), an international packaging organization issuing recyclability guidelines that measure each aspect of package design. After a thorough APR testing process, the new packaging technology was awarded APR approval.





In 2022, Conagra expanded its product recovery partnership with international recycling leader [TerraCycle](#) offering a free recycling program to consumers across Canada for Conagra Brands popcorn brands and furthering our efforts to provide consumers with options to keep hard-to-recycle packaging out of landfills. The partnership gives consumers in Canada the opportunity to recycle empty Angie's BOOMCHICKAPOP ready-to-eat popcorn bags, microwave popcorn bags, outer plastic packaging, as well as packaging used by other Conagra Brands popcorn brands, including Orville Redenbacher, ACT II, Jiffy Pop, Crunch 'n Munch, and Poppycock. After consumers sign up, they can mail in the popcorn bags and other accepted packaging using a prepaid shipping label. Once received, the popcorn bags and packaging are cleaned and separated by material type. The materials are then recycled into raw formats that can be remolded to make new products. Consumers can also earn recycling rewards for every shipment sent in through TerraCycle, which can be redeemed in the form of a donation to a school or charity of their choice.

Renewable, Recyclable, or Compostable Packaging & Plant-Based Protein Centers of Excellence

At Conagra, innovation is at the center of all we do. In order to connect our consumers with products that are on trend and in demand, accelerate growth and improve responsible production practices, we've established Conagra packaging and plant-based protein Centers of Excellence. These Centers of Excellence consist of product development teams made up of scientists, packaging engineers, food designers and culinary professionals. These teams utilize cutting edge research and state-of-the-art capabilities to propel our renewable, recyclable, or compostable packaging and plant-based protein innovation. These initiatives help advance progress on our packaging goals and science-based climate change targets.

Today, many consumers are choosing foods that are in line with their desire to lessen their impact on the environment. Plant-based proteins are generally recognized as having a reduced carbon footprint and less water, land and energy impacts than meat-based proteins. As more consumers seek plant-based foods, we are expanding our portfolio with offerings including Gardein Ultimate Plant-Based Chick'n, available in filets, tenders and nuggets. In June 2022, [Conagra launched a plant-based Chick'n line based on pea and wheat protein](#) in Canada.



We also understand that we cannot help solve some of the global food system's most pressing challenges on our own. By forging strategic partnerships with global food innovation ecosystems like [MISTA](#), and partnering on research through the University of Minnesota Plant Protein Innovation Center, we continue to make progress on building eco-friendly future food systems in collaboration with peers, suppliers and startups. Through these partnerships, Conagra is accelerating innovation in areas including plant-based, digital and renewable, recyclable, or compostable packaging.

Better Planet



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Operational Sustainability

Conagra Brands seeks to do business in a way that does right by the planet. We focus our resources in key areas where it matters most across our value chain. Climate change, water resources and waste are the most significant to our business and, therefore, key areas of focus for our sustainability programs. Climate change affects agricultural industries throughout the world and is a fundamental challenge to food production. It is dramatically affecting how we source raw ingredients, and how we manage energy use in our facilities and across our value chain. Water resources are also essential throughout our value chain. From growing our raw ingredients to preparing and enjoying our food, all of us depend upon clean water every day. Preventing waste—particularly food waste—is an important measure of our operating efficiency and an important social and environmental issue.

Sustainable Development Awards Program

Conagra Brands' Sustainable Development Awards program continues to be the cornerstone for engaging employees and recognizing their innovative ideas related to sustainable production and business practices. Employees submit projects for a chance to win grants for sustainability-focused public service projects in their communities. With more than 200 entries, this was the 12th consecutive year for the program and awards were given in seven categories:

- Sustainable Brands
- Waste Reduction & Recycling
- Water Conservation
- Climate Change & Energy Efficiency
- Sustainable Operations
- People's Choice Award
- Overall Award of Excellence

Award-winning facilities each received a **\$5,000 grant from the Conagra Brands Foundation for sustainability focused public service projects.**



SUSTAINABLE DEVELOPMENT AWARDS WINNER
 Team: Marshall, Missouri frozen meals
 Project: Blast Cell Air Optimization
 Results: 2.4 million kilowatt hours of electricity reduced

SINCE 2009, SUSTAINABLE DEVELOPMENT PROJECTS HAVE:

Conserved 3.7 billion gallons of water

Decreased Conagra's carbon footprint by 215,000 metric tons

Reduced waste by 122,700 tons

Decreased packaging materials by more than 32,000 tons

Saved over \$280 million

Environmental Management

Our global Environment, Occupational Health and Safety Philosophy drives us towards continuous improvement in our environmental, health and safety (EH&S) practices, as measured by leading environmental and safety indicators and implemented through our EH&S management approach. In addition to complying with environmental laws and regulations, we provide training and educational resources to our employees on: Environmental, Occupational Health and Safety Compliance, Climate Change, Water Stewardship and Resource Conservation.

Through a robust Environmental Management System, we proactively manage environmental issues and share best practices among our facilities. We routinely assess compliance through internal environmental audits. When compliance issues arise, our team of environmental professionals works closely with the affected facility to educate and develop effective action plans and track findings to resolution.



Climate Change¹

Climate change affects agricultural industries throughout the world and is a fundamental challenge to food production. It is dramatically affecting how we source raw ingredients to make our food, and how we manage energy use in our facilities and across our value chain. Conagra Brands' 2030 science-based climate change goals were validated by the **Science Based Target initiative (SBTi)**, an ambitious corporate climate effort leading the way to a zero-carbon economy. Conagra's goal is to reduce absolute Scope 1 and 2 greenhouse gas emissions by 25% by 2030 as compared to our fiscal year 2020 baseline. In addition, we have a goal of reducing Scope 3 greenhouse gas emissions from purchased goods and services by 20% per metric ton of material sourced within that same timeframe.² See the definitions in our appendix and our **2022 CDP Climate Change response** for more information about our methodology on climate change risk mitigation practices and emissions reduction efforts.



At Conagra's Irapuato, Mexico facility, pursuant to an employee-led project that won a Sustainable Development Award in 2022, we installed 280 solar panels in our finished good distribution center and 236 solar panels in our production facility. The new solar panels generated 47% of total distribution center electricity consumption and 2.6% of total electricity consumption at the production facility. In addition, this project eliminated 278 metric tons of Scope 2 greenhouse gas emissions.

Pictured above: Irapuato, Mexico, solar panels
Left: The Irapuato facility team



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

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

CONAGRA'S 2030 SCIENCE-BASED CLIMATE CHANGE GOALS

Reduce absolute Scope 1 and 2 greenhouse gas emissions

25%

by 2030 as compared to our fiscal year 2020 baseline.

Reduce Scope 3 greenhouse gas emissions from purchased goods and services by

20%

per metric tonne of material sourced within that same timeframe.²

Scope 1 & 2 Emissions

In fiscal year 2022, our Scope 1 and 2 greenhouse gas emissions (CO₂ e) were approximately 797,783 metric tons, a decrease of approximately 3.6% from our fiscal year 2020 baseline.

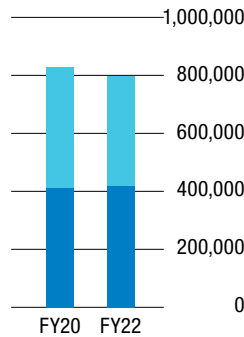
In fiscal year 2022, 2.4% of our total energy consumed came from renewable sources. Our Science Based Target initiative will push us to find new solutions to address our overall energy usage and efficiency.

For additional Energy Management metrics please refer to our SASB disclosure.

GREENHOUSE GAS EMISSIONS (IN METRIC TONS)¹

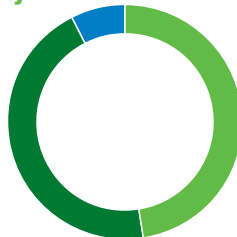
FY20
Scope 1: 411,867
Scope 2: 415,963
Total: 827,830

FY22
Scope 1: 418,751
Scope 2: 379,032
Total: 797,783



SCOPE 1 AND 2 GREENHOUSE GAS EMISSIONS BY SOURCE

47.5% Purchased electricity and steam
45.2% Natural gas
7.3% Other sources
 Including other fuels, owned transportation and refrigerants



Scope 3 Emissions

In fiscal year 2022, we estimate that our Scope 3 emissions decreased approximately 5.2% per metric ton of material sourced from our 2020 baseline, which brings us approximately a quarter of the way to our 2030 goal. In addition, we have reduced our estimated absolute in scope emissions approximately 11.8% from our 2020 baseline. Scope 3 emissions 2030 goal progress has normalized from fiscal year 2021's 9.8% intensity reduction due to post-COVID reductions of low-carbon ingredient sourcing volumes, primarily tomatoes.

SBT SCOPE 3 GOAL

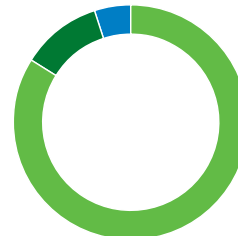
Goal: 20% Intensity reduction (tCO₂e/lb)
Reduction achieved: -5.2% Intensity basis
Progress to goal: 26%

SBT REQUIREMENT: NO INCREASE IN ABSOLUTE SCOPE 3 EMISSIONS

Achieved? Yes
Change in absolute emissions: -1,137,720 tCO₂e (-11.8% absolute change)

CONAGRA'S IN-SCOPE GREENHOUSE GAS EMISSIONS FROM PURCHASED GOODS AND SERVICES²

84% Ingredients
 Farm – 77%
 Land Use Change – 15%
 Processing – 7.3%
11% Packaging
5% Other goods and services³



Evol became the first brand to introduce Carbonfree Certified Carbon Neutral single-serve frozen meals.

Eight Evol meals, produced in a TRUE certified Zero Waste facility, were Certified Carbon Neutral through the Carbonfree Product Certification Program. [Carbonfund.org Foundation](https://www.carbonfund.org) Certified Carbonfree products have "net zero" CO₂ emissions, meaning brands like Evol measure the carbon footprint of the products over their full lifecycle, cradle-to-grave — from ingredient sourcing and packaging, to product manufacturing, distribution and consumer use and end of life — and invest in projects that remove an equal amount of carbon from the atmosphere.

Evol commissioned a third-party life-cycle assessment to measure the carbon footprint of its eight Certified Carbon Neutral frozen single-serve meals, and is offsetting the carbon footprint with investments in renewable wind energy and forest preservation projects verified by Carbonfund.org.⁴



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

² Fiscal year 2022 data except for "Other Goods & Services" which represents fiscal year 2020 data and is excluded from the boundary for Conagra's 2030 Science-Based Target.

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

⁴ The Evol project utilizes carbon offsets, which are not part of our 2030 goal reduction strategy. However, this life cycle assessment effort furthers our efforts to design more climate-friendly products, informing future product development strategies that support our public climate targets.

Manufacturing Water Conservation

Conagra Brands' focus on a better planet includes actively addressing water risk. Our water resource strategy guides how we actively manage water resources across our value chain, taking into account both water use and water quality. Nearly 85% of our operational water comes from areas on the lower end of the World Resources Institute (WRI) water risk spectrum (WRI is a global nonprofit organization that works with leaders in government, business and civil society to research, design, and carry out practical solutions that simultaneously improve people's lives and support nature).

More information on water risk management practices is included in our [2022 CDP Water Security response](#).

In June 2022, [Conagra announced the opening of its new state-of-the-art vegetable processing plant in Waseca, Minn.](#) The new 245,000 square foot facility processes fresh vegetables to support Conagra's frozen meals business and Birds Eye brand. The peas and corn processed at the new facility come from a network of nearby growers who use a variety of actions to help fight climate change, such as smart practices to save water, support biodiversity and improve soil health. Conagra has invested in technology used in the fields to monitor the plants' nutrient needs using real-time data. This allows harvesting to sync with the facility's production schedule, so that the vegetables are picked at peak ripeness and transported directly to

the new Waseca facility where they are received, washed and frozen within a few hours. The new facility replaces a 92-year-old facility in Waseca and will provide approximately 20% more capacity for processing vegetables. On an annual basis, the facility can process and produce 120 million pounds of cut and cob corn, 45 million pounds of peas and more than 20 million pounds of rice. In addition, Conagra anticipates the new facility will use approximately 25% less water per pound of product produced than the company's previous facility.

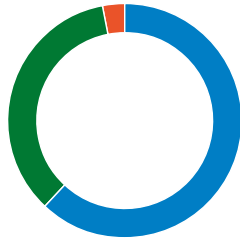
Photo: Chief Supply Chain Officer Ale Eboli and Waseca team members at Conagra's new state-of-the-art vegetable processing plant ribbon cutting



Water Withdrawal Source & Wastewater Discharge Destination

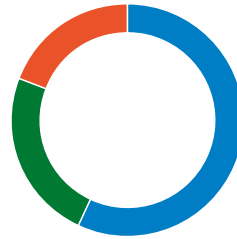
SOURCE OF WATER USED

- 62% Public supply
- 35% Well water
- 3% Surface water



DESTINATION OF WATER DISCHARGED

- 57% Publicly-owned treatment facility
- 24% Direct
- 19% Land/irrigation



Water Risk by Conagra Manufacturing Location and Percent of Total Water Use

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

LOW RISK

- 21 LOCATIONS
54.8% OF WATER USE
- Archbold, Ohio
 - Boisbriand, Qué.
 - Centralia, Ill.
 - Council Bluffs, Iowa
 - Dresden, Ont.
 - Fayetteville, Ark.
 - Fennville, Mich.
 - Fort Madison, Iowa
 - Imlay City, Mich.
 - Lake View, Iowa
 - Lincoln, Neb.
 - Louisville, Ky.
 - Macomb, Ill.
 - Macon, Mo.
 - Mankato, Minn.
 - Maple Grove, Minn.
 - Milton, Pa.
 - Quincy, Mass.
 - Richmond, B.C.
 - Russellville, Ark.
 - St. Elmo, Ill.

LOW-MEDIUM RISK

- 14 LOCATIONS
28.9% OF WATER USE
- Beaver Dam, Wis.
 - Darien, Wis.
 - Hagerstown, Md.
 - Hamburg, Iowa
 - Humboldt, Tenn.
 - Indianapolis Bakery, Ind.
 - Indianapolis, Ind.
 - Jackson, Tenn.
 - Kent, Wash.
 - Marshall, Mo.
 - Menomonie, Wis.
 - Reno, Nev.
 - Waseca, Minn.
 - Waterloo, Iowa

MED-HIGH RISK

- 5 LOCATIONS,
1.4% OF WATER USE
- Aurora, Colo.
 - Brookston, Ind.
 - Denver, Colo.
 - Rensselaer, Ind.
 - Troy, Ohio

HIGH RISK

- 2 LOCATIONS,
14.9% OF WATER USE
- Irapuato, Mex.
 - Oakdale, Calif.



We are working to reduce water usage at our high-risk facilities through capital investment projects, water efficient sanitation equipment and controls, and focused behavioral improvements. Both sites have set annual water goals, which have led to saving tens of millions of gallons every year. In fiscal year 2022, our Irapuato facility achieved a 2% absolute water reduction, and our Oakdale facility achieved a 5% absolute water reduction.

SUSTAINABLE DEVELOPMENT AWARDS FINALIST
 Team: Fennville, Michigan
 Project: Cherry Tank Farm – Water Conservation
 Results: 2,800,000 gallons of water conserved annually

Reducing Manufacturing Waste¹

We are working systematically and strategically to reduce the amount of waste we generate in our facilities to capture the maximum value of the raw ingredients and other materials we buy. For unavoidable waste, we work hard to keep it out of landfills. In fiscal year 2022, 85% 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, energy generation, or land applications to improve soil quality.



In 2022, our Fayetteville, Ark., facility achieved **TRUE Zero Waste certification** status. Administered by **Green Business Certification Inc. (GBCI)**, the TRUE Zero Waste certification system is a complement to LEED and other green rating systems.

TRUE (Total Resource Use and Efficiency) strives to change the way materials flow through society so that products are reused and diverted from landfill, incineration (waste-to-energy) and the environment. As one of the requirements of the certification, our facility must maintain an average annual waste diversion rate of at least 90% and uphold high standards of environmental stewardship.

FY22 Waste Characterization

85% Materials diverted from landfill
15% Landfill

80.9% organic materials diverted from landfill

- 31.4% Food – Animal Feed
- 31.1% Wastewater
- 6.0% Cardboard
- 4.2% Food – Composting
- 3.9% Wood (Pallets)
- 2.1% Mixed Organics
- 0.6% Mixed Paper
- 0.7% Food – Oil/Grease
- 0.2% Food – Donation
- 0.7% Food – Energy Recovery



4.0% inorganic materials diverted from landfill

- 1.6% Mixed Recyclables
- 0.4% Mixed Metals
- 1.5% Mixed Plastics
- 0.5% Waste-to-Energy

¹ Includes all Conagra Brands company-managed manufacturing facilities

America Recycles Day

In celebrating America Recycles Day on November 15, 2022, **Conagra honored its 17 Zero Waste manufacturing facilities for diverting more than 90% of waste materials from landfills** through proper waste separation, recycling and other innovative waste-reduction measures. This year's honorees include frozen, snacks, international and grocery manufacturing facilities.

In our corporate locations, we promote waste reduction at our offices by making composting and recycling available and providing employee education. Both our Chicago and Omaha corporate offices offer compost and recycling options to their employees as an alternative to landfill disposal. For America Recycles Day, Chicago employees led a demonstration to educate other Chicago-based employees about their waste and ways to reduce what ends up going to landfill.



ReFED



Environmental Defense Fund

Conagra is proud to be a 2022 host company for ReFED and the Environmental Defense Fund (EDF)'s **Climate Corps Food Waste Fellowship**, a pilot program that aims to bolster the capacity of companies to tackle food waste. The 2022 Fellowship partnered with Conagra's Science & Technology team to examine the potential of vegetable peels and trimmings at our Birds Eye frozen vegetable facility in Wisconsin to be upcycled into value-added products.



Photo: Team members at Conagra's Fayetteville, Ark., facility. The facility achieved TRUE Zero Waste certification status

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Stronger Communities

Corporate Ethics

The [Conagra Brands Code of Conduct](#) provides guideposts for how our employees, officers and directors must conduct themselves when representing Conagra both inside and outside the workplace. All new employees are required to take a course on our Code of Conduct as part of their onboarding process. We conduct annual training courses to make employees aware of our expectations and their obligations under the Code of Conduct. We also expect contractors, consultants, trainees, temps/agency workers, interns and volunteers to follow our Code of Conduct. Other service providers and suppliers must act ethically and consistently with our Supplier Code of Conduct and other contract requirements.

Our board of directors oversees our Code of Conduct and the 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 the Board regarding the overall program, training and metrics. 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 prohibits the use of any forced or compulsory labor, including human trafficking and slavery, in all of 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, 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 Brands takes seriously all reports made through our ethics hotline and all reports are investigated appropriately. We have a strict non-retaliation policy for all reports made in good faith through all reporting channels, including our ethics hotline.



Employee Health & Safety

As we strive to achieve an injury-free workplace, we are focused on maintaining a strong culture of safety, in which all employees commit to protecting themselves and their colleagues.

Our health and safety team audits each of our facilities every two years to review compliance with safety regulations and corporate policies. The team documents the audit results and tracks corrective actions to hold ourselves accountable for providing a safe work environment. As follow-up to any workplace injury or illness (an “incident”) or near miss, we require a thorough investigation to identify and address the root cause.

During fiscal year 2022, our Occupational Safety & Health Administration (OSHA) Incident Rate was (IR) 1.67 incidents per 100 full-time workers, as compared to 2.00 incidents per 100 full-time workers in fiscal year 2021 and 1.69 incidents per 100 full-time workers in fiscal year 2020. 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.



Food Safety Culture

At Conagra, we recognize that food safety is everyone’s responsibility, from leaders to frontline team members. We encourage engagement of all employees in building a food safety culture – and strive to promote and demonstrate a culture of integrity and continuous improvement within the entire organization and beyond.

Resources

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 food safety culture.

Documentation, Communication and Performance Metrics

Our leaders operate with the safety and well-being of consumers, employees, and their communities at the top of mind while providing quality and food safety oversight and support to all our facilities. Our policies and procedures establish the direction and expectations for food safety. Our Food safety records and documentation enable informed, consistent decision-making. Our food safety program utilizes data (e.g., product, process and training records) to verify compliance and consistency with our food safety expectations, plans and operational procedures.

Communication also plays an important role in our food safety culture and it is delivered through many different channels such as: enhanced training, informational signage, videos, metrics reviews and best practice sharing during shift huddles and team meetings.



We strive to promote a food safety culture throughout our entire organization by fostering an environment where people are empowered to impact, improve and maintain food safety.

We leverage metrics and learnings from the following areas to measure and validate our food safety efforts, including the effectiveness of our food safety culture:

- ✓ Internal and external audits¹
- ✓ Periodic company-wide employee surveys, with a particular focus on our plant employees
- ✓ Consumer and customer feedback
- ✓ Root cause investigations performed by cross-functional teams
- ✓ Quality incident and training KPI's and analysis
- ✓ Behavioral observations
- ✓ Employee coaching and mentoring

¹ Including the **Global Food Safety Initiative**, Food Safety Council, Customer and third-party audits

Diversity & Inclusion

All backgrounds, perspectives, styles and opinions are valued and belong at Conagra. Curiosity and diverse perspectives are where innovation begins. Diversity is comprised of more than race, gender, age, sexual orientation and disability. We value the power of individuality and uniqueness and embrace the perspectives, experience, opinions and backgrounds of all of our team members.

We are committed to advancing our culture through the lens of our five inclusive behaviors - genuine listening, mutual respect, healthy debate, compromise and civility. Making progress as a cohesive team means being empathetic and giving support to one another. At Conagra, people can bring their authentic selves to work, feel valued and join an energetic exchange of ideas. When employees experience inclusion, we all perform better.

Over the past year, we have seen how our focus on creating a diverse and inclusive corporate culture helps us to attract, retain and encourage the development of top diverse talent.

2025 GOALS

Double

People of Color representation
in management and middle-manager level roles versus our fiscal year 2020 baseline

At least

40%

of management-level roles held by women



Conagra recognizes the transformative power of harnessing diverse perspectives to propel our business forward and nurturing an inclusive culture where everyone feels seen, heard, and valued. In 2022, we continued to make progress and advance our inclusive culture by scaling targeted action plans that energize our team and strengthen the communities where we live and work.

– **Henry Jones**, Senior Director,
Diversity & Inclusion



Conagra Recipe for Inclusion:

Genuine Listening

We make a conscious effort to learn new things by listening to what others have to say and seeking to understand how others think and feel. Although we may not always agree, we respect each other and acknowledge the power of different points of view.

Compromise

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

Mutual Respect

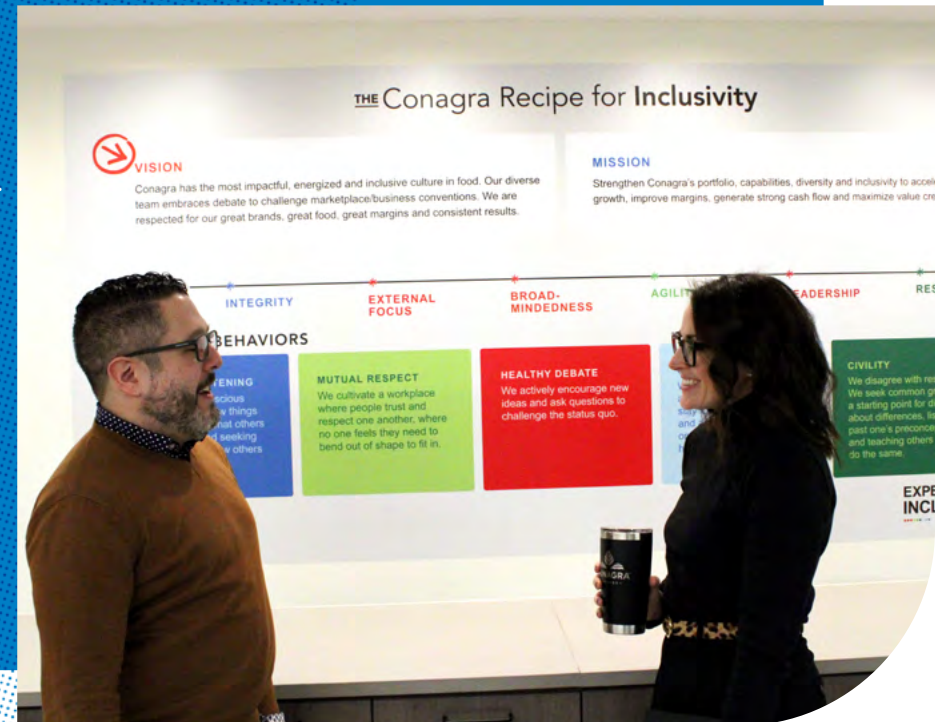
We cultivate a workplace where people trust and respect one another, where no one feels they need to bend out of shape to fit in. We always assume positive intent and recognize that individuals have valuable contributions to make.

Civility

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

Healthy Debate

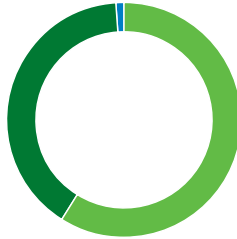
We actively encourage new ideas and ask questions to challenge the status quo. We accept that sometimes, the best results evolve from rigorous debate, a bit of tension and a bit of discomfort.



Data for Employee by Gender, Employee by Generation, and Leadership Representation by Gender represents all Conagra Brands employees. Data for Employee by Race and Ethnicity and Leadership Representation by Race and Ethnicity represents U.S.-based employees only. All gender, race and ethnicity data is based on self-identification.¹

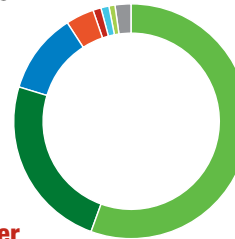
Employee by Gender

59% Male
40% Female
<1% Undeclared



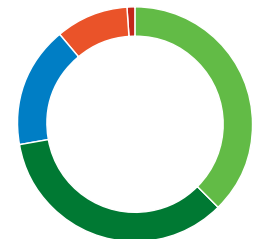
Employee by Race and Ethnicity

55% White
24% Hispanic or Latino
11% Black or African American
4% Asian
1% Native Hawaiian or Other Pacific Islander
1% Two or More Races
<1% American Indian or Native Alaskan
<2% Undeclared



Employee by Generation

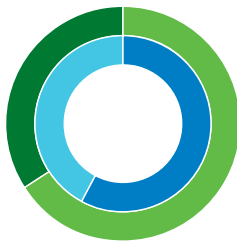
38% Generation X (1965-1980)
35% Millennials (1981-1996)
17% Baby Boomers (1946-1964)
10% Generation Z (1997 and onwards)
<1% Silent Generation (1928-1945)



Leadership Representation by Gender

Management Level
66% Male
34% Female

Middle-Manager Level
58% Male
42% Female

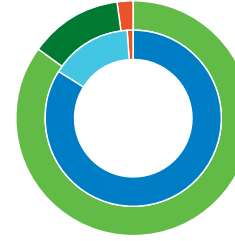


FY22 Progress:
Increased women in Management by 2% compared to fiscal year 2020 baseline

Leadership Representation by Race and Ethnicity

Management Level
85% White
13% People of Color
<2% Undeclared

Middle-Manager Level
84% White
15% People of Color
1% Undeclared

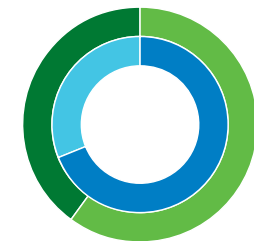


FY22 Progress:
Increased People of Color in Management level roles by +1% compared to fiscal year 2020 baseline

Board Representation

By Gender
60% Male
40% Female

By Race and Ethnicity
70% White
30% People of Color



Increased People of Color in Middle-Manager level roles by +3% compared to fiscal year 2020 baseline

¹ [EEO-1 data for calendar year 2021 is available here](#)

How We Live Up to Our Commitments

Our multi-year diversity and inclusion strategy supports three key drivers of representation and retention: recruitment, advocacy and development. In fiscal year 2022, we continued to execute comprehensive plans to support delivery of our D&I strategy.

Recruitment

Conagra welcomes the unique experiences of diverse talent as building blocks for our inclusive culture.

EARLY TALENT AND EXPERIENCED HIRES

Our focus on diversity recruitment has resulted in diversifying our pipeline of early talent and experienced hires. Through strategic partnerships, we have been able to make representation gains across various dimensions of diversity.

- In fiscal year 2022, we built partnerships with [Cameron-Brooks](#) to recruit junior military officers, and [Out For Undergrad](#) to attract LGBTQ+ entry level talent.

Conagra's diversity recruitment focus and inclusive candidate experience has gained recognition from organizations like the [Talent Board](#).

Advocacy

In an effort to create community connections, as well as strengthen and sustain relationships with individuals from underrepresented backgrounds, we partner with community and social justice organizations, fund scholarships, invest in diverse suppliers and build awareness among employees.

TALENT ADVOCACY

Through a partnership with the McKinsey Connected Leaders Academy, whose mission is to advance racial equity by investing in future leaders, more than 30 Conagra employees engaged in a professional development experience. The McKinsey program focuses on enhancing their leadership capabilities, expanding their peer networks, and growing their business acumen. In addition, through a partnership with Sounding Board Inc., 50 Conagra employees participated in a six-month leadership coaching program focused on providing individualized leadership development at scale.



“The McKinsey Black Executive Leadership Program was one of the most unique and rewarding leadership development programs I have ever experienced. The “Leading in the New Normal” workshop made a tremendous impact and taught me how to lead multidisciplinary teams by building trust, and fostering inclusion and psychological safety. As the employee landscape continues to evolve rapidly, I appreciate Conagra's commitment to developing their leaders, personally and professionally, through programs like BELP, which help drive transformational change within the organization.

– Summer Searcy, Director, Business Planning



SCHOLARSHIPS

To support diverse students, we have formed [partnerships](#) with the Thurgood Marshall College Fund, the nation’s largest organization exclusively representing the Black college community, and the Hispanic Scholarship Fund, one of the nation’s leading nonprofit organizations supporting higher education. These partnerships help provide students with fair access to quality higher education opportunities and reinforces Conagra’s commitment to driving positive community impact.

In our partnership’s first year, we distributed 30 scholarships and offered mentorship opportunities. Resources are also provided to each institution to support scholarship recipients as they navigate internships and other services that prepare them for their future careers. In addition, Conagra employees actively engage with scholarship recipients to provide unique professional development opportunities that strengthen career prospects for students’ post-college, including resume building assistance, job interview preparation and additional workplace readiness experiences.

Development

From onboarding and compensation to development and career advancement, our processes are designed to support employees across various dimensions of diversity and strengthen our inclusive culture. In fiscal year 2022, we continued to design processes to develop our employees’ skills and advance their careers.

Talent Development

In March of 2022, we launched our multi-year D&I learning journey with an all-employee meeting focused on our inclusive behaviors, the actions of inclusion allies and the role all employees play in building an environment of psychological safety. Following the learning journey kick-off, we launched an “Experiencing Inclusion” e-learn; to date, a third of the organization has completed the training.

We also launched two pilot development experiences with our learning partner Development Dimensions Institute (DDI). “Connect through Conversations” and “Building Empathy” workshops are currently being rolled out to our front-line managers to strengthen their inclusive leadership.

Functional D&I Strategies

In fiscal year 2022, functional D&I strategies were developed to link long-term vision and strategies to short-and-medium term goals, actions and measures. D&I plans were established by all functional groups within Conagra and will have short and long term impact in helping Conagra achieve our D&I strategic priorities.

Equitable Advancement

Pay equity, regardless of gender, race or ethnicity, is a core part of our D&I Strategy. Our compensation structure and benefits package enable us to recruit and retain talent within the context of an individual’s background, experience and performance. We recognize that pay equity is critical to our company’s success in these areas and have invested in technology solutions to aid our analysis of employee pay.



“What I enjoy most about my mentee is his constant curiosity and positive outlook on the future – it’s not every day you meet someone that is open to all avenues of where life could take them. It’s very rewarding to know that he trusts my opinion and allows me to be a part of the decisions about his education and career.”

– **Kendall Fitter**, Senior Financial Analyst and mentor to a Conagra scholarship recipient

Employee Resource Groups

Our eight Employee Resource Groups (ERGs) have contributed to building a diverse and inclusive culture within Conagra. They provide a place for employees' voices to be amplified, and where employees can learn from each other on cultural and business topics. Our ERGs support personal and professional growth and community impact. Each ERG develops yearly operational plans that help drive Conagra's D&I strategy through activities such as employee mentorship, volunteerism, and educational events aimed at increasing cultural competence and fostering inclusivity. In fiscal year 2022, our ERGs partnered with the Talent Acquisition team to increase visibility of Conagra career opportunities in diverse communities and broaden external networks and partnerships. They collaborated with the Conagra Brands Foundation to maximize the impact of employee community work, volunteerism and charitable giving. ERGs also support functional leaders to enhance programs and initiatives that focus on employee development while building the fundamental knowledge of our culture and business.

Our Eight ERGs

- Asian ERG
- Black ERG
- Disability + Ally ERG
- Latinx ERG
- LGBTQ + Ally ERG
- Veterans ERG
- Women's ERG
- Young Professionals ERG



YOUNG PROFESSIONALS EMPLOYEE RESOURCE GROUP

To celebrate Earth Day, the Young Professionals ERG helped facilitate an event at Elmwood Park, in Omaha, Neb. The event was dedicated to increasing public awareness of environmental issues and educational efforts advocating for sustainable practices and lifestyles.

BLACK EMPLOYEE RESOURCE GROUP

Last March, members of Conagra's Black Employee Resource group participated in African American Professionals Day at North Magnet High School in Omaha, Neb. African American Professionals Day is a career and entrepreneur fair showcasing Black professionals and businesses. The fair allowed students to gain exposure to a variety of careers and professional fields.



“Employee Resource Groups continue to provide an avenue for connectivity. In fiscal year 2022, the Latinx ERG increased membership by 22% and hosted 36 events for Conagra employees. These culture building activities across multiple departments and levels throughout the organization are what I'm most proud of.”

– Sebastian Bohorquez, Latinx ERG lead

Community Engagement

To have greater impact, we need to look beyond Conagra. Our business partners play a vital role in helping us support underrepresented communities through internship and mentoring opportunities, financial contributions and volunteerism. Here are a few examples:



United for Change

United For Change is Conagra's only annual employee fundraising campaign. Conagra employees are encouraged to consider contributing to either the [United Way](#), [ACLU](#) (American Civil Liberties Union) Foundation, or [Human Rights Watch](#). Along with donating, Conagra employees raise awareness about the important work being done by these notable organizations to address the root cause of poverty and issues of civil rights, social justice and human rights. Conagra invited leaders from United Way, ACLU Foundation and Human Right Watch to speak with employees about their vital work to increase our own understanding of societal issues.

United For Change drives meaningful participation from employees at approximately 29 facilities and office locations, including locations in Mexico and Canada and serves to create lasting improvements in the communities where employees live and work.

Thanks to all our amazing employees, [Conagra employees raised \\$537,407](#), which exceeded Conagra's fundraising goal for the United For Change campaign.

Social Works

Since 2017, Conagra has supported [SocialWorks](#) — a non-profit founded by Chance the Rapper to empower youth through the arts, education and civic engagement while providing essential funds to strengthen curriculum, provide support materials and create enrichment opportunities for students in Chicago. In collaboration with SocialWorks, members of the Conagra's Brand Design team worked with two student artists to create a one-minute jingle for the Snack Pack® brand. The students spent five weeks working with the team, gaining insight on marketing, songwriting, production and recording. [Check out the video and jingle here.](#)



Inclusive Marketing

We believe in promoting our brands in a way that reflects the needs and attitudes of our diverse consumers. We incorporate inclusivity throughout our comprehensive marketing efforts to better reflect the experiences of culturally diverse communities. On [Ready Set Eat](#), Conagra's website for culinary inspiration, trends and recipes, our ERGs collaborate with our culinary team to offer consumers culturally-relevant recipes that represent their unique backgrounds. Across our brands' social media channels, content is fueled by diverse food cultures, content makers and ongoing engagement with underrepresented communities.



Supplier Diversity

Conagra Brands utilizes diverse suppliers to produce world class food for our customers, drive growth for our investors, support investment in our communities and appeal to top talent. We enhance the value we bring to our customers, consumers and communities through partnerships with a broad range of diverse suppliers who are ready to innovate and grow with us, including, but not limited to, minority-owned, women-owned, veteran- and service-disabled veteran-owned, and LGBTQ+ owned businesses. Conagra also extends procurement opportunities to small, disadvantaged and HUBZone businesses.

Conagra's Supplier Diversity Steering Committee is comprised of leaders across Procurement, Communications, D&I and the Conagra Brands Foundation and helps guide the strategic direction. During fiscal year 2022, we spent more than \$300 million with over 800 certified diverse suppliers.

In addition, Conagra is a member of the [Women's Business Enterprise National Council](#) and the [National Minority Supplier Development Council](#), which help provide diverse suppliers with equal access to procurement opportunities and support the growth of Conagra's supplier diversity program.

Pro Bono Legal Services

For many transgender and gender non-conforming people, securing a legal name change is an important step toward making their legal identities match their lived experience. To help obtain the appropriate identity documents and navigate complex local, state and federal laws, Conagra's Legal department partnered with Transgender Legal Defense & Education Fund to provide pro bono legal services for name changes and gender marker corrections. Conagra's Legal and Government Affairs team also partnered with Legal Aid Chicago and their Criminal Records Relief program to prepare petitions for records expungement and sealing.

2022 Honors & Recognitions

We are honored to be recognized for advancing diversity and inclusion at Conagra Brands.

As we continue to make progress in our cultural journey, our commitments to recruiting, advocating for and developing diverse talent remain rooted in ensuring our employees are heard, learning from our challenges, celebrating our accomplishments and growing our culture of belonging.

The Civic 50

For the fourth consecutive year, we were recognized as one of the 50 most community-minded companies in the U.S. by The Civic 50.



The Human Rights Campaign's Corporate Equality Index

Since 2014, Conagra has earned a perfect score of 100 and was named a Best Place to Work on HRC's Corporate Equality Index for LGBTQ-inclusive workplace policies and practices.

Latina Style Magazine

Named as one of the 50 Best Companies for Latinas to Work for in the U.S.



The Disability Equality Index® (DEI)

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



Community Investment and Foundation

Conagra Brands believes everybody deserves consistent access to healthy and nutritious food to feed themselves and their families. Conagra focuses its resources to meaningfully impact the societal issue of food insecurity, and we strategically leverage cash contributions, product donations and employee volunteerism to make a positive impact in the communities where our employees live and work. We are committed to making a difference on a national level, but also in local communities by intentionally building relationships with exceptional nonprofits working in historically disinvested neighborhoods. We operate an open grantmaking program and have many initiatives to support local hunger relief organizations that work to uplift, inspire, and change lives, positively impacting people throughout the community.

Conagra is honored to be named an [honoree of The Civic 50](#) for the fourth consecutive year. The Civic 50 recognizes the 50 most community-minded companies in the nation. An initiative by Points of Light, the world's largest organization dedicated to volunteer service, The Civic 50 provides a national standard for superior corporate citizenship and highlights how companies intentionally invest their time, skills and resources to impact their communities.

Through partnerships with numerous nonprofit partners across the country, we support fully inclusive programs that provide people of all backgrounds and ages with direct access to food and additional supportive services for themselves and their families.

This report highlights some of the key initiatives and nonprofit partners we support to help provide the communities where we do business with consistent access to healthy and nutritious food.

Photo: No More Empty Pots



Conagra focuses its philanthropic support on addressing the issue of food insecurity through the following efforts:

Food Access

Ensuring that people have access to healthy, nutritious foods 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.

Nutrition 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.



Photo: Care for Friends

Conagra Brands Total Giving Fiscal Year 2022

Total giving cash and in-kind
corporate and Foundation

\$27,590,040

Total giving employees

\$757,568

Grants awarded

814

Volunteer hours

9,086

Feeding America

Conagra Brands Foundation is pleased to continue and build upon our longstanding partnership with Feeding America. Feeding America is Conagra's national partner in addressing the issue of food insecurity in communities where Conagra facilities are present. Conagra Brands Foundation's partnership with Feeding America supports unique efforts, including national research that increases our collective understanding of the issue of hunger and its impact on vulnerable, diverse populations; capacity-building efforts that increase its food banks efforts to better serve their communities; equity, diversity, and inclusion efforts so food banks can effectively reach the diverse people and communities disproportionately impacted by hunger; and expanding efforts to authentically bring much needed visibility and awareness to the issue of food insecurity. Conagra also donates products to distribute throughout Feeding America's network of 200 food banks.

In fiscal year 2022, Conagra Brands Foundation made capacity-building grants to 29 Feeding America food banks that serve the communities where Conagra employees live and work. Additionally, Conagra Brands Foundation provided equity, diversity and inclusion (EDI) grants to help food banks identify and meet their community's unique needs. Twenty grantee food banks were awarded incremental funding to support their EDI efforts to better serve People of Color or communities disproportionately impacted by hunger.

The Foundation funded Feeding America's research efforts, including [Feeding America's annual Map the Meal Gap study](#) and the inaugural launch of the Equity Visiting Research Scholar. Feeding America's Map the Meal Gap is one of Feeding America's most significant and most-frequently-referenced research assets. American Associate for Public Opinion Research (AAPOR) awarded Feeding America its 2021 Policy Impact Award for their work projecting the impacts of COVID-19 on food insecurity through Map the Meal Gap.

The Foundation also helped Feeding America launch its Equity Visiting Research Scholar with the appointment of Dr. Angela Odoms-Young. During her time at Feeding America, Dr. Odoms-Young has leveraged her deep knowledge and understanding of the importance of equity within the charitable food system. Her research examines the social and structural determinants of dietary behaviors, food insecurity, and related health outcomes in low-income and Black and Latinx populations. Dr. Odoms-Young's work also centers on identifying culturally responsive programs and policies that promote health equity, food justice, and community resilience. Dr. Odoms-Young is an impactful leader, mentor and researcher, using her expertise to help food banks implement community-based solutions to equitable access and empower them with best-practice tools and instructional resources to better understand food insecurity and the populations that experience it.

The Foundation also supported the creation of The Native American/Indigenous Learning Community. According to Feeding America, one in five Native Americans face hunger. The Native American/Indigenous Learning Community is an effort to bring together Feeding America's staff and network who identify as Native American/Indigenous and provide a space to co-create solutions.

Every September, Conagra Brands partners with Feeding America to participate in Feeding America's nationwide Hunger Action Month campaign. The campaign is designed to mobilize the public to act on the issue of hunger. At Conagra, we encourage our employees to take individual action to combat the issue of hunger and food insecurity by volunteering at hunger relief agencies and raising awareness about the issue of food insecurity within their communities.



During fiscal year 2022, Conagra donated 20,101,403 pounds of food to Feeding America and its network of food banks, which is equivalent to 16,751,169 meals.

Feeding America

Select highlights from the recently completed capacity and racial equality grants include:

Shared Harvest Food Bank Fairfield, Ohio

Shared Harvest Food Bank used its grant from Conagra to purchase a cargo van designated to reach an underserved community, providing direct food pickups from the food bank and monthly deliveries. As a result, more than 200 families each week now have consistent food access via weekly food distributions.

Central Illinois Foodbank Springfield, Ill.

The grant purchased an AiroCide unit to allow fresh nutritious produce to be maintained for longer periods, thereby helping to reduce waste and provide more opportunities to get healthy vegetables and fruit into rural areas. The AiroCide, a NASA developed product, allowed the food bank to provide a consistent source of healthy food and support the dietary needs of community members living with chronic conditions.

The Food Bank of Eastern Michigan Flint, Mich.

This grant helped the Food Bank of Eastern Michigan hire a new Outreach Department team member. The addition of this new employee has helped the food bank increase its capacity to serve the community by organizing an incremental 316 mobile food distributions throughout Genesee County.

Second Harvest Heartland Brooklyn Park, Minn.

Funding from Conagra provided 20,000 pounds of culturally tailored, healthy foods to Asian, East African, West African and Latino community members. Additionally, the food bank purchased all produce from farmers who identified as Black, Indigenous and/or a person of color. The produce purchased through this grant helped rural agencies reach diverse community members with a full range of fresh fruits and vegetable options that met their specific food preferences.

Photo:
Second Harvest Heartland



Nourish Our Community

Every Hunger Action Month, Conagra Brands Foundation announces the recipients of its annual “Nourish Our Community” grant program in the Omaha area. This program engages employees throughout the business and harnesses their passion to improve their communities. Employee involvement is central to the success of this program as Conagra employees must nominate nonprofits in their local communities to be considered for grants in areas addressing food insecurity, nutrition knowledge, healthy and active lifestyles, or urban agriculture. Once applications are completed, Conagra employees participate in a cross-functional committee to review the applications and make the final decisions to determine nonprofit recipients and final grant amounts. This year’s grant recipients include organizations working to provide healthy food and educational services to children, young women, veterans, aspiring young farmers and the LGBTQ+ community. These grants highlight Conagra’s longstanding commitment to doing our part to help provide vulnerable populations across the country with access to nutritious food.



Photo above: Big Muddy Urban Farm, Left: Center on Halsted



In the fall of 2021, we awarded 17 grants totaling \$350,000 to well-established nonprofits across the United States. Select highlights of this year’s grant recipients and projects include:

Big Muddy Urban Farm, Neb.

PROJECT: Aspiring Farmer Residency

The Aspiring Farmer Residency is an immersive program providing young farmers with the direct experience of participating in a full growing season by building a business, planting seeds, bringing food to the markets and interacting with the community. This grant supports residents with housing, curriculum, networking, resources, and facilities, which include a workshop, three chicken coops, and six growing areas.

Center On Halsted, Ill.

PROJECT: Silver Fork Culinary Arts Workforce Development

Silver Fork is a nine-week vocational training program for LGBTQ+ individuals and allies, especially those who are under or unemployed, aimed at reducing poverty within the LGBTQ+ community and increasing diversity and inclusion in the workplace. The program introduces participants to different areas of the food industry, such as knife skills, sanitation and front-of-house.



CLOCKWISE FROM LEFT:

New Visions Homeless Services, Iowa

Project: Meal Program

New Visions Homeless Services provides transitional and permanent supportive housing to formerly homeless veterans. This grant helps New Visions Homeless Services provide residents with three balanced meals each day free of charge, in addition to case management and other supportive services.

Girls Inc. Of Washington County, Md.

Project: Kids Café

Girls Inc.'s Kids Café provides breakfast and lunch during the summer and snacks and dinner during the school year. Along with the commitment to providing healthy, nutritious snacks and meals, Girls Inc. teaches young girls valuable skills in planning and making healthy meals. The girls are involved in planning the dinner menu, budgeting, and incorporating into the meals produce harvested from Girls Inc.'s garden. The program hopes to inspire all girls to be strong, smart and bold.



Conscious Alliance, Colo.

Project: Feed Kids Before Landfills

Conagra's grants helped rescue and redistribute more than 400,000 healthy meals and snacks to children facing hunger in the Denver metro area. The project, Feed Kids Before Landfills, aims to address two critical issues: childhood hunger and unnecessary food waste.

Shine The Light On Hunger

Fiscal year 2022 marked the 15th anniversary of Conagra’s annual Shine the Light on Hunger campaign. 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. The Conagra Brands Foundation is proud to continue our longstanding leadership of Shine the Light on Hunger, especially when the need for consistent access to nutritious food remains at such an elevated level. Our goal was to raise the equivalent of two million meals. In an effort to meet our goal, we worked to engage local partners, including the mayor’s office, and set up collection sites at eight different neighborhood cultural institutions and Baker’s Supermarkets. 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 over 9.1 million meals, surpassing the goal by 453% and surpassing last year’s total by more than three million meals. The campaign’s astounding results are a testament to Conagra and the Omaha-area community’s commitment to supporting each other.



“ Shine the Light on Hunger is truly a collective effort, and we are always impressed by the generosity of our Omaha community this time of year. Our local community leaders, businesses and neighbors are the reason this campaign succeeds every year in meeting or surpassing its goals, and we are so incredibly grateful.”

– Rick Hansen, Vice President of Human Resources for Conagra Brands



Photo: Food Bank for the Heartland

Employee Volunteering

Conagra employees are dedicated, engaged and generously give their time and talents to volunteer year-round at organizations that are special to them and their local community needs. Throughout fiscal year 2022, Conagra employees volunteered 9,086 hours at more than 144 different nonprofit agencies that serve the communities where we do business.

Month of Service is an annual effort that encourages employees to give back to their local communities. Month of Service is an opportunity for employees in all our facilities to take a day off from work to give back and make a difference in their own backyards. Since last year, we have extended Month of Service over two months to include both April and May. The additional month allows more employees to participate in small group volunteer projects while learning about the capabilities of many of our nonprofit partners and increases the impact our efforts have on our partners and on the community. Conagra employees enthusiastically responded to the call-to-action and partnered with various nonprofits on service projects that impact hunger, nutrition, food insecurity and access to healthy food. From repacking fresh fruits and vegetables at community pantries; to helping plant and maintain community gardens; and more, our activities helped distribute the equivalent of 530,542 meals for people facing food insecurity across the United States, Canada and Mexico.



MONTH OF SERVICE

Individual Employees Participated

1,197

Volunteer Projects

108

Volunteer Hours Completed

4,343

Unique Nonprofit Organizations

70

States

22

and two International locations (Canada & Mexico)

Pounds of Food Packed and Sorted

523,539

Photo: Pete's Produce Farm of Chester County Food Bank
Left: Fondo Unido Mexico (United Way of Mexico) in Irapuato



Month of Service,
Clockwise from left:
Greater Chicago Food Depository,
Chicago Lights Urban Farm,
Nourishing Hope,
North Texas Food Bank,
Heart Ministry Center Omaha



Scholarships

The Conagra Brands Foundation operates an annual scholarship program which provides scholarships that assist children of Conagra employees who have the passion and commitment to continue their education in

their chosen field and succeed in college, university or vocational-technical schools. In fiscal year 2022, Conagra awarded scholarships to 40 students, reaching our employees' children in various geographic locations.

Upon receiving notification of the scholarships, recipients expressed their appreciation through handwritten letters. Some inspirational quotes are included below which authentically capture the impact these scholarships have on the lives of our scholarship recipients:

THIS YEAR'S SCHOLARSHIP AWARDS WERE DISTRIBUTED AS FOLLOWS:

22	Facility/Sales
8	Omaha
6	Mexico
2	Chicago
2	Canada

This award kickstarted my life and changed it forever.

Without this scholarship, I don't know if school would've been in the cards for me.

Born This Way Foundation

In fiscal year 2022, Conagra continued its partnership with the [Born this Way Foundation](#). The Born This Way Foundation's mission is to support young people's mental health by working with them to build a kinder, braver world. The Born This Way Foundation hosts its annual #BeKind21 pledge in September. Conagra Brands took the pledge of #BeKind21, which calls on participants to practice an act of kindness each day for 21 days. The goal of the pledge is to build a kinder, more connected community that fosters mental wellness.

To promote acts of kindness, we shared daily affirmations and posted ideas of acts of kindness throughout our office locations, which encouraged employees to take action in any number of ways including:

- Writing a card to send to the Meals on Wheels senior participants
- Complimenting a colleague
- Making a list of five things you are grateful for
- Volunteering at a neighborhood pantry

These acts of kindness urged kindness to others and self. Conagra employees interacted through internal communications posts to highlight which acts of kindness they participated in, such as holding the door open for a stranger, reaching out to a friend or family member, and volunteering over the weekend. By promoting and performing acts of kindness, we hoped to boost employees' levels of happiness and self-worth while focusing on initiatives aligned with mental health.

Additionally, we held a virtual conversation for all our employees with Cynthia Germonatta, President and Co-Founder of the Born This Way Foundation, and Maya Enista Smith, Executive Director, to learn more about Born This Way and the organization's mission. The conversations allowed employees to better understand the work the organization performs and the importance of focusing on their mental wellness.



Photo: Northeast Iowa Food Bank

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Appendix

About this Report

Thank you for your interest in Conagra Brands' 2022 Citizenship Report. All data in this report cover the company's fiscal year 2022, which ended May 29, 2022, unless otherwise specified. Also included are some initiatives launched in fiscal year 2023 to provide the additional recent relevant information to our stakeholders. Our reporting covers all company-operated facilities including, where applicable, company-managed manufacturing 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 including our annual report and proxy statement and on our website, www.conagrabrands.com.

We provide an index for the SASB Processed Foods standard. We also provide an index to the Task Force on Climate-related Financial Disclosures. Please see the Appendix for this additional information.

The information presented, discussed, referenced or otherwise included in this document or made available on or through our website does not cover all information about our business. The inclusion of information or references, including the use of "key", "significant", "material" or similar terms, should not be construed as a characterization regarding the materiality of such information to our financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws.

APEX Companies, LLC completed an independent verification of select data included in the Better Planet section of this report. We worked with Positive Solutions Consulting, LLC to calculate our Scope 3 greenhouse gas inventory estimates for fiscal year 2022, calculate our packaging volume, recyclability percentages and goal progress for fiscal year 2022 and verify the consistency of our no deforestation approach and relevance of our related procurement data for fiscal year 2021 in preparation of this 2022 Citizenship Report. For additional details, see Definitions and Additional Information below.

Other data included in the report have not been audited by a third party; however, the report does include the best information available through our existing data management systems. Although our data has been internally vetted using accepted and relevant scientific and technical methodologies, historical performance data may be revised due to reasons such as new data availability; industry-driven changes to methodologies; improvement in data collection and measuring systems; or activities such as joint ventures, mergers and acquisitions or divestitures.

Statements about future developments and past occurrences are based on information and assumptions available as of the date of publication. While we are committed to providing timely updates, the company holds no obligation to update information or statements. Certain information in this report regarding the company comes from third-party sources and operations outside of our control. We believe such information has been accurately collected and reported, and that the underlying methodology is sound.

Contact

For questions regarding this report, please contact sustainability@conagra.com.

Additional Information

Key Focus Area	Additional Information
Animal Welfare	
<p>Chicken: Conagra Brands is focused on supporting improved welfare for broiler chickens in our supply chain.</p>	<p>Our efforts are focused on, and the FY22 data presented in this report reflect, directly sourced broiler chickens, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products.</p> <p>To make progress in this area, we are encouraging suppliers of broiler chickens to:</p> <ul style="list-style-type: none"> • Source only Royal Society for the Prevention of Cruelty to Animals (RSPCA) or Global Animal Partnership (GAP)-approved breeds or strains; • Offer environments that meet GAP standards for better lighting, litter quality and other enrichments; • Provide birds with space to perform natural behaviors, including a stocking density of no greater than six pounds per square foot and no use of broiler cages; • Employ a multi-step, controlled atmosphere processing system and avoid live-shackling or live-dumping; and • Track supplier compliance via third-party auditing.
<p>Eggs: Conagra Brands' is focused on sourcing cage-free eggs.</p>	<p>Our efforts are focused on, and the data presented in this report reflect, directly sourced eggs, meaning shell, processed/liquid and powdered eggs purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products.</p> <p>Cage-free means that egg-laying hens are able to roam vertically and horizontally in indoor houses, have access to fresh food and water, are allowed to exhibit natural behaviors, include enrichments (scratch areas, perches and nests), access to litter, protection from predators and ability to move in a barn in a manner promoting welfare.</p>
<p>Pork: Conagra Brands is focused on improving pork animal welfare.</p>	<p>Our efforts are focused on trim and fresh pork directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products.</p> <p>To make progress in this area, we are aiming to source 100% of our pork from supply chains that only use open pen gestation systems by fiscal year 2026 (which ends May 2026).</p> <p>“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.</p>
<p>To improve animal welfare in our supply chain, we aim to follow best available science regarding animal welfare in our sourcing strategy, understanding that best practices may change over time. We encourage our suppliers to make continual improvements in animal welfare while preserving consumer access to quality, affordable food.</p> <p>We recognize that making improvements to animal welfare in our supply chain will require collaboration across our value chain to further animal welfare while preserving consumer access to quality, affordable food.</p> <p>Our ability to meet our animal welfare goals depends on consumer demand and availability and affordability of supply. We make efforts to source ingredients that support our animal welfare goals while meeting expectations of our consumers, investors, and customers, and balancing potential impacts on other metrics, such as human health and the environment.</p>	

Key Focus Area	Additional Information
Climate Change	
<p>Scope 1 and 2: Conagra Brands has set a goal to reduce its absolute Scope 1 and 2 greenhouse gas emissions.</p>	<p>Scope 1 greenhouse gas emissions are omissions from sources that Conagra owns or controls directly.</p> <p>Scope 2 greenhouse gas emissions are indirect emissions associated with the purchase of electricity, steam, heat, or cooling.</p>
<p>Scope 3: Conagra Brands has set a goal to reduce Scope 3 greenhouse gas emissions resulting from our purchased goods and services per metric ton of material sourced.</p>	<p>Scope 3 greenhouse gas emissions are indirect emissions (not included in Scope 2) that occur in Conagra's value chain. There are 15 categories of Scope 3 emissions and Conagra has focused its reduction efforts on category 1, purchased goods and services, as the largest category of emissions in its value chain.</p> <p>Conagra's 2030 Scope 3 target is a goal to reduce Scope 3 GHG emissions from purchased ingredients and packaging under category 1, purchased goods and services per metric ton of material sourced.</p>
<p>Conagra Brands' 2030 science-based climate change goals were validated by the Science Based Target initiative (SBTi), an ambitious corporate climate effort leading the way to a zero-carbon economy.</p> <p>All calculations of our Scope 1, Scope 2 and Scope 3 emissions are estimates. See Conagra's CDP Climate disclosure for more detail on our methodology.</p> <p>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.</p>	
<p>Evol brand Carbonfree® Certified Carbon Neutral</p>	<p>Under the Carbonfund.org Foundation's Certified Carbonfree program, certain Conagra products under our Evol brand have been designated Carbonfree Certified Carbon Neutral or as having "net zero" CO2 emissions in accordance with Carbonfund's standards. To receive this third-party designation, in accordance with Carbonfund's program standards, Conagra is offsetting the carbon footprint of these products with carbon-offsets, investments in renewable wind energy and forest preservation projects verified by Carbonfund.org.</p>
<p>Carbon offsets are not part of our Scope 3 goal reduction strategy.</p>	

Key Focus Area	Additional Information
Deforestation	
<p>Conagra Brands has adopted a sourcing strategy that strives to achieve no deforestation across critical primary deforestation-linked commodities.</p>	<p>Conagra's no deforestation sourcing strategy pertains to volumes of critical primary deforestation-linked commodities that are directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products. We have identified cattle products (beef), palm oil, soy, cocoa and timber products used for packaging as critical primary deforestation-linked commodities in our supply chain.</p> <p>Timber volumes include timber purchases for primary, secondary and tertiary packaging purposes, which we estimate represent more than 90% of our timber purchasing. For more information, including fiscal 2021 commodity-specific volumes and assessment information, see our 2022 CDP Forests disclosure.</p>
<p>Conagra aligns 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.</p> <p>We recognize that achieving our goals for a deforestation-free supply chain will require industry-wide partnership to succeed while preserving consumer access to quality, affordable food. Our ability to meet our goals depends on consumer demand and 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.</p>	
Diversity and Inclusion	
<p>Conagra Brands is focused on creating a diverse and inclusive corporate culture and has adopted goals related to increasing representation of underrepresented talent in management and middle-management.</p>	<p>At Conagra, diversity is more than race, ethnicity, gender, sexual orientation and disability. We are focused on creating a diverse and inclusive corporate culture to help us attract, retain and encourage the development of top diverse talent. Our comprehensive D&I strategy includes providing education and training opportunities for underrepresented talent and reinforcing a sense of belonging for all people throughout our organization to advance equality.</p> <p>People of Color, as used in this report, is a term used primarily in the United States to describe historically underrepresented people who are not white. It includes individuals who self-identify as American Indian or Alaska Native, Asian, Black, or African American, Hispanic, or Latino, Native Hawaiian or Other Pacific Islander, and Two or More Races.</p> <p>Management level employees are those at director and above.</p> <p>Middle-Manager level employees are those at manager.</p>
<p>We compete with other companies both within and outside of our industry for talented personnel. Our ability to meet our goals is dependent on our ability to attract, develop and retain a diverse population of talented and highly performing employees.¹</p>	

¹ [EEO-1 data for calendar year 2021 is available here](#)

Key Focus Area	Additional Information
Diverse Suppliers	
<p>Certified diverse suppliers</p>	<p>Conagra's diverse supplier procurement opportunities are extended to minority-owned, women-owned, veteran- and service-disabled veteran-owned, gay- and lesbian-owned, HUBZone, disadvantaged and small businesses.</p>
Packaging Waste	
<p>Conagra Brands has set a goal to increase our use of packaging materials that are renewable, recyclable or compostable.</p>	<p>For purposes of this goal, (1) we include only primary consumer packaging material volumes, and secondary packaging material volumes consistent with our CDP deforestation risk disclosure (such as rigid resin, flexible resin, plant fiber packaging materials (serving bowls and corrugate boxes), glass and metal packaging and we exclude totes, corrugate displays, multiwall bags, bulk bags, drum, valves and actuators, inner liners and miscellaneous packaging not specifically identified in our procurement data systems; (2) we define as renewable all material composed of biomass from a living source that can be continually replenished, such as tree fiber, other plant fiber or other bio-based packaging materials; and (3) we define as recyclable all items able to be recycled via third-party definitions (such as recyclable packaging materials are defined as "widely recyclable," "check locally," or "store drop off" by How2Recycle and packaging materials included in consumer take-back systems, such as TerraCycle) although we acknowledge that infrastructure may not exist to allow for consumer recycling in all places where our products are sold; and (4) we define as compostable materials meeting third-party home or industrial compostable standards and/or compostable labelling requirements such as How2Compost. We intend to update these definitions to reflect new innovations and standards for renewable, recyclable and compostable packaging materials.</p>
<p>Conagra Brands set a goal to reduce our use of plastic through thoughtful design and use of renewable and more readily recyclable or compostable materials.</p>	<p>We measure our progress against this goal by tracking our increased use of plant fiber-based trays, bowls and other lower plastic content packaging (based on unit sales). These are compared as an alternative to our original packaging or traditional plastic tray packaging used in those food categories.</p>
<p>Our ability to meet our packaging goals is dependent on our ability to invest in a range of alternative packaging, technologies, infrastructure and processes while preserving consumer access to quality, affordable food. Additionally, we are reliant on the continued evolution, and the availability and reliability, of technology related to renewable and recyclable plastic, availability of supply, regulatory requirements including food safety, consumer rejection and financial viability of alternative packaging.</p>	

2022 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.

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) 9,382,630.05 gigajoules (GJ) of energy consumed (2) 35.1% from grid electricity (3) 2.4% renewable energy ¹
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m.), Percentage (%)	FB-PF-140a.1	(1) 18,324.92 thousand cubic meters (m) of water withdrawn (2) 14.9% in regions with High or Extremely High Baseline Water Stress ²
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2	Conagra Brands had one (1) incident 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: WRI Aqueduct Water Risk Atlas – Food & Beverage weighting scheme; in-house risk-mapping; a Supplier Excellence Program sustainability assessment; and international media resources. Conagra Brands' sustainability team annually reviews the Aqueduct Water Risk data for our manufacturing locations, overlaying production and water withdrawal data with internal company knowledge to identify and monitor water use at high-risk sites. If a facility is designated as high-risk based on this assessment, water conservation efforts are prioritized at that location, in addition to other business drivers of decision-making. Conagra Brands' Supplier Excellence Program broadly measures the performance of our largest and most strategic suppliers on a diverse set of criteria, including social and environmental metrics. Water-related questions included in our Supplier Excellence Program assessment include whether suppliers respond publicly to the CDP Water Security Questionnaire, 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 2022 CDP Water disclosure at www.cdp.net .
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 consumer product plants have completed GFSI-recognized certification. There were four (4) major non-conformances identified in fiscal year 2022. This translated to a major non-conformance rate of 0.1 majors per plant audited. There were 197 minor non-conformances in fiscal year 2022, resulting in a minor non-conformance rate of 4.9 minors 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 Note to FB-PF-130a.1: Includes all Conagra Brands company-managed manufacturing facilities, corporate offices in Omaha and Chicago, corporate jet aircraft fuel, and company-owned and operated warehouses

² Note to FB-PF-140a.1: Includes all Conagra Brands company-managed manufacturing facilities

Topic	Accounting Metric	Category	Unit Of Measure	Code	Response
Food Safety	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Conagra Brands had three (3) food safety violations, two (2) FDA 483 notifications, and one (1) USDA FSA out of 28 total inspections. 100% of these violations have been corrected.
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tons (t)	FB-PF-250a.4	(1) Five (5) recalls and two (2) withdrawals in fiscal year 2022. (2) Approximately 3,198 metric tons of food product recalled.
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	FB-PF-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes is approximately \$10.3 billion.
	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 Natural Council, 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. The Committees 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, Conagra Brands devotes 100% of our national advertising directed to children under 13 years of age 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.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting currency	FB-PF-270a.2	(1) \$8,301,308,931 ¹ (2) \$812,859,525
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-PF-270a.3	Two (2) incidents of non-compliance with federal labeling codes, which was promptly addressed with appropriate corrective action. Conagra Brands takes compliance seriously and has internal teams who evaluate the company’s labels and marketing for compliance with all relevant legal and regulatory requirements. To the extent the company learns of a situation of non-compliance, it is addressed immediately.
Product Labeling & Marketing	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 a number of legal proceedings challenging various product claims made in the Company’s product labeling. To the extent loss contingencies related to any of these matters could be deemed material to the company’s financial statements, they would be disclosed in Conagra Brands’ annual 10-K and/or quarterly 10-Q SEC reports.

¹ Note to FB-PF-270a.2: Response based on IRI data for Conagra’s fiscal year 2022. These sales do not include foodservice or private label SKUs.

Topic	Accounting Metric	Category	Unit Of Measure	Code	Response
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 545,828 metric tons (t) of packaging procured by Conagra Brands (2) Estimated 56% made from recycled or renewable materials (3) Estimated 93% made from recyclable, reusable and/or compostable materials Estimates are based, in part, on Conagra and industry-wide average material weights and recycled content levels, guided by best practices on environmental footprint accounting from organizations such as the U.S. Environmental Protection Agency (EPA) and How2Recycle.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	Conagra Brands has a goal to strive towards making 100% of our current plastic packaging renewable, recyclable or compostable by 2025. In addition, we apply key principles of sustainable packaging across packaging formats and materials. These sustainable packaging principles provide for adoption of more fiber-based packaging, reduction in material use, and packaging redesigns to support recyclability. Specifics related to goal definition and scope are included in our ESG Appendix.
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	100% of Conagra Brands' suppliers are required to follow our Supplier Code of Conduct, which includes third-party standards for human rights such as the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In addition to our Supplier Code of Conduct requirements: 100% of our palm oil buy is covered by Roundtable on Sustainable Palm Oil (RSPO) Mass Balance certification <ul style="list-style-type: none"> • 100% of fish sourced for our Van de Kamp's and Mrs. Paul's products is Marine Stewardship Council (MSC)-certified • 100% of major U.S. dairy suppliers to Conagra Brands adhere to the National Dairy Farmers Assuring Responsible Management (FARM) Animal Care Program • Select ingredient volumes are USDA Organic-certified, though we do not currently have volume data
	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 on regulatory corruption, social and environmental compliance. There were zero (0) incidents of non-compliance found related to environmental compliance, child labor and human trafficking, which translates to a non-conformance rate of 0.0.
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-PF-440a.1	Based on WRI's Aqueduct Analysis, 3% of our responsible sourcing priority ingredients are directly sourced from geographies rated as High water stress areas. Our priority ingredients represent those we deem a greatest priority for risk analysis based on global risk trends and volumes sourced.
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-PF-440a.2	As part of our Supplier Excellence Program, Conagra Brands assesses key suppliers that are most significant to our Citizenship profile at least annually on risk-related performance and disclosure. Conagra Brands' priority ingredients and additional risk management practices are listed in alphabetical order below: <ul style="list-style-type: none"> • Beef: Risk management priorities include ecosystem impacts such as deforestation. To mitigate these risks, Conagra Brands' Supplier Code of Conduct states that Conagra Brands does not procure beef directly sourced from areas at high risk for deforestation, specifically the Amazon, the Cerrado and the Gran Chaco in Latin America. • Broiler chickens: Risk management priorities include animal welfare. To mitigate these risks, by 2024, Conagra Brands has set goals relating to chicken welfare, requiring industry-wide partnership to succeed and we are collaborating across our value chain to further animal welfare while preserving consumer access to quality, affordable food.

Topic	Accounting Metric	Category	Unit Of Measure	Code	Response
Ingredient Sourcing	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-PF-440a.2	<ul style="list-style-type: none"> • Cocoa: Risk management priorities include ecosystem impacts such as deforestation and labor practices. To mitigate these risks, Conagra Brands' Supplier Code of Conduct requires suppliers to reduce environmental impacts such as deforestation and avoid causing or contributing to adverse human rights impacts through their own activities and address such impacts when they occur and seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts. • Dairy: Risk management priorities include animal welfare. To mitigate these risks, Conagra Brands sources primarily from the U.S., where major dairy suppliers adhere to the National Dairy Farmers Assuring Responsible Management (FARM) Animal Care Program. • Eggs: Risk management priorities include animal welfare. To mitigate these risks, Conagra Brands expects to source 100% cage free eggs by 2024. • Palm oil: Risk management priorities include ecosystem impacts such as deforestation, labor practices, and geographic water scarcity. To mitigate these risks, 100% of our palm oil buy is covered by Roundtable on Sustainable Palm Oil (RSPO) Mass Balance certification. • Popcorn: Risk management priorities include agricultural inputs and impacts. To mitigate these risks, we source from geographies at low risk for contributing to agricultural runoff pollution in the Gulf of Mexico, according to internal assessments. • Pork: Risk management priorities include animal welfare. To mitigate these risks, Conagra Brands aims to source 100% of our pork from supply chains that only use open pen gestation systems by fiscal year 2026 (which ends May 2026). "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 significant enough space to move freely. • Seafood: Risk management priorities include overfishing and ecosystem impacts. To mitigate these risks, 100% of fish used in Van de Kamp's and Mrs. Paul's brands is third-party certified sustainable via Marine Stewardship Council certification.

Activity Metric	Category	Unit Of Measure	Code	Response
Weight of products sold	Quantitative	Metric tons (t)	FB-PF-000.A	Weight of products produced is approximately 3.1M metric tons (t) ¹
Number of production facilities	Quantitative	Number	FB-PF-000.B	42 ²

^{1,2}Note to FB-PF-000.A and FB-PF-000.B: Includes all Conagra Brands company-managed manufacturing facilities

Task Force on Climate-Related Financial Disclosures (TCFD) Index

Core TCFD Elements	Recommended Disclosures	Data & References
Governance	A) Describe the board’s oversight of climate-related risks and opportunities.	2022 CDP Climate Change Report : C1.1b
	B) Describe management’s role in assessing and managing climate-related risks and opportunities.	2022 CDP Climate Change Report : C1.2, C1.2a
Strategy	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2022 CDP Climate Change Report : C1.2a, C2.3, C2.3a, C2.4, C2.4a
	B) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2022 CDP Climate Change Report : C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4
	C) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including 2°C or lower scenario.	2022 CDP Climate Change Report : C3.2, C3.2a, C3.2b
Risk Management	A) Describe the organization’s process for identifying and assessing climate-related risks.	2022 CDP Climate Change Report : C2.1, C2.2, C2.2a
	B) Describe the organization’s process for managing climate-related risks.	2022 CDP Climate Change Report : C2.1, C2.2
	C) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	2022 CDP Climate Change Report : C2.1, C2.2

TCFD Index continued on next page

Core TCFD Elements	Recommended Disclosures	Data & References
Metrics and Targets	A) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2022 CDP Climate Change Report : C4.2, C4.2b, C9.1
	B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	In fiscal year 2022, our Scope 1 and 2 greenhouse gas emissions (CO2 e) were approximately 797,783 metric tons.
	C) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Target reference number: Abs 1 This target has been approved by the Science Based Targets initiative Target ambition: Well-below 2°C aligned Year target was set: 2020 Target coverage: Company-wide Scope(s): Scope 1 & Scope 2 Scope 2 accounting method: Market-based Base year: 2020 Target year: 2030 Targeted reduction from base year: 25% Performance against target Abs 1: In fiscal year 2022, our Scope 1 and 2 greenhouse gas emissions (CO2 e) were approximately 797,783 metric tons, a decrease of approximately 3.6% from our fiscal year 2020 baseline.</p> <p>Target reference number: Int 1 This target has been approved by the Science Based Targets initiative Target ambition: Well-below 2°C aligned Year target was set: 2020 Target coverage: Company-wide Scope(s): Scope 3 Scope 3 category(ies): Category 1: Purchased goods and services Intensity metric: Metric tons CO2e per unit of production Target year: 2030 Targeted reduction from base year (%): 20% Performance against target Int 1: In fiscal year 2022, our Scope 3 emissions decreased approximately 5.2% per metric ton of material sourced on our 2020 baseline, approximately a quarter of the way to our 2030 goal. In addition, we have reduced absolute emissions approximately 11.8% on our 2020 baseline.</p>

Alignment of Conagra's Citizenship Topics with the UN Sustainable Development Goals

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

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



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

Note on Forward Looking Statements

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

Readers of this document should understand that these forward-looking statements are not guarantees of performance or results. Forward-looking statements provide our current expectations and beliefs concerning future events and are subject to risks, uncertainties, and factors relating to our business and operations, all of which are difficult to predict and could cause our actual results to differ materially from the expectations expressed in or implied by such forward-looking statements. These risks, uncertainties, and factors include, among other things: the risk that the cost savings and any other synergies from the acquisition of Pinnacle Foods, Inc. (the "Pinnacle acquisition") may not be fully realized or may take longer to realize than expected; the risk that the Pinnacle acquisition may not be accretive within the expected timeframe or to the extent anticipated; the risks that the Pinnacle acquisition and related integration will create disruption to the Company and its management and impede the achievement of business plans; risks related to our ability to achieve the intended benefits of other recent acquisitions and divestitures; risks associated with general economic and industry conditions; risks associated with our ability to successfully execute our long-term value creation strategies; 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 our ability to execute operating and restructuring plans and achieve targeted operating efficiencies from cost-saving initiatives, and to benefit

from trade optimization programs; risks related to the effectiveness of our hedging activities and ability to respond to volatility in commodities; risks related to the Company's competitive environment and related market conditions; risks related to our ability to respond to changing consumer preferences and the success of our innovation and marketing investments; risks related to the ultimate impact of any product recalls and litigation, including litigation related to the lead paint and pigment matters, as well as any securities litigation, including securities class action lawsuits; risk associated with actions of governments and regulatory bodies that affect our businesses, including the ultimate impact of new or revised regulations or interpretations; risks related to the impact of the COVID-19 pandemic on our business, suppliers, consumers, customers, and employees; risks related to our forecasts of consumer eat-at-home habits as the impacts of the COVID-19 pandemic abate; risks related to the availability and prices of supply chain resources, including raw materials, packaging, and transportation, including any negative effects caused by changes in inflation rates, weather conditions, health pandemics or outbreaks of disease, or actual or threatened hostilities or war, or other geopolitical uncertainty; disruptions or inefficiencies in our supply chain and/or operations, including from the COVID-19 pandemic; risks related to disruptions in the global economy caused by the ongoing conflict between Russia and Ukraine; risks associated with actions by our customers, including changes in distribution and purchasing terms; risks and uncertainties associated with intangible assets, including any future goodwill or intangible assets impairment charges; risks related to a material failure in or breach of our or our vendors' information technology systems; the amount and timing of future dividends, which remain subject to Board approval and depend on market and other conditions; 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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