

Conagra Brands
Citizenship Report
2023

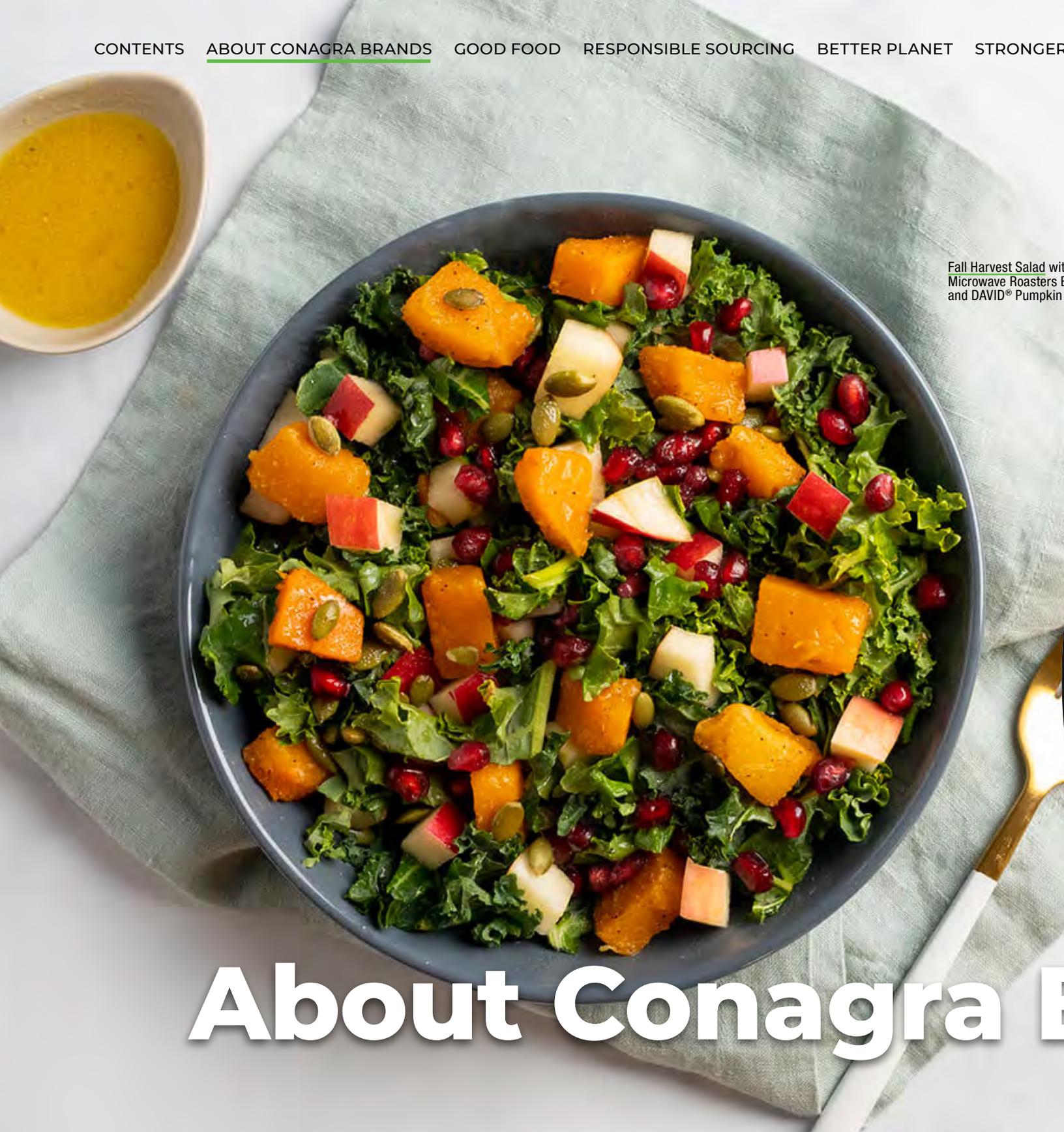


About Conagra Brands	3
From our President and Chief Executive Officer	4
Conagra Brands at a Glance	5
Conagra Brands Production Facilities	6
Citizenship Philosophy and Focus Areas	7
Highlights for Fiscal Year 2023	8
Setting Our Citizenship Strategy	9
Governance and Management of our Citizenship Strategy	10
Good Food	11
Food Safety	12
Nutrition	14
Product Transparency	17
Responsible Marketing to Children	18
Responsible Sourcing	19
Supplier Risk Management	20
Regenerative Agriculture	21
Mitigating Deforestation and Preserving Biodiversity	23
Animal Welfare	25
Packaging Waste & Product Recovery	26

Better Planet	27
Operational Sustainability	28
Environmental Management	28
Climate Change	29
Manufacturing Water Conservation	30
Reducing Manufacturing Waste	31
Stronger Communities	32
Corporate Ethics	33
Employee Health & Safety	33
Community Investment and Foundation	34
Conagra Brands Total Giving Fiscal Year 2023	35
Feeding America	36
Nourish Our Community	38
Shine The Light On Hunger	40
Scholarships	40
Employee Giving	41
Month of Service	41
Diversity & Inclusion	42
How We Work to Foster an Inclusive Workplace	44
Employee Resource Groups	46
Community Engagement	47

Appendix	48
About this Report	49
2023 SASB Disclosure	51
Task Force on Climate-Related Financial Disclosures (TCFD) Index	53
Alignment of Conagra's Citizenship Topics with the UN Sustainable Development Goals	54
Note on Forward Looking Statements	55





Fall Harvest Salad with Birds Eye® Microwave Roasters Butternut Squash and DAVID® Pumpkin Seeds

From our President and Chief Executive Officer	4
Conagra Brands at a Glance	5
Conagra Brands Production Facilities	6
Citizenship Philosophy and Focus Areas	7
Highlights for Fiscal Year 2023	8
Setting Our Citizenship Strategy	9
Governance and Management of our Citizenship Strategy	10

About Conagra Brands

From our President and Chief Executive Officer

At Conagra Brands, innovation is at the center of all we do. That focus extends beyond making great food, it also reflects our commitment to embracing new solutions that positively impact our team, the communities we serve and the health of our planet. Our six Timeless Values of Integrity, External Focus, Broad-Mindedness, Agility, Leadership and Results not only guide our efforts to deliver long-term profitable growth and strong shareholder returns, but also shape our responsible business practices.

In fiscal year 2023, we continued to make positive strides across our four Citizenship pillars: Good Food, Responsible Sourcing, Better Planet and Stronger Communities. This framework helps us focus our efforts on the topics that are the most impactful to our business and important to our stakeholders, including our employees, customers, consumers, shareholders and communities.

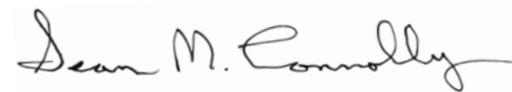
Core to our business is making food that meets the evolving needs and expectations of consumers, with an unwavering focus on safety and quality throughout the manufacturing process. By expanding our digitally connected supply chain and integrating initiatives like Connected Shop Floor, we have put real-time data in the hands of our frontline employees to help quickly address any potential issues and improve quality and performance. It's this seamless integration of technology and data-driven insights that propels us forward.

Our dedication to upholding responsible supply chain practices extends well beyond the production floor. It begins at the farm, where we work closely with our growers and industry partners to advance regenerative agriculture practices that conserve water, enhance biodiversity and promote soil health. As our food makes its journey from farm to fork, we also prioritize thoughtful packaging design; approximately 93% of Conagra's packaging materials by volume were renewable, recyclable or compostable.

In addition to advancing our responsible sourcing practices, we are actively reducing energy usage, minimizing waste, and preserving water resources across our production facilities. In fiscal year 2023, 85% of the solid waste from Conagra's facilities was diverted to more beneficial uses, including recycling, food donations, animal feed and soil improvement. Additionally, our Oakdale, California location became the second facility in our network to achieve TRUE Zero Waste certification status.

Conagra's success is a testament to the collective efforts of our remarkable team. Our eight Employee Resource Groups play a central role in fostering our inclusive culture. Throughout fiscal year 2023, these groups actively engaged thousands of employees in more than 100 events to cultivate a sense of community, promote learning and drive positive impact. I've always been humbled by our employees' desire to give back to their communities and it was evident in their more than 11,000 hours of volunteer service this year. Our longstanding partnership with Feeding America resulted in more than 30,000,000 pounds of food donated, equivalent to more than 25,000,000 meals.

As you read this year's report, I hope you'll feel the respect and gratitude for our more than 18,000 employees who create our exceptional food with a dedication to doing the right things and doing things right. Thank you for joining us on this journey.



Sean M. Connolly
President and Chief Executive Officer

At Conagra Brands, innovation is at the center of all we do. That focus extends beyond making great food, it also reflects our commitment to embracing new solutions that positively impact our team, the communities we serve and the health of our planet.



Conagra Brands at a Glance

Brands Include³



Beefless Rice Skillet with Gardein® Plant-Based Ground Be'f, Hunt's® Petite Diced Tomatoes and Birds Eye® Mixed Vegetables.

Employees ¹	Headquarters	Revenue ²	Production Facilities
18,600	Chicago	\$12.3 B	42

¹ Approximately, as of May 28, 2023
² Approximately, Fiscal Year 2023 Revenue
³ Visit conagrabrands.com for a full list of brands.

Conagra Brands Production Facilities & Corporate Offices

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



Citizenship Philosophy and Focus Areas

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

Our approach encompasses a wide range of topics and is guided by four focus areas: Good Food, Responsible Sourcing, Better Planet and Stronger Communities. These strategic pillars define what we aim to achieve through our Citizenship Strategy as a leader in the food industry.

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

Our Citizenship Strategy

GOOD FOOD

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



RESPONSIBLE SOURCING

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



BETTER PLANET

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



STRONGER COMMUNITIES

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



Highlights for Fiscal Year 2023

GOOD FOOD

Approximately **70% of our meatless options**, including those from brands like Healthy Choice®, Evol®, and Gardein®, **are rated A or B by Nutri-Score**, an internationally recognized metric that evaluates the nutrition of vegan and vegetarian products.



RESPONSIBLE SOURCING

We collaborate with growers and industry groups to advance regenerative agriculture in their supply chains. Key achievements in fiscal 2023 include:

- **100% of popcorn seeds were grown using winter cover crops**, which prevent soil erosion, retain nutrients, conserve moisture and guard against soil compaction.
- In California, **tomato farmers employed drip irrigation on 98% of their fields, reducing water use by nearly 15%** compared to traditional furrow systems.
- We partnered with suppliers to transport raw tomatoes to our Oakdale, California production facility via **Renewable Natural Gas trucks, avoiding over 18,000 metric tons of CO² emissions** during the 2023 fresh pack season, when harvesting and production occurs.



BETTER PLANET

85% of the solid waste generated at all our production facilities was diverted to more beneficial uses through recycling, product donations to bolster food supplies at area food banks, use as animal feed, or land applications to improve soil quality.



STRONGER COMMUNITIES

- **We donated more than 30,000,000 pounds of food to the Feeding America** and its network of food banks, which is equivalent to more than 25,000,000 meals.
- **Our employees volunteered more than 11,000 hours** at 190 unique nonprofit agencies to combat food insecurity, improve nutrition and increase access to healthy foods.
- Our eight Employee Resource Groups (ERGs) engaged thousands of employees in over 100 events.



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

Setting Our Citizenship Strategy

Our Citizenship Strategy is rooted in a holistic view of what topics that have the most impact on our business stakeholders and 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](#). 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

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

Citizenship Strategy Board Oversight

The Board oversees our Citizenship Strategy across all four of our strategic pillars of Good Food, Responsible Sourcing, Better Planet and Stronger Communities, both directly and through its standing committees. The Board and its committees review our Citizenship Strategy on a regular basis and receive updates from management on our initiatives, risks and progress toward our goals. Our Nominating and Corporate Governance Committee reviews our overall Citizenship Strategy. This responsibility includes oversight of significant risks that may, in the opinion of the Committee, affect the company’s reputation, business and stockholder value such as supply chain risk, environmental and climate sustainability, and community engagement. Our Human Resources Committee reviews our approach to fostering a culture of diversity and inclusion, as well as our management

of talent acquisition, employee safety, health and wellness and our corporate culture. Our Audit/Finance Committee reviews cybersecurity, regulatory and compliance risk from environmental matters (including climate change, greenhouse gas emissions and energy use) and related disclosure, 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.

Sustainability Citizenship Strategy Management

Conagra’s Senior Leadership Team has executive-level oversight of all topics across the four strategic pillars of our Citizenship Strategy. 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, and functional leaders from legal, investor relations, R&D, demand science, procurement, operations and sales. 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 Citizenship Strategy Management

At Conagra, management has instituted a comprehensive, business-led approach to diversity and inclusion. Our D&I Leadership Council is comprised of our full Senior Leadership Team and members of our D&I team. 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 employees at all 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 2023 annual incentive plan included supporting the company’s approach to diversity and inclusion as a component of the overall performance assessment process as part of the individual performance modifier for senior leaders.

Community Investment Citizenship Strategy Management

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 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 a 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.



Food Safety	12
Nutrition	14
Product Transparency	17
Responsible Marketing to Children	18

Good Food

Food Safety

Food Safety Culture

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, from leaders to frontline teams. 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 by fostering an environment where people are empowered to maintain high standards and take immediate action in the event of a food safety issue.

Food Safety, Quality & Regulatory Affairs Teams

Conagra Brands has dedicated Food Safety, Quality & Regulatory Affairs (FSQRA) teams that are focused on maintaining the integrity of our food – beginning with sourcing ingredients that meet our standards all the way through preparation and delivery to our customers and consumers. In fiscal 2024, we undertook a company-wide reorganization of our quality function so that the quality assurance managers at our facilities report directly into our FSQRA organization. As part of this reorganization, in fiscal 2024, we added resources to our FSQRA organization to help enable the reorganization and enhance food safety and quality company-wide.

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

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.

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

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

Food Safety in Our Production Facilities

100% of Conagra production facilities have completed Global Food Safety Initiative (GFSI)-recognized certification. We have dedicated teams embedded within the FSQRA organization that are each responsible for a specific production platform to proactively audit internal facilities.

Oversight of Supplier and Co-Manufacturing Food Safety

Outside of the company, we work closely with our suppliers to maintain the high standards of food safety and quality that we expect for our ingredients and products. Our suppliers use an accredited certification body to audit their compliance with GFSI standards annually. Approximately 95% of our direct suppliers have completed GFSI-recognized certification.

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

Food Safety Council

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



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

Modernization and Technology

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

We have continued to invest in new technologies to help us operate more efficiently and effectively to continue to deliver safe and high-quality products, including making technology investments in our production facilities by adding x-rays to mitigate foreign material and label scanning to confirm correct packaging. An additional focus has been improving our ability to access and utilize data to drive better communication across our operations and supply chain. Our continued transition to digital records will increase our data analysis capabilities to inform real-time decisions, which enhance our product safety and quality program.

Conagra's RISE (Reduce Incidents Sustain Excellence) program encourages frontline workers to submit project ideas that improve food safety and quality at their individual facilities.

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

Training and Recognition

Conagra requires all of its production employees and their leaders to participate in a comprehensive food safety training program that runs over the course of a year. This program was updated in fiscal 2023 to provide interactive content and new monthly courses, with regularly updated content through online and instructor lead

training sessions. These sessions are designed to educate and engage employees on critical topics related to food safety across the company. Training topics include foreign material control and prevention, allergen management and good production practices, such as wearing the right personal protective equipment, following the correct hand washing procedure, and the proper operation, cleaning and sanitizing of all machines and food handling equipment. In addition, Conagra is developing our FSQRA Academy to continuously evolve our training programs that extend across the entire supply chain organization.

Celebrating our employees' vigilance and commitment to food safety helps to mitigate hazards in the pursuit of continuous improvement. Conagra's RISE (Reduce Incidents Sustain Excellence) program encourages frontline workers to submit project ideas that improve food safety and quality at their individual facilities.

RISE recognizes the proactivity of our frontline employees and winning projects are honored with awards, distributed quarterly and annually.

Commitment to Timely and Effective Recall Procedures

In the rare event that our food does not meet our high standards for regulatory compliance, quality assurance or food safety, we have defined protocols to guide us in addressing these situations. When appropriate, we take prompt marketplace action with our customers and appropriate regulatory agencies to remove impacted product from commerce to protect the public. We quickly deploy resources to our facilities in the event of a food safety event to identify and develop corrective actions, and we review learnings from food safety events and share best practices across our facilities to facilitate continuous improvement of our food safety programs. Additionally, we take a proactive approach with our co-manufacturing partners and suppliers to foster strong, supportive and collaborative relationships to build trust as well as a commitment to food safety.

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



Nutrition

Conagra Brands innovates to deliver foods with nutritional benefits that meet today's consumer expectations.

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



Healthy Eating Patterns



Sustainable Nutrition



Access To Healthy Food



Personal Health Goals

Healthy Eating Patterns

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 a variety of food groups. We understand that many consumers are seeking more foods that they trust to help them achieve their health and wellness goals, and we provide options to help them meet their needs.

Whole vegetables, whole grain popcorn and frozen meals that deliver vegetables, whole grains and quality protein make up most of our portfolio. Brands like Birds Eye® with its innovative frozen vegetable options for consumers and Healthy Choice®, the largest healthy brand in the market, exemplify our healthy diet patterns strategy. In particular, the Healthy Choice Power Bowl® products feature modern flavors with unique nutrient-dense vegetables and whole grains. Consumed by approximately 20 million households annually, Healthy Choice meals make meaningful impacts to consumers' eating patterns.

In their most recent 2022 assessment, Access to Nutrition Initiative (ATNI) evaluated the nutrient quality of our products along with the products of 10 other large US food companies using the rigorous Health Star rating system. Conagra Brands ranked #1 in percent of sales from healthier products and remained #1 in the Product Profile assessment. Conagra has held the top ranking in the product profile assessment since 2018. We are proud to provide consumers with convenient choices that contribute positively to healthier eating patterns.



Vegan Gyros with Gardein® Plant-Based Meatballs

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 81% of all ingredients by volume that we procured in fiscal year 2023. Our Gardein® brand of vegan plant-based proteins generated more than \$160 million in retail sales in fiscal year 2023. 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. To meet the needs of these consumers, in fiscal year 2023, we continued to innovate in this space. Gardein Ultimate Plant-Based® Saus'ge Links and Plant-Based Breakfast Saus'ge offer plant-based alternatives to animal-based sausage with 13-16 grams of protein per serving. In addition, we introduced Gardein Ultimate Plant-Based Chick'n Spicy Filets, which include 24 grams of protein per serving and offer a plant-based alternative for the #1 in-home animal protein.

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 2023. Providing consumers with frozen vegetables as an alternative to fresh vegetables allows for longer storage and may help prevent food waste by consumers. In fiscal year 2023, Birds Eye continued to innovate with new sides like Steamfresh Cheddar Cheese Rice & Broccoli and Zesty Marinara Rigatoni & Vegetable. These dishes feature flavorful combinations and offer 3/4 to one cup of vegetables per serving.

We also utilize 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, the top two preferable scores on Nutri-Score's A to E value scale which evaluates food positively for higher fruit, vegetable, fiber and protein content and negatively for higher simple sugars, saturated fats and salt content. Currently, approximately 70% of our vegan and vegetarian meals and meat alternatives, including options from our Healthy Choice, Evol and Gardein brands, are rated A or B by Nutri-Score.

¹The % Daily Value tells you how much a nutrient in a serving of food contributes to a daily diet. 2,000 Calories a day is used for general nutrition advice.



Roasted Tomato Marinara Sauce with Hunt's® Stewed Tomatoes with Basil, Garlic and Oregano



Access to Healthy Food

We strive 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 2023, we have more than 350 SKUs included on states' WIC-approved product lists, enabling access to eligible foods that otherwise would not be available for WIC shoppers. Birds Eye® frozen vegetables, Hunt's® and Rotel® tomatoes and Rosarita® beans are just a few examples of Conagra products that provide nutrition and economic value to WIC participants.

Promoting healthy vegetables in channels, like discount retail, that are accessible to all income levels and geographies is one strategy that may increase vegetable consumption. Discount retail stores have become a primary shopping location for consumers in areas that have historically been food deserts. According to the research published in the American Journal of Public Health, dollar stores are the fastest-growing food retailers by household expenditure share (increasing by 89.7%), with rural growth outpacing growth elsewhere (increasing by 102.9%).¹ In fiscal year 2023, Conagra partnered with Dollar General in a promotion that featured nutrient content claims on shelf tags for our frozen vegetables, which correlated to increased purchases of these nutrient dense products by Dollar General customers.

Sodium reduction in foods remains a major public health initiative, as underscored by FDA's 2022 Voluntary Sodium Reduction Guidance and the 2022 White House Conference on Hunger, Nutrition and Health. Conagra has a track record of sodium



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, 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.

reduction, having previously reached a pledge for a portfolio-wide 20% reduction by 2015. In fiscal year 2023, we embarked on a new initiative, reducing sodium by an average of 15% in over 200 consumer products, including Banquet®, Marie Callender's®, and Hungry Man® meals, Birds Eye sauced and seasoned vegetables, Vlasic® pickles, Wishbone® salad dressing, and Orville Redenbacher's® popcorn. Our intention for fiscal year 2024 is to achieve a similar reduction across more than 400 additional consumer products in our frozen, snacks and staples domains. Our approach to sodium reduction, as informed by science, is to gradually reduce sodium in our products to continue to meet consumer expectations for delicious flavor.

¹Dollar Stores and Food Access for Rural Households in the United States, 2008–2020 | AJPH | Vol. 113 Issue 3

These attributes come to life in products like Healthy Choice single-serve meals that meet the regulated definition of Healthy and provide lower carbohydrate, no added sugars, gluten free and heart-healthy options. Our innovative grain free, lower carbohydrate Healthy Choice Power Bowls are a top choice for consumers seeking specific attributes through whole, recognizable vegetable and protein ingredients. In fiscal 2023, we introduced two new seafood meals, providing a convenient way to meet the Dietary Guidelines' recommendation to eat more fish. Birds Eye products also help consumers meet their health goals. The 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.





WHITE HOUSE CONFERENCE ON HUNGER, NUTRITION AND HEALTH

On September 28, 2022, President Biden hosted the first White House Conference on Hunger, Nutrition and Health in over 50 years. The conference’s primary goal was to unite Americans to collectively combat hunger, promote nutritious eating and encourage physical activity, with the aim of reducing the prevalence of diet-related illnesses like diabetes, obesity and heart disease by 2030. These conditions currently rank among the foremost causes of mortality and disability in the United States.

Conagra Brands took a collaborative approach with teams from Community Investment, Research & Development, and Nutrition & Health working together to submit public comments aimed at developing a

roadmap to help end hunger and improve nutrition by 2030. The cross-functional effort advocated for possible solutions toward achieving the stated objective. In support of the White House’s goal of making it easier for everyone to access affordable food, we advocated for the inclusivity of healthful foods in all temperature states and forms being available to all in need of food assistance (i.e., fresh, refrigerated, frozen, dried or canned). We believe food in all temperature states could provide individuals and families seeking food assistance with convenience, ease of preparation, storage options, prolonged shelf life, reasonable cost, increased availability and equal nutritional value.

Product Assessments

In June of 2022, we 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. In 2023, we’ve expanded our portfolio assessment to include 700+ products across 18 brands.

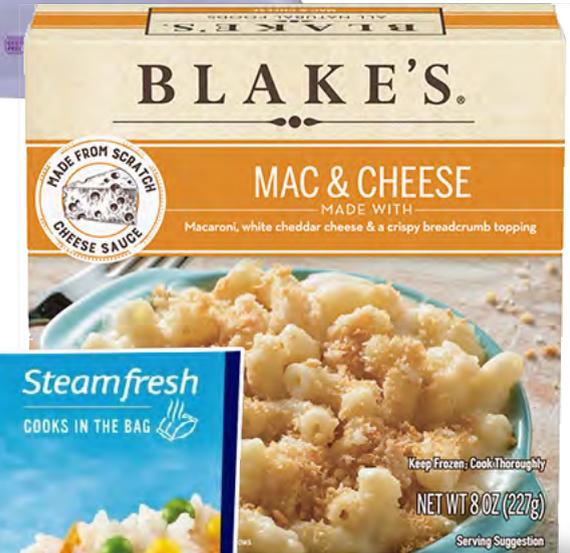
HIGHLIGHTS FROM HOWGOOD ASSESSMENTS¹ OF CONAGRA PRODUCTS

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

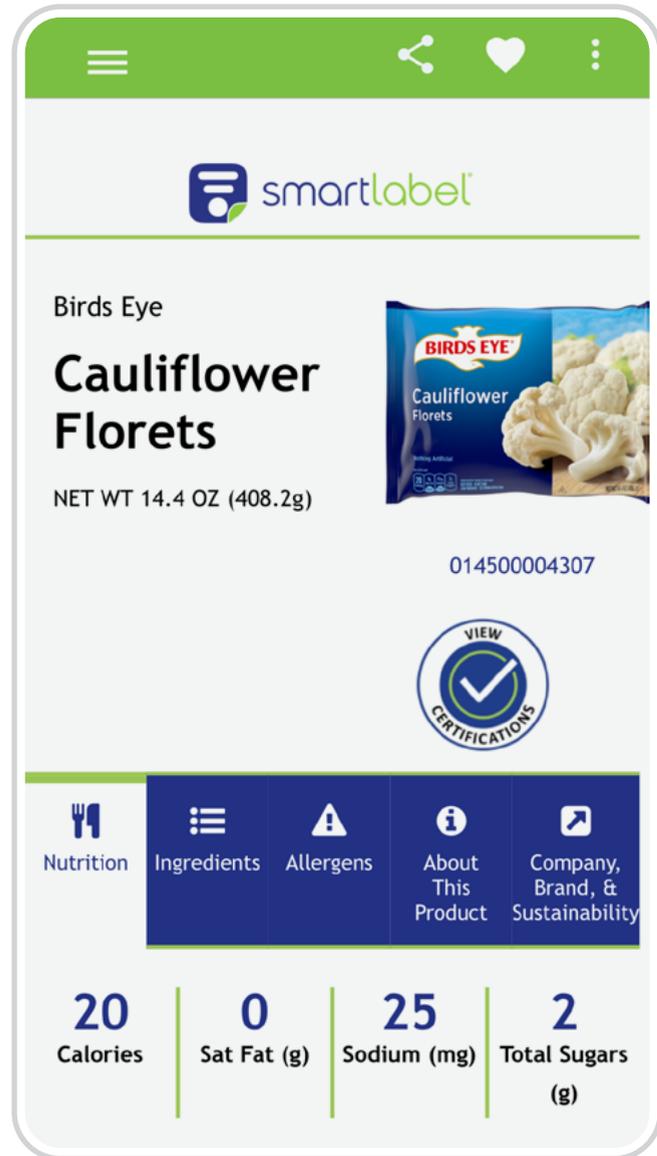
Angie’s BOOMCHICKAPOP® Sweet & Salty Kettle Corn seven ounce Popcorn achieved HowGood’s “Climate Friendly” attribute, meaning this product is estimated to have a lower ingredient carbon footprint than 70% of food products assessed by HowGood.

Birds Eye® Steamfresh Long Grain White Rice with Frozen Mixed Vegetables scored a “Great” HowGood impact rating, meaning the ingredients in this product have an environmental and social impact in the top 10% 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](https://www.howgood.com))



Product Transparency



Conagra 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 NonGMO Project), and many other product attributes, as well as associated manufacturing practices like waste, energy and water use reduction. Currently, we have approximately 6,400 pages live for more than 3,000 unique products 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 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. 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's products. Comprised of cross-functional team members from Conagra's Legal, Product Development, Labeling and Food Safety, Quality & Regulatory Affairs 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, and are not preserved through the use of chemical preservatives.

¹To 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.

OUR CFBAI-CONFORMING PRACTICES INCLUDE:

- Commits that all advertising primarily directed to children under age 13 will be for foods that meet CFBAI’s Category-Specific Uniform Nutrition Criteria.¹
- Not seeking product placements in children’s programming.
- Not running advertising primarily directed to children under six years of age in TV, radio, print or online, including websites, online games, DVDs and other video formats, mobile apps and word of mouth platforms.
- Not advertising our foods to children in elementary schools, pre-K through 7th grade, 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.



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.

Supplier Risk Management	20
Regenerative Agriculture	21
Mitigating Deforestation and Preserving Biodiversity	23
Animal Welfare	25
Packaging Waste & Product Recovery	26

Responsible Sourcing

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, 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 Code of Conduct for Suppliers also specifies that our suppliers must take reasonable actions to verify that their suppliers and subcontractors are in compliance with our Code of Conduct for Suppliers. We provide guidance to our suppliers regarding subcontracting and require them to replicate our requirements all the way down their supply chains.

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.

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



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 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.

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.



Regenerative Agriculture

In line with our Citizenship Strategy, Conagra works with growers and industry groups to progress regenerative agriculture in our supply chains – starting at the farm. By implementing practices that prioritize soil health, our growers work to rebuild soil organic matter, increase water infiltration and enhance nutrient cycling. These practices can help lead to more resilient agricultural systems that can better withstand climate impacts such as droughts, floods and extreme weather events.

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 midwestern Birds Eye® farmers continue to implement farming practices that save water, support biodiversity and improve soil health. 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 8,700 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 145,000 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
- **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.



Tomatoes

Our tomato farmers in California 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.¹

Our tomato farmers in California 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 to our Oakdale, Calif. production facility in Renewable Natural Gas trucks, which our supplier estimates avoided more than 18,000 metric tons of CO² emissions in the 2023 fresh pack season.

Through our cover crop investment program, we are working with our tomato growers to increase cover crop adoption in California. This agricultural practice aims to improve overall soil health and improve the resiliency of our supply. Cover crops are an integral part of regenerative agriculture, as they can provide environmental benefits including protection against erosion, improved water holding capacity, weed suppression and nutrient recycling. In fiscal 2024, we aim to expand the number of participating acres and assess the practice's impact on soil health.

¹When weather and field conditions don't allow for banded application, farmers may use traditional broadcast pesticide application on rare occasions.

Popcorn

In fiscal year 2023, Conagra worked with approximately 165 growers across the midwestern United States to source popcorn for our Angie's BOOMCHICKAPOP[®] ACT II[®], Orville Redenbacher's[®], Crunch 'n Munch[®], Poppycock[®] and Fiddle Fiddle[®] 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 fields utilizing winter cover crops to help prevent soil erosion, hold nutrients in place in the soil, conserve soil moisture and protect against soil compaction.
- **Crop Rotation:** By rotating soybean and popcorn crops, we estimate that our growers avoided applying over 350,000 lbs. of nitrogen to their fields in fiscal year 2023.
- **Conservation Tillage:** In 2023, about 35,000 acres across our network implemented conservation tillage or no-till systems, meaning some of the previous season's crop residue is left on the land to prevent soil erosion and runoff.
- **Routine Monitoring:** Almost all growers conduct regular field scouting for weeds, insects and diseases as part of their integrated pest management plans to avoid unnecessary chemical applications.

Reducing Waste and Supporting Circularity in Agriculture

In addition, Conagra utilizes manufacturing processes designed to reduce water, waste and energy use at our production facilities. Our Hunt's[®] tomato production 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.



IN FISCAL YEAR 2023, CONAGRA WORKED WITH APPROXIMATELY 165 POPCORN GROWERS ACROSS THE MIDWESTERN UNITED STATES



Mitigating Deforestation and Preserving Biodiversity

Deforestation-Linked Commodities

As part of our ongoing Citizenship Strategy, Conagra is dedicated to mitigating deforestation risk in our operations and supply chains for critical primary deforestation-linked commodities in line with the Accountability Framework initiative (AFi) framework.¹ This summary outlines our efforts and progress towards achieving a no-deforestation footprint for these commodities.

Strategy: Conagra’s no-deforestation strategy is focused on beef, palm oil, soy, cocoa and timber products used for product packaging, which we have identified as critical primary deforestation-linked commodities.² Our Code of Conduct for Suppliers specifies that we will not source certain commodities from areas designated as high risk for deforestation.³ We seek to do business with suppliers who have eliminated deforestation activities from their operations or supply chain or who have made commitments to eliminate deforestation activities from their operations or supply chain by 2025, which include commitments for reforestation and agroforestry efforts to support biodiversity. Conagra’s no-deforestation strategy strives to achieve no-deforestation sourcing in alignment with AFi principles across these identified critical primary deforestation-linked commodities by December 31, 2025.

Approach: In fiscal 2023, we took significant steps forward by implementing stricter no-deforestation compliance criteria. These measures align our approach closely with the AFi principles and provide clear guidance for achieving supply chains in agriculture and forestry that are derived from no-deforestation areas. Additionally, we remain committed to preserving other natural ecosystems and upholding human rights.

We leverage resources from Proforest and Consumer Goods Forum Forest Positive Coalition when making

supplier compliance assessments. Our assessment evaluates our supply based on three no deforestation compliance criteria:

TRACEABLE TO LOW-RISK ORIGIN

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

CERTIFICATIONS WITH NO DEFORESTATION COMPONENT

Volumes verified through third-party auditing under certification programs utilized by our suppliers or us that have no deforestation components, such as Forest Stewardship Council (FSC) and Sustainable Forestry Initiative Chain of Custody (SFI) for timber products, and Roundtable on Sustainable Palm Oil (RSPO).

SUPPLIER NO-DEFORESTATION COMMITMENT

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

¹Conagra aligns with the AFi framework and its 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. For more information on AFi guidance, see Accountability Framework.

²See Appendix for Additional Information.

³Conagra utilizes resources such as CDP’s list of high-risk areas based on reports by World Wildlife Fund, Forest 500 (a Global Canopy Project), and the Tropical Forest Alliance.



Assessment Results and Fiscal Year 2023 Progress

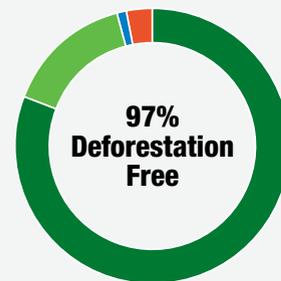
FY23 No Deforestation Compliance Assessment

81% Traceable to low-risk origin

15% Chain of custody certified or sourced Mass Balance certified

1% Supplier 2025 no deforestation commitment and/or reporting

3% Not compliant



Commodity-Specific Highlights¹

BEEF²

As part of our Citizenship Strategy, we are focused on reducing the deforestation impact of beef in our supply chain. In fiscal year 2023, 96% of our beef buy by volume was traceable back to countries of origin identified as low-risk for deforestation, including regions of the United States and Canada.

TIMBER³

Our no deforestation approach also extends to the timber used in our packaging materials and other manufacturing processes. 100% of our timber buy by volume was traceable back to a country of manufacturing identified as low-risk for deforestation. Some of our suppliers also maintain accurate and active certifications under programs that have no deforestation components, such as FSC and SFI.

SOY⁴

We recognize the impact of soy production on deforestation and are actively working to address this issue in our supply chain. In fiscal 2023, 97% of our soy buy by volume was traced back to countries of origin identified as low-risk for deforestation.

PALM OIL⁵

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

COCOA⁶

Although cocoa only represents approximately 2% of our fiscal 2023 critical primary deforestation-linked commodities buy by volume, we recognize the impact of our purchasing decisions on our broader transition to a no-deforestation supply chain and, in 2023, we updated our no-deforestation compliance criteria for cocoa to require supplier commitments to eliminate deforestation by 2025. In fiscal 2023, 61% of our cocoa buy by volume was traceable to suppliers that have publicly shared a 2025 no-deforestation commitment.

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

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

³Timber used in primary, secondary and tertiary packaging.

⁴Soy includes soy, lecithin, soy flour, soybean oil, and soy protein products, excluding soy embedded in manufactured components.

⁵Palm, palm kernel, and all blended oils.

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

Supporting Measures to Prevent Overfishing

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

99% of Conagra Brands' seafood buy by volume⁷ was third-party certified, either via MSC or BAP certification.

⁷Percentage based on assessed volumes directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities. See Appendix for Additional Information.



Animal Welfare

In fiscal year 2023, Conagra's total ingredient buy by volume was approximately 81% plant-based, 7% dairy and eggs and 12% animal proteins.¹ We believe in aligning our business practices to contribute to improvement of the welfare of animals in our supply chain. During 2023, we engaged with key stakeholders on animal welfare issues that are relevant to our supply chain. In fiscal year 2024, we adopted our [Animal Welfare Position Statement](#) to outline our guiding principles, strategy and practices in this regard. For the animal-based ingredients we source, Conagra strives to partner with suppliers who share our values and agree to standards consistent with our Animal Welfare Position Statement, specifically, the five freedoms of animal welfare.

Where noted below, Conagra has adopted additional commodity-specific policies, goals and standards for responsible animal housing and stewardship. To help us refine our approach to supporting the well-being of animals in our supply chain, we are forming an Animal Welfare Advisory Committee (AWAC) to review the relevance and effectiveness of our current commodity-specific animal welfare standards for our suppliers. The AWAC will consist of representatives from various stakeholders who will provide us with external perspective on a variety of animal welfare matters, such as the evolving standards and regulations the care and treatment of animals and the availability of technology to improve welfare goals and objectives. More information about animal welfare practices tied to our products can be found in the Additional Information in the Appendix to this report.

Commodity-Specific Highlights²

BEEF AND DAIRY³

In fiscal 2023, approximately 85% of our beef buy by volume was sourced from suppliers that are members of the U.S. Roundtable on Sustainable Beef and/or Global Roundtable for Sustainable Beef. In fiscal year 2023, Conagra Brands sourced dairy products primarily from the U.S., where major dairy suppliers adhere to the National Dairy Farmers Assuring Responsible Management program that establishes dairy animal welfare management standards for the dairy industry, which include animal care, facility management and continuing education. The program utilizes third-party evaluators that certify that standards are being followed on the farm.

CAGE FREE EGGS³

In fiscal year 2023, approximately 64% of our egg buy by volume was sourced from cage free systems. 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.

PORK³

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 systems⁵ 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 starting with our fiscal year 2024 report.

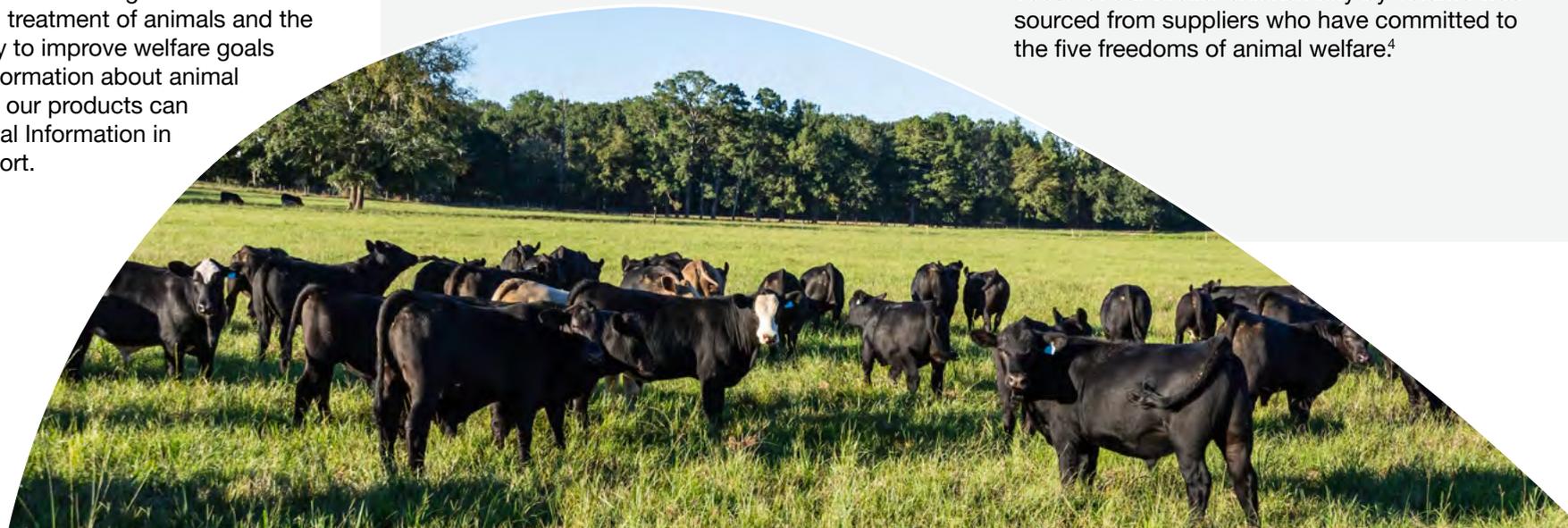
As we move toward our longer-term goal of fully eliminating the use of gestation crates, we will continue to collaborate across our value chain to help drive progress.

BROILER CHICKENS³

100% of our broiler chicken buy by volume was sourced from suppliers who have committed to the five freedoms of animal welfare.⁴

Water Scarcity Risk

We monitor sourcing water risks through a periodic assessment of the water risk level of the origins of selected ingredients using the WRI Aqueduct global water risk mapping tool. World Resources Institute (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. WRI updates its framework and mapping tool from time to time to provide more granular data, new indicators and improved tool function.



¹Percentage based on assessed volumes directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities. See Appendix for Additional Information.

²Percentages based on assessed volumes directly sourced, meaning purchased by us for use as an ingredient for products manufactured in our facilities, excluding private label and foodservice products. See Appendix for Additional Information.

³See Appendix for Additional Information.

⁴Having engaged with our stakeholders on our broiler welfare chicken standards, in 2023, we engaged with our suppliers to align on the five freedoms for improving animal welfare in our supply chain. In 2024, we plan to continue to explore best practices in broiler chicken welfare, informed by guidance from our new Animal Welfare Advisory Committee being formed in 2024.

⁵"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.

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.

In fiscal year 2023, approximately 93% of Conagra's packaging materials by sourced volume met our renewable, recyclable or compostable by 2025 sustainable packaging goal success metrics, equal to our fiscal year 2022 reported progress.¹ Movement toward responsible packaging design and 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.

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 industry-wide partners, is helping the industry to collectively improve on four ambitious packaging material improvement and product recovery targets described below.²

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%.

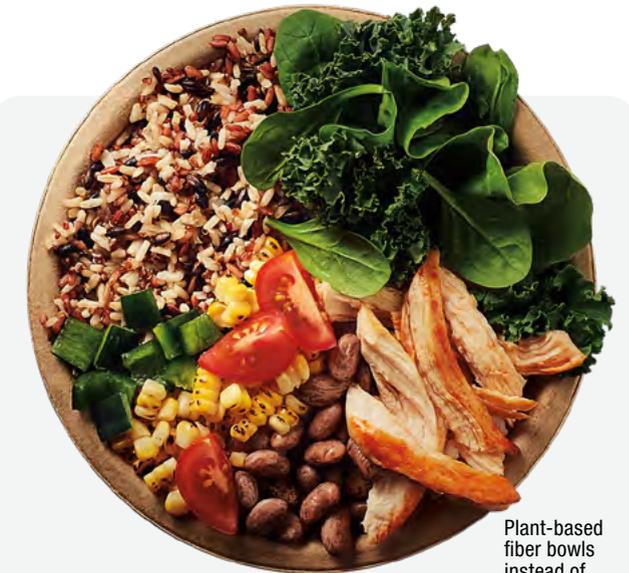
After identifying problematic or unnecessary packaging in 2021, in calendar year 2022, we partnered with industry organizations like the Association of Plastic Recyclers (APR) and utilized resources like the APR Design Guide to take crucial steps that will result in designing packaging with less material, optimizing the shape and size of our products, and testing new materials utilizing recycled content that meet our performance and safety standards. In the past year, we have also evaluated the data quality, accuracy, and validity of our metrics and indicators, using external benchmarks and verification processes. This has helped us to measure our progress more accurately and transparently, and to identify and address any data gaps or inconsistencies. We have also engaged with our stakeholders and industry peers to share best practices and collaborate on solutions for a circular economy.

Additionally, we've begun to introduce recycled content into more package formats within our portfolio. In 2022, Orville Redenbacher's® began to roll out usage of approximately 15% recycled content in our retail kernel polyethylene terephthalate (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 the 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.

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

²Conagra's contributions to these industry-wide targets is reflected in the data we contributed to the U.S. Plastic Pact public reporting including the "U.S. Plastics Pact 2020 Baseline Report"



Plant-based fiber bowls instead of plastic

In fiscal year 2023, approximately
93%
of Conagra's packaging materials by sourced volume met our renewable, recyclable or compostable by 2025 sustainable packaging goal success metrics¹



Better Planet

Operational Sustainability	28
Environmental Management	28
Climate Change	29
Manufacturing Water Conservation	30
Reducing Manufacturing Waste	31

Operational Sustainability

Conagra Brands focuses our resources in key areas where we can drive positive change 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, we all depend upon clean water every day. Preventing waste—particularly food waste—is an important measure of our operational efficiency and an important social and environmental issue.

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. See Appendix for definitions and additional information and our [2023 CDP Climate Change response](#) for more information about our methodology on climate change risk mitigation practices and emissions reduction efforts.

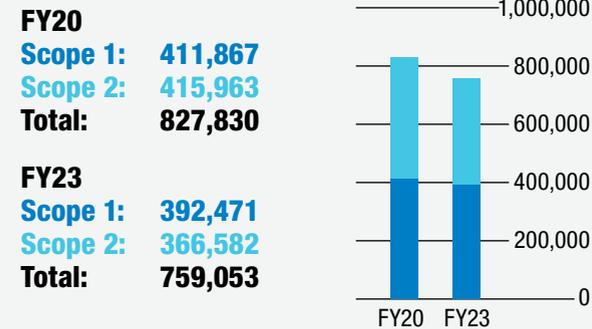
SCOPE 1 & 2 EMISSIONS¹

In fiscal year 2023, our Scope 1 and 2 greenhouse gas emissions (CO₂ e) were approximately 759,053 metric tons, a decrease of approximately 8.3% from our fiscal year 2020 baseline.

In fiscal year 2023, 4.7% of our total energy consumed came from renewable sources, as defined by the United States Environmental Protection Agency. Our Science Based Target initiative will push us to find new solutions to address our overall energy usage and efficiency.

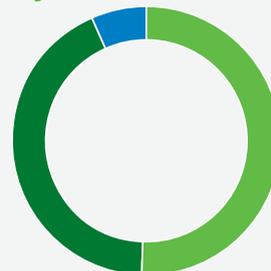
For additional Energy Management metrics please refer to our [SASB disclosure](#).

Greenhouse Gas Emissions (In metric tons)¹



SCOPE 1 and 2 Greenhouse Gas Emissions by Source

- 50.6% Purchased electricity and steam**
- 43.0% Natural gas**
- 6.4% Other sources**
Including other fuels, owned transportation and refrigerants



SCOPE 3 EMISSIONS

In fiscal year 2023, we estimate that our Scope 3 emissions decreased approximately 12.9% per metric ton of material sourced from our 2020 baseline, which brings us approximately over half of the way to our 2030 goal. In addition, we have reduced our estimated absolute in scope emissions approximately 11.7% 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

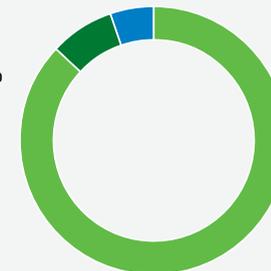
Goal:	20% Intensity reduction (tCO ₂ e/lb)
Reduction achieved:	12.9% Intensity basis
Progress to goal:	65%

SBT Requirement: No Increase In Absolute Scope 3 Emissions

Achieved?	Yes
Change in absolute emissions:	-1,127,219 tCO ₂ e (-11.7% absolute change)

Conagra's In-Scope Greenhouse Gas Emissions from Purchased Goods and Services²

- 87% Ingredients**
Farm – 70%
Land Use Change – 20%
Processing – 10%
- 7.8% Packaging**
- 5.2% Other goods and services³**



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 timeframe²

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 Fiscal year 2023 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.

Manufacturing Water Conservation

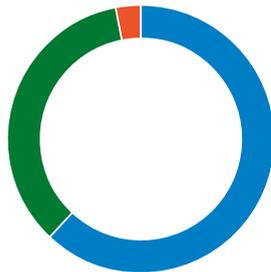
Part of our Citizenship Strategy includes actively addressing water risk that may impact our operations. Our water resource strategy guides how we actively manage water resources across our value chain, taking into account both water use and water quality. Nearly 55% of our operational water comes from 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.¹

More information on water risk management practices is included in our [2023 GDP Water Security response](#).

WATER WITHDRAWAL SOURCE & WASTEWATER DISCHARGE DESTINATION²

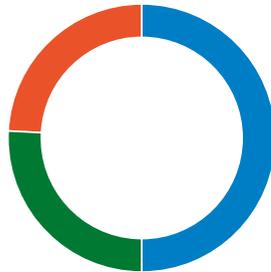
Source of Water Used:

- 61.8% Public supply
- 35.3% Well water
- 2.9% Surface water



Destination of Water Discharged:

- 50.3% Publicly-owned treatment facility
- 25.5% Direct
- 24.2% Land/irrigation



WATER RISK BY CONAGRA PRODUCTION FACILITY 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: 13 Locations; 44.2% of Water Use

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

Med-High Risk: 10 Locations; 11.9% of Water Use

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

Extremely High Risk: 6 Locations; 20.5% of Water Use

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

High Risk: 9 Locations; 12.3% of Water Use

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

Low-Medium Risk: 4 Locations; 10.8% of Water Use

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



Conagra is focused on being a good water steward in our production facilities. Overall, in fiscal year 2023, our production facilities reduced their water intensity by nearly 6% compared to the prior year. Potential water savings are identified as part of our capital investment process and a key performance indicator for water treatment and sanitation vendors. In addition, we have prioritized water reduction efforts, such as facility enhancements, behavioral improvements and enhanced controls at those facilities located in high-risk areas with meaningful water usage. As a result of these efforts, in fiscal year 2023, Conagra’s Oakdale facility achieved a 7.8% absolute water reduction compared to fiscal year 2022. In addition, at our Irapuato facility, the team has proactively addressed existing water leaks in underground pipelines and installed control devices to help manage water usage more efficiently. Additional water and steam leaks have also remedied across the production area. As a result, water use per pound (gal/lbs.) in calendar year 2023 decreased approximately 27% as compared the prior year 2022, saving 31 million gallons of water. These initiatives also contributed to a 10.8% absolute water reduction at our Irapuato production facility for fiscal 2023 compared to the prior year.

In fiscal year 2023, Conagra’s facility in Imlay City, in partnership with a third-party assessor, analyzed and optimized its steam traps to reduce steam and water loss within its operations, which also decreased carbon emissions in the process. The analysis identified several steam traps with project opportunities for improved efficiency. After the upgrades were complete, the third-party assessor determined that about 139,000 gallons of water would be saved each year, and the carbon emission reductions associated with these upgrades were estimated to be about 78 tons per year.

¹In fiscal year 2024, WRI revised the region assignments for its water risk analysis. As a result, a greater number of Conagra Brands facilities are now categorized at the higher end of the water risk spectrum. This shift is due to changes in WRI’s assessment criteria, not to any changes in our operations.
²Includes all Conagra Brands production facilities.

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 2023, 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, or land applications to improve soil quality.

In 2023, our Oakdale production facility achieved TRUE Zero Waste certification status, the second Conagra facility to receive this certification. 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 TRUE Zero Waste certified facilities must each maintain an average annual waste diversion rate of at least 90% and uphold other GBCI standards of environmental stewardship.



FY23 Solid Waste Characterization

85.2% Waste materials diverted from landfill & incineration

14.8% Waste sent to landfills & incinerated



Of the diverted materials, 97.9% consisted of organic materials

(83.4% of all solid waste from our facilities)

- Wastewater Sludge: 33.0%
- Food – Animal Feed: 32.0%
- Cardboard: 6.1%
- Food – Composting: 5.8%
- Wood (Pallets): 3.6%
- Mixed Organics: 0.8%
- Mixed Paper: 0.7%
- Food – Oil/Grease: 0.6%
- Food – Donation: 0.4%
- Food – Energy Recovery: 0.3%

The remainder of the diverted materials, 2.1%, consisted of inorganic materials

(1.8% of all solid waste from our facilities)

- Mixed Plastics: 0.8%
- Mixed Recyclables: 0.5%
- Mixed Metals: 0.4%
- Aluminum: 0.1%

America Recycles Day

In celebrating America Recycles Day on November 15, 2023, Conagra honored 21 Zero Waste Champion production facilities for diverting more than 90% of waste materials from landfill and incineration through proper waste separation, recycling and other innovative waste-reduction measures. This year's honorees include frozen, snacks, international and grocery production 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.

¹ Includes all Conagra Brands production facilities





Stronger Communities

Corporate Ethics	33
Employee Health & Safety	33
Community Investment and Foundation	34
Conagra Brands Total Giving Fiscal Year 2023	35
Feeding America	36
Nourish Our Community	38
Shine The Light On Hunger	40
Scholarships	40
Employee Giving	41
Month of Service	41
Diversity & Inclusion	42
How We Work to Foster an Inclusive Workplace	44
Employee Resource Groups	46
Community Engagement	47

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 also conduct annual training courses to make employees aware of our expectations and their obligations under the Code of Conduct. We expect contractors, consultants, trainees, temps/agency workers, interns and volunteers to adhere to the ethical standards set forth in our Code of Conduct. Other service providers and suppliers must act ethically and consistently with our Supplier Code of Conduct and other contract requirements.

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

Ethical Employment Practices

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

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

To the extent any employee objects to their terms and/or conditions of employment or sees anything else of concern related to a suspected violation of Conagra’s Code of Conduct or Human Rights Policy, they may raise a complaint to their manager, a member of the Legal and Government Affairs department and/or through our third-party ethics hotline, 866.567.CODE (2633), which enables anonymous reporting. Conagra 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 minimize workplace injuries, 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 Conagra’s Safety Management System. This audit includes examination of leadership, accountability, defect loss identification processes, safety regulation adherence and compliance with corporate policies. The team documents the audit results and tracks corrective actions to create accountability for providing a safe work environment. Any workplace injury, illness, or fatality (an “incident”), including any “near miss” or an incident with the potential to have resulted in workplace injury, illness or fatality, requires a thorough investigation to identify and address the root cause.

We use the United Problem Solving technique, which includes incident scene management, prevention of further losses, data collection, interviewing witnesses, conduct structured root cause analysis and dissemination of lessons learned to all facilities.

During fiscal year 2023, our Occupational Safety & Health Administration (OSHA) Incident Rate (IR) was 1.75 incidents per 100 full-time workers, as compared to 1.67 incidents per 100 full-time workers in fiscal year 2022 and 2.00 incidents per 100 full-time workers in fiscal year 2021. In fiscal year 2023, there were no incidents of fatalities involving Conagra Brands employees. 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.



Community Investment and Foundation

Conagra Brands and its employees strive to provide consumers everywhere with consistent access to healthy food to nourish themselves and their families. This external focus extends to our community involvement efforts as we concentrate attention and resources to addressing the significant issue of food insecurity in our society. Conagra works towards reducing food insecurity by leveraging cash contributions, product donations and employee actions to positively impact the communities where we do business. We purposefully cultivate connections with exceptional nonprofits that run impactful programs that serve local communities, many of which are in historically disinvested neighborhoods. Through our grantmaking efforts, we support inclusive programs focused on providing local hunger relief organizations with vital resources that uplift, inspire and improve the lives of people throughout the community.

Conagra has been recognized as one of [The Civic 50 honorees](#) for the fifth consecutive year, reaffirming, acknowledging and celebrating our commitment to community engagement and social responsibility. The Civic 50 acknowledges the 50 most community-minded companies in the nation. The Civic 50, an initiative by Point of Light, which is the world's largest organization dedicated to volunteer service, sets a national standard for superior corporate citizenship and showcases how companies intentionally invest their time, skills and resources to positively impact their communities.

We work with nonprofit partners nationwide to 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 enable the communities where we do business to have consistent access to healthy and nutritious food.

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

FOOD ACCESS

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

HEALTHY COOKING

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

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.



Conagra Brands Total Giving Fiscal Year 2023

More than \$42 Million of Total Corporate and Foundation Giving in Cash and In-kind

More than \$700,000 Total Giving by Employees

More than 800 Grants Awarded

More than 11,000 Volunteer Hours



Feeding America

Conagra Brands Foundation is pleased to continue its partnership with Feeding America in the fight against hunger. Feeding America is Conagra’s national partner in addressing food insecurity in areas where Conagra facilities and offices are present. The partnership between the Conagra Brands Foundation and Feeding America encompasses various initiatives, such as supporting national research to enhance our collective understanding of the issue of hunger and its impact on diverse populations. Additionally, it involves capacity-building efforts that increase each food bank’s efforts to better serve their communities. Through our partnership, we are committed to facilitating effective outreach to the diverse individuals and communities disproportionately affected by hunger. Furthermore, we aim to expand our efforts to raise genuine awareness and visibility for the critical issue of food insecurity. Conagra also contributes product donations distributed across the Feeding America network of more than 200 food banks.

In fiscal year 2023, Conagra Brands Foundation made capacity-building grants to 28 Feeding America partner food banks that serve the communities where Conagra employees live and work. The grants enabled food banks to prioritize efforts aimed at addressing and eliminating social, structural and systemic inequities that contribute to food insecurity for individuals who have been historically disadvantaged and adversely impacted by racial inequities. Grantees utilized their funding in many different areas including obtaining and distribution culturally appropriate food, providing culturally affirming programs, acquiring supplies, leading trainings and hosting mobile pantry programs.

The Conagra Brands Foundation has been a consistent funder of Feeding America’s Map the Meal Gap project since 2012, helping to make it one of the organization’s most substantial and frequently cited

research initiatives. The Map the Meal Gap research provides localized food insecurity estimates for specific racial and ethnic groups (Black, Latino, and White, non-Hispanic). According to the 2023 Map the Meal Gap, “Food insecurity among Black or Latino individuals is higher than white individuals in more than 9 out of 10 counties.” The research also provides insight into child hunger. The 2023 Map the Meal Gap shows, “Child food insecurity rates are higher than 40% in some counties.” Additionally, the research documents local meal expenses and deficits in food budgets by utilizing data on food prices, state and county sales taxes applied to groceries and national survey information collected by the Census Bureau.

For the second consecutive year, the Foundation helped support the Equity Visiting Research Scholar, Dr. Angela Odoms-Young. Dr. Odoms-Young provides guidance to Feeding America food banks on implementing community-based solutions for enabling fair access to the food system while emphasizing the integration of equity consideration into assessment metrics. Through her various involvements, Dr. Odoms-Young serves as an impactful leader, mentor, and researcher, utilizing her expertise to assist food banks with essential tools and educational resources to enhance their understanding of food insecurity and the affected populations.

Every September, Conagra partners with Feeding America to participate in its nationwide Hunger Action Month campaign. This advocacy campaign is designed to educate and mobilize the public to act on the issue of hunger. At Conagra, we intentionally educate our employees on the issue of food insecurity within their communities and encourage them to take individual action to combat the issue of hunger and food insecurity by volunteering at hunger relief agencies.

During fiscal year 2023, Conagra donated more than 30,000,000 pounds of food to Feeding America and its network of food banks, which is equivalent to more than 25,000,000 meals.



Feeding America: Select highlights from the 28 capacity grants distributed across the nation



FEEDING AMERICA EASTERN WISCONSIN

The grant supported the food bank's Food Leader Lab, an in-person program that brings together local residents, offering them opportunities in advocacy, policy, communications and leadership to address hunger in their community. Participants in the program complete capstone projects, enabling them to connect and collaborate with individuals who share their passion, thereby enhancing the community's collective ability to effectively combat hunger.



THE FOOD BANK OF IOWA

The Food Bank of Iowa established a partnership with a local farm, which grew different types of produce the food bank cannot typically obtain through its regular purchasing channels. Last fall, the farm harvested African Eggplant.



FEEDING AMERICA WEST MICHIGAN

Funding from Conagra helped purchase a semi-trailer and liftgate to support the food bank's work in rural communities. This distribution method brings food directly to communities with a high need for food support so neighbors do not need to travel far to access food.



SHARED HARVEST FOODBANK, OHIO

This grant provided support for monthly mass drive-thru food distributions and weekend backpack programs, providing essential food supplies to low-income, at-risk individuals in Darke County, OH, a rural community with 6,190 individuals experiencing food insecurity



Nourish Our Community

Every Hunger Action Month Conagra Brands Foundation announces the recipients of its annual “Nourish Our Community” grant program. The success of this program relies heavily on the dedication and involvement of our employees throughout the business. Conagra employees nominate nonprofits in their local communities to be considered for grants in areas addressing food insecurity, nutritional knowledge, healthy and active lifestyle or urban agriculture. After the applications are extended to and completed by the nonprofits, a cross-functional committee of Conagra employees reviews the applications and meets as a collective group to make the final decisions on which community initiatives will be awarded funding and determine the specific grant amounts. This year’s grant recipients include organizations working to provide healthy food and educational services to children, individuals who are unstably housed, students, veterans, seniors, low-income individuals and individuals with developmental disabilities. These grants showcase some of the incredible programs and services that are provided by dedicated nonprofits in our communities and reinforce Conagra’s strong commitment to providing access to nutritious foods for individuals throughout the country.

In the fall of 2022, we awarded 23 grants totaling \$350,000 to well-established nonprofits across the United States.

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



ALPHA COMMUNITY CENTER (OHIO)

Project: AlphaMeals

The Alpha Community Center prepares and serves meals to individuals who are experiencing homelessness. The nutritious meals offered help to alleviate the stress and worry of managing limited financial resources, as individuals no longer need to worry about cutting costs in other areas in order to have food to eat.



GROW JACKSON (MICH.)

Project: Community Gardening

Grow Jackson will expand its main garden by 50%, which will allow the organization to produce and distribute more fresh and nutritious produce to the Jackson community. Grow Jackson expects to increase its production capacity by 5,000 pounds by expanding the garden. The expansion will also allow for more volunteers to get involved, fostering stronger connections and authentic relationships with the community.



LIFE STYLES (ARK.)

Project: Healthy Cooking and Meal Planning

The Adult Development and Food Program assists individuals with developmental disabilities in improving their kitchen skills, budgeting abilities, shopping techniques, and preparation of healthier meals. The program aims to increase the participants’ independence and overall health.

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



MARIE WILKINSON FOOD PANTRY (ILL.)

Project: Older Adult Hunger Relief Nutrition and Healthy U Education

Marie Wilkinson Food Pantry supports hunger relief through its two community food pantries serving Kane, Kendall, DuPage, Will and DeKalb Counties. To increase the capacity of its pantry, the Marie Wilkinson Food Pantry acquired a power lift truck. This truck will be used for transporting pallets of food and produce for senior citizens.



NOURISH MEALS ON WHEELS (COLO.)

Project: Nutritious Meal Delivery

Nourish Meal on Wheels provides hot meals to seniors who are unable to leave their homes. Nourish Meals on Wheels also strives to address seniors' social and emotional needs by engaging in meaningful personal interactions and conducting wellness checks. Nourish Meals on Wheels delivers and produces 8,000 meals per month for seniors through the Nutritious Meal Delivery Program, providing meals to those who may not otherwise have access to meals.



THE TEEN CENTER (NEB.)

Project: After-School Cooking Program

The Teen Center provides intentional afterschool and summertime programming to youth in Omaha. The After-School Cooking Program offers students the opportunity to learn about cooking and nutrition by participating in preparing nutritious meals and snacks.



WEST SEATTLE FOOD BANK (WASH.)

Project: Food Purchase

West Seattle Food Bank distributes more than two million pounds of food annually to families, seniors and children living in five underserved communities of West Seattle. West Seattle Food Bank provides grocery home delivery services making it easier for local residents to obtain food.

Shine The Light On Hunger

Shine the Light on Hunger is a community-wide call to action to advocate, educate, engage volunteers, collect food and raise funds to support food access programs in Nebraska and Western Iowa, where we have approximately 1,200 employees. The Conagra Brands Foundation is proud to continue leading Shine the Light on Hunger for the 16th consecutive year, particularly during a time when there is still a high need for reliable access to nutritious food. In fiscal year 2023, our goal was to raise the equivalent of three million meals. To meet our goals, we collaborated with various local partners, including 10 different neighborhood cultural institutions and Baker's Supermarkets across Omaha. 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 12.4 million meals, surpassing the goal by 413% and surpassing last year's total by over three million meals.

“Sixteen years of serving children, families, seniors, and veterans in the Heartland through this campaign is an incredible milestone. Shine the Light on Hunger continues to support our neighbors who struggle with food insecurity.”

– **Brian Barks**, President and CEO of Food Bank for the Heartland



“Shine the Light on Hunger amplifies the compassion and generosity of this incredible community and demonstrates the power of our collective efforts to do so much good for people we may never personally know.”

– **Rahul Sualy**, Senior Director of Business Services for Conagra Brands



Scholarships

The Conagra Brands Foundation offers an annual Scholarship Program to support the education of children of Conagra employees who are dedicated to pursuing their studies in their chosen field and succeeding in college, university or vocational-technical schools. This year, Conagra awarded scholarships to 38 students, reaching children of our employees located in a variety of geographical locations.

THIS YEAR AWARDS WERE DISTRIBUTED AS FOLLOWS:

FACILITY/SALES	28
OMAHA	7
MEXICO	2
CANADA	1

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

“This scholarship is not only helping me achieve my education as a first-generation student but also helping me do so at my dream school.”

“Without this scholarship, I truly would not be able to continue my college education.”

“My dad is fortunate to work for a company that places a value on education.”

Employee Giving

Conagra employees embody the spirit of service by generously sharing their time and talents to support organizations that hold a special place in their hearts and local communities. Throughout fiscal year 2023, Conagra employees volunteered more than 11,000 hours at more than 190 unique nonprofit agencies that serve the communities where we do business.

Our annual “Month of Service” initiative inspires employees to volunteer and give back to our local communities. This program provides employees from all our facilities with a chance to take a day off from work and volunteer, making a positive impact and a difference in their own backyard. For the last two years, we have extended Month of Service to include both April and May, allowing more employees to participate in small-group volunteer projects. This provides an excellent opportunity for employees to learn about the capabilities of our nonprofit partners, and in turn, increases the impact of our efforts on the community. Conagra employees responded enthusiastically to the call to action. Employees began reaching out to various nonprofit organizations to schedule service projects that aimed to tackle food insecurity, improve nutrition and increase access to healthy foods. Our projects included repacking fresh fruits and vegetables at community pantries, helping to plant and maintain community gardens, and more. Together, we generated the equivalent of more than 315,000 meals for people facing food insecurity across the United States, Canada, Mexico and India.

Month of Service

More than 1,500 Individual Employees Participated

More than 5,000 Volunteer Hours Completed

More than 85 Unique Nonprofit Organizations

More than 125 Volunteer Projects

More than 350,000 lbs. of Food Packed and Sorted

20 States and 3 International Locations (Canada, Mexico, India)

More than 315,000 Meals



Diversity & Inclusion

We value the power of individual experiences, viewpoints, talents and opinions. We believe this rich diversity of identities sparks innovation and fuels our creative spirit. Diversity extends beyond the boundaries of race, gender, age, sexual orientation and disability. At Conagra, we celebrate individuality and foster an environment where our employees can make an impact and reach their potential.

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

Our dedication to cultivating an inclusive workplace has proven instrumental in attracting, nurturing and retaining talent from a wide array of backgrounds.



Conagra Recipe for Inclusion:

GENUINE LISTENING

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

MUTUAL RESPECT

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

HEALTHY DEBATE

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

COMPROMISE

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

CIVILITY

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

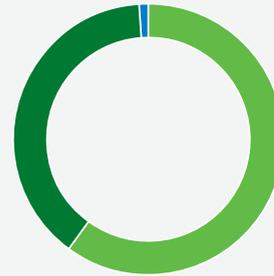


Data for Employee by Gender, Employee by Generation and Leadership by Gender represents all Conagra Brands employees as of May 28, 2023 (the end of fiscal 2023). Data for Employee by Race and Ethnicity and Leadership by Race and Ethnicity represents U.S.-based employees only. All gender, race and ethnicity data is based on self-identification¹

¹EEO-1 data for calendar year 2022 is available [here](#)

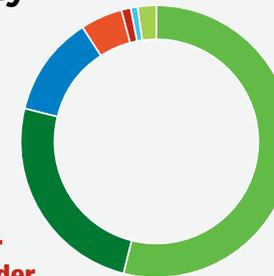
Employee by Gender

60% Male
40% Female
<1% Undeclared



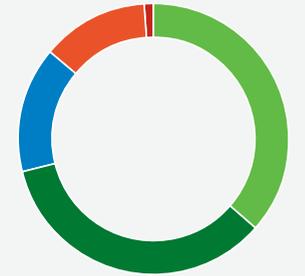
Employee by Race and Ethnicity

54% White
25% Hispanic or Latino
12% Black or African American
5% Asian
1% Native Hawaiian or Other Pacific Islander
1% Two or More Races
<2% Undeclared



Employee by Generation

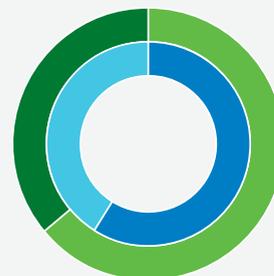
37% Generation X (1965–1980)
35% Millennials (1981–1996)
15% Baby Boomers (1946–1964)
13% Generation Z (1997 and onwards)
<1% Silent Generation (1928–1945)



Leadership by Gender

Management Level
64% Male
36% Female

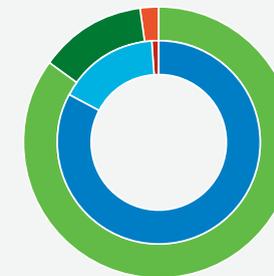
Middle-Manager Level
59% Male
41% Female



Leadership by Race and Ethnicity

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

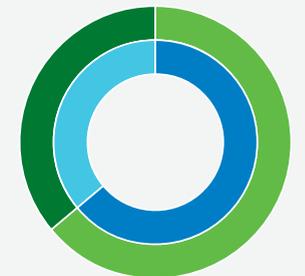
Middle-Manager Level
83% White
16% People of Color
1% Undeclared



Board

By Gender
64% Male
36% Female

By Race and Ethnicity
64% White
36% People of Color



2 Female (1 LGBTQ+) committee Chairs
73% diverse¹ Board

¹Diversity based on gender, race and ethnicity

How We Foster an Inclusive Workplace

Our long-term strategy for diversity and inclusion is anchored in three fundamental pillars: recruitment, advocacy and development. Throughout fiscal year 2023, we remained steadfast in expanding and implementing comprehensive plans to bolster our D&I initiatives.

Recruitment

Conagra recognizes that our employees' unique experiences are the building blocks for our inclusive culture and we have made strides to build a diverse pipeline of early talent and experienced hires. Through strategic partnerships, we have been able to make representation gains across various dimensions of diversity.

Early Talent and Experienced Hires

- In fiscal year 2023, we partnered with Cameron-Brooks and DOD SkillBridge to develop and activate strategies to recruit Veteran talent, offer training and internships and help provide a smooth transition for military professionals into the civilian workforce. Conagra is expanding its recruiting efforts beyond veterans to include military spouses in collaboration with the Military Spouse Employment Partnership. In addition, we launched a learning program and support network dedicated to empowering veterans as they transition into civilian work life.
- We continued to make connections with students from diverse cultural backgrounds through sponsorships and engagement at conferences such as the National Association of Colleges and Employers Historically Black Colleges and Universities (HBCU) Summit, the National Society of Black Engineers, Out for Undergrad to attract LGBTQ+ talent and the Science & Engineering Fair at Texas A&M University, a designated Hispanic-Serving Institution.
- Through a partnership with the Thurgood Marshall Leadership Institute, Conagra employees made connections with job seekers, expanding our recruiting efforts to students from HBCUs.

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, cultivate relationships with a diverse group of suppliers and build awareness internally and externally.

MCKINSEY CONNECTED LEADERS ACADEMY

Through a partnership with the McKinsey Connected Leaders Academy, whose mission is to improve diversity of talent pipelines by investing in future leaders, more than 120 Conagra employees engaged in a professional development experiences across three distinct programs:

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



We have expanded each of these programs to be full-year programs, which include four months of training facilitated by McKinsey, followed by eight months of practical sessions led by Conagra, including our Executive Leadership team. This new structure allows for a comprehensive learning experience connected to our talent strategy.

WOMEN IN SUPPLY CHAIN (WISC)

The Women in Supply Chain (WISC) group, formed in January of 2023, consists of approximately 120 members and aims to support D&I efforts by providing networking opportunities and identifying development needs for women, particularly in manufacturing roles. Key initiatives in fiscal year 2023 included two Leadership Circles hosted by Vice Presidents at Conagra, a group Mentorship Program involving 40 women and four mentors, a networking event in Chicago, and a monthly virtual book club with around 50 registered participants.

SCHOLARSHIPS

We've continued our partnerships with the Thurgood Marshall College Fund and the Hispanic Scholarship Fund which have enabled us to distribute scholarships, offer mentorship and provide resources for career preparation. Our commitment to fostering community impact remains strong as Conagra employees actively engaged with students, enhancing their career prospects post-college. Since 2021, we have proudly awarded 66 scholarships in collaboration with these partners.

Development

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

In fiscal year 2023, we furthered our D&I learning journey by introducing an emotional intelligence course, which examined how comprehending and controlling emotions can enhance personal growth

and positively influence those around you. To date, nearly 3,500 employees have engaged with the training.

In addition, we launched a new Intern Manager training program to support leaders in managing Gen Z talent, emphasizing our inclusive behaviors, building empathy and fostering meaningful conversations.

Functional D&I Strategies

Functional D&I strategies link Conagra's long-term vision and help Conagra foster an inclusive workplace. Our Research and Development (R&D) team launched an early identification program to identify early talent for mentorship and internship opportunities. The "Future Foodies" program was a three-day immersive experience designed to educate students about our business and potential careers in R&D. The first day provided an overview of our business and R&D function, including building tours and a hands-on Healthy Choice® Power Bowl® building activity. The second day focused on corporate culture, with a spotlight on D&I and an Employee Resource Group (ERG) panel followed by a plant tour in Council Bluffs and a culinary tour in our Omaha corporate office. The final day offered practical advice on interviewing and resume building, culminating in a development experience at the University of Nebraska-Lincoln titled "Leading with the Power of Positivity."

Advancement

Pay equity is a core part of our D&I Strategy. Our compensation structure and benefits package enable us to recruit and retain talent, and compensate our employees based on their background, experience and performance, without regard to gender, race or ethnicity. We recognize that pay equity is critical to our company's success in these areas and have allocated resources to our analysis of employee pay.



Employee Resource Groups

Our eight Employee Resource Groups (ERGs) play a pivotal role in fostering a diverse and inclusive culture at Conagra and in fiscal year 2023 they engaged thousands of employees in over 100 events. These ERGs amplified employee voices, facilitated learning on cultural and business topics, and supported personal growth, professional development and community impact. They collaborated with the Talent Acquisition team and the Conagra Brands Foundation to increase Conagra's visibility in diverse communities, enhance employee development programs and maximize the impact of community work and charitable giving.

Fiscal Year 2023 Highlights

ASIAN ERG

Our Asian ERG cooked up excitement throughout fiscal year 2023, starting with Chef Bill Kim's visit. He not only demonstrated a traditional Korean dish but also provided a rich history of Korean food in the United States, engaging over 100 participants across Chicago and Omaha. Conagra's own Chef Tim took center stage during the Lunar New Year Celebration, showcasing how to create a traditional dish using Conagra products. Our ERG members also brought to life celebrations for Diwali and Holi, sharing their family stories and traditions.



BLACK ERG

During Black History Month, they highlighted the importance of HBCUs through a virtual presentation, featuring Dr. Paquita Yarborough from the Thurgood Marshall College Fund and our own HBCU alumni. They shared their experiences and discussed Conagra's HBCU recruitment partnerships. Additionally, they kicked off the month by volunteering for Social Works' Warmest Winter initiative in Chicago, providing support for those experiencing homelessness during the winter months.



DISABILITY + ALLY ERG

Our Disability + Ally ERG promoted inclusivity and mental health awareness. They advanced broader understanding of Conagra's accommodations process and provided resources to make our technology platforms more accessible for everyone.

LATINX ERG

Our Latinx ERG kicked off the year with the Siembra ERG Internship, partnering with the Latino Center of the Midlands for a Career Day that introduced students to potential career opportunities at Conagra. The Latinx mentoring program, a flagship initiative, continued to foster professional development by pairing employees with mentors from various departments across the company. During Hispanic Heritage Month, they hosted a series of events that celebrated Latinx culture and promoted inclusivity, including a Latinx food series, a lunch and learn trivia challenge, and a salsa cooking competition.

LGBTQ + ALLY ERG

Our LGBTQ + Ally ERG participated in the Out for Undergrad conferences, which aims to help LGBTQ+ students develop as leaders and individuals. In addition, the ERG represented Conagra at the Omaha Heartland Pride event, where employees participated in the parade and festival, demonstrating Conagra's support for the LGBTQ+ community while celebrating our inclusive culture.



VETERANS ERG

Our Veterans ERG focused on advocacy and community support during fiscal year 2023. They participated in the Chicago Standdown event, a collaborative effort with the Department of Veterans Affairs, the Red Cross and other organizations, aimed at providing care, support and resources to homeless veterans and their families. In addition, they played a significant role in distributing food and clothing items in the communities where we live and work.



WOMEN'S ERG

Our Women's ERG-led events across Omaha and Chicago to promote professional development opportunities including a leadership discussion with Conagra Brands Board member and CEO of Abercrombie & Fitch, Fran Horowitz; panels on mentorship and leadership growth; and a "Skills for Success" discussion in collaboration with the Disability + Ally ERG. In addition, the group facilitated events supporting individuals experiencing homelessness, packing 50 meals, and created blankets and craft kits for children in local hospitals. They also prepared over 400 school supply-filled bookbags with Crayles to Crayons and sorted donated clothing, setting up many children for success in their new school year.

YOUNG PROFESSIONALS ERG

Throughout fiscal 2023, our Young Professionals ERG actively promoted professional growth and collaboration. They hosted several events with leaders across Conagra, providing members with valuable networking opportunities and partnered with a leading financial services firm to conduct a financial wellness session tailored specifically for young professionals. As one of Conagra's largest ERGs, the Young Professionals also demonstrated their commitment to building an inclusive culture by partnering with other ERGs to share in unique cultural experiences.

Community Engagement

To have greater impact, we need to look beyond Conagra. Our community partners play a vital role in helping us support underrepresented communities through financial contributions and volunteerism.

United for Change



United for Change is Conagra’s annual employee fundraising campaign. Conagra employees are encouraged to consider contributing to the United Way, United Way member agencies, or other non-profit organizations that align with the diverse interests of Conagra employees. During the campaign, Conagra highlights the work of nonprofit organizations that dedicate significant resources to tackling poverty, food insecurity, and social injustices, promoting fairness and opportunity, and protecting civil rights in the United States. The Conagra Brands Foundation matched a portion of the donations made during the campaign. Along with donating, the United for Change campaign raises awareness about the efforts being made to address the root causes of poverty, food insecurity and issues related to social justice. In fiscal year 2023, United for Change drove meaningful participation from employees at approximately 34 facilities and office locations across the United States, Mexico and Canada. Donated funds are reinvested back into the communities, aiming to create long-term improvements in the communities where employees live and work.

During the fiscal year 2023 United for Change campaign, Conagra employees raised over \$500,000, exceeding the campaign’s fundraising goal.

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

At Conagra Brands, we recognize that partnering with a diverse group of suppliers enhances the value we bring to our customers, consumers and communities.

We partner with a broad range of suppliers who are ready to innovate and grow with us, including, but not limited to, small, disadvantaged and HUBZone, minority-owned, women-owned, veteran- and service-disabled veteran-owned and LGBTQ+ owned 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.

In addition, Conagra is a member of the Women’s Business Enterprise National Council and the National Minority Supplier Development Council, which help provide all suppliers with equal access to procurement opportunities and support the growth of Conagra’s supplier diversity program.

2023 HONORS & RECOGNITIONS

We take great pride in being acknowledged for our efforts in promoting D&I at Conagra Brands.

As we continue to make progress in our cultural journey, our dedication to attracting, championing and nurturing talent across various dimensions of diversity remains our priority. We are committed to continuing to foster an environment where every voice matters, where we learn from our differences, celebrate our accomplishments and cultivate a culture of belonging.

Military Times

Recognized on the 2023 Best for Vets: Employers list by Military Times for demonstrating ongoing support for veterans and active-duty service members, as well as their families.



The Disability Equality Index® (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.



The Civic 50

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



America’s Greatest Workplaces for Diversity

Recognized as one of America's Greatest Workplaces for Diversity 2023 by Newsweek.



Diversity Lab

Received Mansfield Certification from Diversity Lab for our Legal and Government Affairs team for adopting processes designed to increase the pool of historically underrepresented lawyers to be considered for leadership and advancement opportunities, both within the Company’s legal department and our outside counsel leadership.



About this Report	49
2023 SASB Disclosure	51
Task Force on Climate-Related Financial Disclosures (TCFD) Index	53
Alignment of Conagra's Citizenship Topics with the UN Sustainable Development Goals	54
Note on Forward Looking Statements	55

Appendix

About this Report

Thank you for your interest in Conagra Brands’ 2023 Citizenship Report. All data in this report cover the company’s fiscal year 2023, which ended May 28, 2023, unless otherwise specified. Also included are some initiatives launched in fiscal year 2024 to provide additional recent relevant information to our stakeholders. Our reporting covers all company-operated facilities including, where applicable, company-managed production facilities, corporate offices in Omaha and Chicago, corporate jet aircraft fuel, and company-managed and operated warehouses. Additional information about our company is available in Conagra’s SEC filings available at www.sec.gov and on our website, www.conagrabrands.com.

We provide an index for the SASB Processed Foods standard. 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 2023, calculate our packaging volume, recyclability percentages and goal progress for fiscal year 2023 and verify the consistency of our no deforestation approach and relevance of our related procurement

data for fiscal year 2023 in preparation of this 2023 Citizenship Report. For additional details, see Additional Information below.

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

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

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

Additional Information

Key Focus Area	Additional Information
Animal Welfare	
	We strive to align our business practices with improving the welfare of animals in our supply chain aligned with the five freedoms of animal welfare. Our efforts are currently focused on products 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.
Beef and Dairy	Our efforts are focused on improving animal welfare in our supply chain in accordance with the standards set by the U.S. Roundtable on Sustainable Beef, the Global Roundtable for Sustainable Beef and the <u>National Dairy Farmers Assuring Responsible Management</u> , as applicable.
Broiler Chicken Conagra Brands is focused on supporting improved welfare for broiler chickens in our supply chain.	Our efforts are focused continuing to explore best practices in broiler chicken welfare. We engaged with our stakeholders on these issues in 2023 to align with our suppliers to align on the five freedoms for animal welfare. In 2024, we plan to continue to explore best practices in broiler chicken welfare, informed by guidance from our new Animal Welfare Advisory Committee being formed in 2024.
Eggs Conagra Brands is focused on sourcing cage-free eggs and eliminating eggs in some of our products.	Our efforts are focused on the transition of our use of eggs (meaning shell, processed/liquid and powdered eggs) to cage free eggs. Cage-free means that egg-laying hens are able to roam vertically and horizontally in indoor houses, have access to fresh food and water, are allowed to exhibit natural behaviors, have access to enrichments (scratch areas, perches and nests), have access to litter, have protection from predators and have the ability to move in a barn in a manner promoting welfare. Additionally, we are pursuing a dual strategy by exploring egg alternatives and enhanced new technologies to reduce or eliminate eggs from some of our products through recipe reformulation. Based on our dual strategy, progress against our 100% cage egg free goal will be reported for our products that are not part of our reformulation efforts. Our percentage of cage-free egg buy by volume for fiscal 2023 year reflects product mix shifts and a year-over-year decrease in egg buy partially driven by our dual strategy.
Pork Conagra Brands is focused on improving pork animal welfare in our supply chain.	Our efforts are focused on trim and fresh pork. “Open pen gestation system” means that sows are kept in gestation crates for no more than 4-6 weeks of each pregnancy and are then moved to a pen with sufficient space to move freely. To make progress in this area, we are aiming to source 100% of our pork from supply chains that only use open pen gestation systems by fiscal year 2026 (which ends May 2026). These benchmarks are subject to availability of supply and provide a guide for us as we move forward toward our goal.
	To improve animal welfare in our supply chain, we aim to follow best available science regarding animal welfare in our sourcing strategy, understanding that best practices may change over time. We recognize that making improvements to animal welfare in our supply chain will require collaboration across our value chain, and we will continue to collaborate with, and encourage our suppliers to make continual improvements in animal welfare while preserving consumer access to quality, affordable food. Our ability to meet our animal welfare goals depends on consumer demand and availability and affordability of supply. All goals reflect estimations of future product volumes and commodity availability. We make efforts to source ingredients that support our animal welfare goals while meeting expectations of our consumers, investors, and customers, and balancing potential impacts on other metrics, such as human health and the environment.
Climate Change	
Scope 1 and 2 Conagra Brands has set a goal to reduce its absolute Scope 1 and 2 greenhouse gas emissions.	Scope 1 greenhouse gas emissions are emissions from sources that Conagra owns or controls directly. Scope 2 greenhouse gas emissions are indirect emissions associated with the purchase of electricity, steam, heat, or cooling.

Key Focus Area	Additional Information
Climate Change (Cont.)	
<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>Carbon offsets are not part of our Scope 3 goal reduction strategy.</p>	
Deforestation	
<p>Conagra Brands has adopted a sourcing strategy that strives to achieve no deforestation across critical primary deforestation-linked commodities.</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>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, where applicable. We have identified beef (cattle products including fresh, frozen, cooked, and Kosher), palm oil (palm, palm kernel, and all blended oil), soy (soy, lecithin, soy flour, soybean oil, and soy protein products, excluding soy embedded in manufactured components), cocoa (cocoa powder and chocolate excluding cocoa embedded in manufactured component) and timber (purchased for primary, secondary and tertiary packaging purposes) as critical primary deforestation-linked commodities in our supply chain.</p> <p>To meet our no deforestation compliance criteria, commodities purchased must be:</p> <ol style="list-style-type: none"> 1. Traceable to regions classified as low risk for deforestation according to reputable third-party industry sources such as the World Wildlife Fund, the Global Canopy, and the Tropical Forest Alliance; or 2. Verified through third-party auditing for certification programs utilized by our suppliers or us that have no deforestation components, such as Forest Stewardship Council (FSC) and Sustainable Forestry Initiative Chain of Custody (SFI) (timber products), and Roundtable on Sustainable Palm Oil (RSPO) (palm oil); and 3. From a supplier who has made a commitment to eliminate deforestation from their operations or supply chain by 2025. <p>Information available to us at the time of our assessment allowed for at least 90% of our applicable buy for each commodity category to be assessed against our no deforestation criteria.</p>
<p>While we have made significant strides for no deforestation in our supply chain, challenges remain. We acknowledge that despite our best efforts, gathering traceability information for these commodities can be challenging due to our position in the supply chain. We are actively working to enhance our traceability systems to improve transparency and identify partnership opportunities with key suppliers. Conagra has conducted initial risk assessments and supply chain mapping for key deforestation-linked commodities and is working towards continuous improvement of traceability systems and risk assessment processes for these commodities.</p> <p>We are addressing these challenges by:</p> <ul style="list-style-type: none"> • Engaging with our suppliers and supply chain partners to communicate our no deforestation policies. • Improving material information quality and data quality through internal data housing programs of procured materials. • Reviewing and updating our policies to reflect the latest best practices. <p>We recognize that achieving our goals for no deforestation in our supply chain will require industry-wide partnership to succeed while preserving consumer access to quality, affordable food. Our ability to meet our goals depends on consumer demand 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>	

Key Focus Area	Additional Information
Diversity and Inclusion	
<p>Conagra Brands is focused on fostering a diverse and inclusive corporate culture.</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 talent. Our comprehensive D&I strategy includes providing education and training opportunities for talent across various dimensions of diversity and reinforcing a sense of belonging for all people throughout our organization to advance inclusion.</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 level and above.</p> <p>Middle-Manager level employees are those at manager level.</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.</p> <p>EEO-1 data for calendar year 2022 is available here</p>	
Packaging Waste	
<p>Conagra Brands has set a goal to increase our sourcing 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 is seeking to reduce waste derived from our packaging through thoughtful design and use of renewable and more readily recyclable or compostable materials.</p>	<p>Following the success of our 2017 strategy to increase our use of plant-based trays, bowls and other lower plastic content packaging, we are currently reassessing our packaging strategy, including evaluating the accuracy and quality of available data, potential metrics and indicators to measure performance, external benchmarks and potential verification processes. We strive to reduce waste and measure our progress accurately and transparently. We continue to further our packaging strategy by identifying materials that have demonstrated a year-over-year plastic reduction independent of sales volume, designing packaging with less material, and testing and adopting recycled packaging content that meets our performance and safety standards.</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>	

2023 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) 9,968,963 gigajoules (GJ) of energy consumed (2) 50.6% from grid electricity (3) 4.7% 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) 16,481 thousand cubic meters (m) of water withdrawn (2) 2,876 thousand cubic meters (m) consumed; Areas of High or Extremely High Baseline Water Stress make up 32.8% of all water withdrawn and 19.3% of all water consumed
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2	Conagra Brands had seven (7) incidents of non-compliance.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-PF-140a.3	The primary tools leveraged by Conagra Brands to identify, assess and respond to water-related risks include: 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. Separately, Conagra Brands’ Supplier Excellence Program broadly measures the performance of our largest and most strategic suppliers on a diverse set of criteria, including social and environmental metrics. Water-related questions included in our Supplier Excellence Program assessment include whether suppliers conduct water risk assessments, have water reduction goals, or implement sustainability policies that address agriculture or other value chain water use. The scoring system allows us to quantitatively measure supplier progress over time, and Conagra Brands uses this information to enhance business partnerships. For more information, see our 2023 CDP Water disclosure.
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-250a.1	100% of Conagra plants have completed GFSI-recognized certification. In fiscal year 2023, there were six major non-conformances identified (rate of 0.15 major non-conformances per plant audited) and 206 minor non-conformances in fiscal year 2023 (rate of 5.0 minor non-conformances per plant audited). Corrective actions were implemented for 100% of the major and minor non-conformances identified and submitted to, and accepted by, the GFSI certifying body for confirmation.
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage (%) by cost	FB-PF-250a.2	We require our suppliers to use an accredited certification body to audit their compliance with Global Food Safety Initiative (GFSI) standards annually. More than 95% of our Tier 1 suppliers have completed GFSI-recognized certification, which is the relevant metric we currently have available to report.
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Conagra Brands had one (1) food safety violation, which was an FDA 483 notification, out of 23 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	Three (3) recalls in fiscal year 2023.
Health & Nutrition	Gross Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	FB-PF-260a.1	Approximately 74% of retail sales revenue from Conagra products, based on Circana POS, Custom Conagra Hierarchy. ²
	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.

¹Note to FB-PF-130a.1: Includes all Conagra Brands company-managed production facilities, corporate offices in Omaha and Chicago, corporate jet aircraft fuel, and company-owned and operated warehouses.

²Note to FB-PF-260a.1: These sales do not include foodservice or private label SKUs.

Topic	Accounting Metric	Category	Unit Of Measure	Code	Response
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 13 years of age and under 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) \$8,650,381,785 (Gross Revenue) (2) \$1,239,600,072 (Gross Revenue) ¹
	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, each of which was promptly addressed with appropriate corrective action.
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Quantitative	Reporting currency	FB-PF-270a.4	Conagra Brands is and has been a party to legal proceedings challenging various product claims made in the Company’s product labeling. Information regarding any material litigation and related loss contingencies is provided in Conagra Brands’ annual 10-K and/or quarterly 10-Q SEC reports.
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metric tons (t), Percentage (%)	FB-PF-410a.1	(1) Estimated 657,699.53 metric tons (t) of packaging procured by Conagra Brands (2) Estimated 20% made from recycled or renewable materials (3) Estimated 93% made from recyclable, reusable and/or compostable materials Estimates are based, in part, on Conagra and industry-wide average material weights and recycled content levels, guided by best practices on environmental footprint accounting from organizations such as the U.S. Environmental Protection Agency (EPA) and How2Recycle.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	Conagra Brands has set a goal to strive towards making 100% of our current plastic packaging renewable, recyclable or compostable by 2025. Additionally, Conagra Brands is seeking to reduce waste derived from our packaging through thoughtful design and use of renewable and more readily recyclable or compostable materials. See Additional Information in the Appendix to this Report.
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Quantitative	Percentage (%) by cost	FB-PF-430a.1	Our suppliers have obtained the following third-party certifications for the below listed volumes of products directly sourced for our operations, excluding excludes private label and foodservice products where applicable, by volume: <ul style="list-style-type: none"> • 100% of our palm oil buy was certified by the Roundtable on Sustainable Palm Oil (RSPO) under its Mass Balance model • 99% of our seafood buy is certified by either via Marine Stewardship Council or the Global Aquaculture Alliance’s Best Aquaculture Practices (BAP)
	Suppliers’ social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-430a.2	We have a Code of Conduct for Suppliers that outlines our expectations around Legal Compliance, Anti-Bribery and Corruption, Human Rights, Non-Discrimination and Fair Working Conditions, Animal Welfare, Environmental and Social Impact, and Business Integrity. Our risk management team monitors our entire supplier list daily for regulatory violations and legal actions, including those relating to regulatory corruption, social and environmental compliance. We have a third-party service provider hosted ethics and compliance hotline and management system for concerns from employee and third parties which allows for anonymous reporting. Each concern is tracked, investigated and reported in accordance with internal investigation protocols that include escalation to relevant management and, as appropriate, our board of directors.
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-PF-440a.1	We monitor sourcing water risks through a periodic assessment of the water risk level of the origins of selected ingredients using the WRI Aqueduct global water risk mapping tool.
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-PF-440a.2	For commodity-specific discussion and analysis, please refer to the Responsible Sourcing section of our 2023 Citizenship Report.

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 3M metric tons.
Number of production facilities	Quantitative	Number	FB-PF-000.B	42

¹Response based on Circana provided retail sales data for Conagra’s fiscal year 2023. These sales do not include foodservice or private label SKUs.

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.	2023 CDP Climate Change Report: C1.1a, C1.1b
	B) Describe management's role in assessing and managing	2023 CDP Climate Change Report: C1.2, C1.3
Strategy	A) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2023 CDP Climate Change Report: C2.1a, C2.2
	B) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2023 CDP Climate Change Report: 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	2023 CDP Climate Change Report: C3.1
Risk Management	A) Describe the organization's process for identifying and assessing climate-related risks.	2023 CDP Climate Change Report: C2.1, C2.2, C2.2a
	B) Describe the organization's process for managing climate-related risks.	2023 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.	2023 CDP Climate Change Report: C2.2

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.	2023 CDP Climate Change Report: C6.10
	B) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	In fiscal year 2023, our Scope 1 and 2 greenhouse gas emissions (CO ₂ e) were approximately 759,053 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 Target reference number: Abs 1 This target has been approved by the Science Based Targets initiative</p> <p>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%</p> <p>Performance against target Abs 1: In fiscal year 2023, our Scope 1 and 2 greenhouse gas emissions (CO₂ e) were approximately 759,053 metric tons.</p> <p>Target reference number: Int 1 This target has been approved by the Science Based Targets initiative</p> <p>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%</p> <p>Performance against target Int 1: In fiscal year 2023, we estimate that our Scope 3 emissions decreased approximately 12.9% per metric ton of material sourced from our 2020 baseline, which brings us approximately over half of the way to our 2030 goal. In addition, we have reduced our estimated absolute in scope emissions approximately 11.7% from 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: risks associated with general economic and industry conditions, including inflation, rising interest rates, decreased availability of capital, volatility in financial markets, declining consumer spending rates, recessions, decreased energy availability, increased energy costs (including fuel surcharges), supply chain challenges, labor shortages, and geopolitical conflicts (including the ongoing conflict between Russia and Ukraine); negative impacts caused by public health crises; risks related to our ability to deleverage on currently anticipated timelines, and to continue to access capital on acceptable terms or at all; risks related to the company's competitive environment, cost structure, and related market conditions; risks related to our ability to execute operating and value creation plans and achieve returns on our investments and targeted operating efficiencies from cost-saving initiatives, and to benefit from trade optimization

programs; risks related to the availability and prices of commodities and other supply chain resources, including raw materials, packaging, energy, and transportation, including any negative effects caused by changes in levels of inflation and interest rates, weather conditions, health pandemics or outbreaks of disease, actual or threatened hostilities or war, or other geopolitical uncertainty; risks related to the effectiveness of our hedging activities and ability to respond to volatility in commodities; disruptions or inefficiencies in our supply chain and/or operations; risks related to the ultimate impact of, including reputational harm caused by, any product recalls and product liability or labeling litigation, including litigation related to lead-based paint and pigment and cooking spray; risks related to our ability to respond to changing consumer preferences and the success of our innovation and marketing investments; risks associated with actions by our customers, including changes in distribution and purchasing terms; risks related to the seasonality of our business; risks associated with our co-manufacturing arrangements and other third-party service provider dependencies; risks associated with actions of governments and regulatory bodies that affect our businesses, including the ultimate impact of new or revised regulations or interpretations including to address climate change or implement changes to taxes and tariffs; risks related to the company's ability to execute on its strategies or achieve expectations related to environmental, social, and governance matters, including as a result of evolving legal, regulatory, and other standards, processes, and assumptions, the pace of scientific and technological developments, increased costs, the availability of requisite financing, and changes in carbon pricing or carbon taxes; risks related to a material failure in or breach of our or our vendors' information technology systems and other cybersecurity incidents; risks related to our ability to identify, attract, hire, train, retain and develop qualified personnel; risk of increased pension, labor or people-related expenses; risks and uncertainties associated

with intangible assets, including any future goodwill or intangible assets impairment charges; risk relating to our ability to protect our intellectual property rights; risks relating to acquisition, divestiture, joint venture or investment activities; the amount and timing of future dividends, which remain subject to Board approval and depend on market and other conditions; 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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