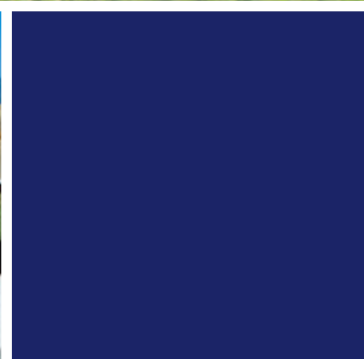


THE *Campbell's* COMPANY



Cautionary note

This report contains information about our sustainability and social impact goals, targets, initiatives, commitments, and activities. Unless otherwise noted, this report covers initiatives and performance metrics associated with our operations for our 2024 fiscal year, spanning July 31, 2023 through July 28, 2024.

Sovos Brands, Inc., which we acquired on March 12, 2024, is not included in the contents of this report. We will provide information about our plans for integrating Sovos into our programs and commitments in future communications.

These efforts involve certain risks and uncertainties, such as changes in our business (i.e. acquisitions, divestitures, or new manufacturing or distribution locations), the standards by which achievement is measured, the assumptions underlying a particular goal, and our ability to accurately report particular information. Actual results could differ materially from our stated goals or the results we expect. Changing circumstances, including evolving expectations for sustainability and social impact generally, or to specific focus areas or changes in standards or the way progress or achievement is measured, may lead to adjustments in, or the discontinuation of, our pursuit of certain goals, commitments or initiatives.

This report does not include details on our financial performance. Details on our financial performance can be found in the investor relations section of our website and in our public filings available through the U.S. Securities and Exchange Commission (SEC). This report may use certain terms that certain third-party entities refer to as “material” in connection with certain sustainability and social impact matters. Used in this context, this term is distinct from, and should not be confused with, the terms “material” and “materiality” as defined by, or construed in accordance with, securities or other laws and regulations. Matters considered

material for purposes of this report may not be considered material in the context of our financial statements, reports with the SEC, or our other public statements, and the inclusion of information in this report is not an indication that such information is necessarily material to us in those contexts.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. We have also aligned this report to the general principles of the Sustainability Accounting Standards Board (SASB) for food and beverage companies and have prepared a limited Climate-related Financial Risk Disclosure. Our GRI Content Index, and SASB and Climate risk disclosures are available in this report and on our website. We have engaged with Apex Companies, LLC to provide limited assurance in relation to specific fiscal 2024 environmental data. Details on our limited assurance activities are available on our website.

This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our sustainability and social impact goals, targets, initiatives, commitments, and activities as well as our future operations and long-term strategy. These forward-looking statements rely on a number of assumptions and estimates that could be inaccurate and which are subject to risks and uncertainties. The factors that could cause our actual results to vary materially from those anticipated or expressed in any forwardlooking statement include impacts of factors described in our most recent annual report on Form 10-K and subsequent SEC filings. We disclaim any obligation or intent to update the forward-looking statements in order to reflect events or circumstances after the date of this report.

GRI Index

The Campbell's Company has reported the information cited in this GRI content index for the period July 31, 2023 - July 28, 2024 with reference to the GRI Standards

| Disclosure | Disclosure Title | FY2024 Response |
|----------------------------|--|--|
| General disclosures | | |
| 2-1 | Organizational Details | Company Overview |
| 2-2 | Entities Included in the Organization's Sustainability Reporting | Company Overview |
| 2-3 | Reporting Period, Frequency, and Contact Point | We are reporting on FY2024 (July 31, 2023 – July 28, 2024). We issue a full report biennially, with updates annually. We value and welcome feedback from interested stakeholders. Contact Stewart Lindsay, Chief Sustainability Officer, One Campbell's Place, MS131, Camden, NJ 08103. You may also contact us via our dedicated CSR Feedback Email Address: csr_feedback@campbellsoup.com . |
| 2-4 | Restatements of Information | <p>Fiscal 2023 Scope 1 emissions was restated to include additional natural gas usage for one site, resulting in a 2% increase.</p> <p>In accordance with the WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Standard, fiscal 2020 Scope 3 emissions were restated for the following:</p> <ul style="list-style-type: none"> • Category 1 - Purchased Goods and Services: recalculated to incorporate supplier data and reflect updated lifecycle emission factors used to calculate ingredient and packaging emissions, updates to packaging film volumes, and the disposal of the Emerald Nuts business in 2023 • Category 4 - Upstream Transportation and Distribution and Category 9 - Downstream Transportation and Distribution: recalculated to add additional legs of transportation not previously captured. <p>Additionally, we updated our calculation methodologies for the following metrics on a prospective basis, beginning fiscal 2024:</p> <ul style="list-style-type: none"> • For Scope 3 Category 4 - Upstream Transportation and Distribution, we included additional transportation data. • For fuel usage, we included additional sources, primarily mobile combustion, increasing total energy by 3%. • For fugitive emissions, we estimated refrigerants for all equipment using equipment type and capacity, increasing Scope 1 emissions by 1%. • For post-consumer recycled content by packaging type, we have moved from industry averages to actual data for aluminum, corrugate, glass, and steel. |
| 2-5 | External Assurance | We completed third-party limited assurance consistent with guidance provided by ISO 14064-3 of our FY2024 Scope 1 and Scope 2 GHG emissions. We also completed limited assurance of our water withdrawal, water discharge, and waste by disposal method for FY2024. All assurance statements can be found here: GHG Emissions, Water, and Waste Assurance Letter . |
| 2-6 | Activities, Value Chain, and Other Business Relationships | 10-K |

| Disclosure | Disclosure Title | FY2024 Response | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|--|--|--------|----------|-------|--------|-------------------|--|--|--|--------|-----------------|-----------|-----------|--------|----------|------|--------|-------------------|-----|--------|--------|-----|-------|-------|-------|-------|---|--------|-----|-----|---|---|-----|----|----|---|--------|----|----|---|---|----|----|----|---|-------|--------|--------|-----|-------|-------|-------|-------|---|
| 2-7 | Employees | <table border="1"> <thead> <tr> <th colspan="9">Employees by Region and Type, Salary, and Gender</th> </tr> <tr> <th>Region</th> <th>Total Employees</th> <th>Full-Time</th> <th>Part-Time</th> <th>Hourly</th> <th>Salaried</th> <th>Male</th> <th>Female</th> <th>Undeclared Gender</th> </tr> </thead> <tbody> <tr> <td>USA</td> <td>13,545</td> <td>13,388</td> <td>157</td> <td>9,548</td> <td>3,997</td> <td>8,391</td> <td>5,152</td> <td>2</td> </tr> <tr> <td>Canada</td> <td>156</td> <td>156</td> <td>0</td> <td>0</td> <td>156</td> <td>63</td> <td>93</td> <td>0</td> </tr> <tr> <td>Mexico</td> <td>36</td> <td>36</td> <td>0</td> <td>0</td> <td>36</td> <td>12</td> <td>24</td> <td>0</td> </tr> <tr> <td>Total</td> <td>13,737</td> <td>13,580</td> <td>157</td> <td>9,548</td> <td>4,189</td> <td>8,466</td> <td>5,269</td> <td>2</td> </tr> </tbody> </table> | Employees by Region and Type, Salary, and Gender | | | | | | | | | Region | Total Employees | Full-Time | Part-Time | Hourly | Salaried | Male | Female | Undeclared Gender | USA | 13,545 | 13,388 | 157 | 9,548 | 3,997 | 8,391 | 5,152 | 2 | Canada | 156 | 156 | 0 | 0 | 156 | 63 | 93 | 0 | Mexico | 36 | 36 | 0 | 0 | 36 | 12 | 24 | 0 | Total | 13,737 | 13,580 | 157 | 9,548 | 4,189 | 8,466 | 5,269 | 2 |
| Employees by Region and Type, Salary, and Gender | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Region | Total Employees | Full-Time | Part-Time | Hourly | Salaried | Male | Female | Undeclared Gender | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| USA | 13,545 | 13,388 | 157 | 9,548 | 3,997 | 8,391 | 5,152 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Canada | 156 | 156 | 0 | 0 | 156 | 63 | 93 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mexico | 36 | 36 | 0 | 0 | 36 | 12 | 24 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 13,737 | 13,580 | 157 | 9,548 | 4,189 | 8,466 | 5,269 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-8 | Workers Who Are Not Employees | In FY2024, Campbell's had 5,355 contractors. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-9 | Governance Structure and Composition | Governance | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-10 | Nomination and Selection of the Highest Governance Body | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-11 | Chair of the Highest Governance Body | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-12 | Role of the Highest Governance Body in Overseeing the Management of Impacts | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-13 | Delegation of Responsibility for Managing Impacts | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-14 | Role of the Highest Governance Body in Sustainability Reporting | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-15 | Conflicts of Interest | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-16 | Communication of Critical Concerns | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-17 | Collective Knowledge of the Highest Governance Body | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-18 | Evaluation of the Performance of the Highest Governance Body | Proxy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Disclosure | Disclosure Title | FY2024 Response |
|------------|--|---|
| 2-19 | Remuneration Policies | Proxy |
| 2-20 | Process to Determine Remuneration | Proxy |
| 2-21 | Annual Total Compensation Ratio | Proxy |
| 2-22 | Statement on Sustainable Development Strategy | CEO Message |
| 2-23 | Policy Commitments | Policies on Our Impact site |
| 2-24 | Embedding Policy Commitments | The responsibility for embedding our policy commitments varies depending on the policy. For our environmental sustainability and water policies, day-to-day responsibility falls to both the Corporate Responsibility and Sustainability team and the Engineering team. These teams report up through the Chief Enterprise Transformation Officer. Responsibility for embedding our Code of Business Conduct and Ethics sits with our Corporate Compliance and Ethics team, which reports to our EVP General Counsel and Corporate Secretary. For our Responsible Sourcing Supplier Code , responsibility sits with our Procurement team and, ultimately, with our SVP Chief Procurement Officer and also our Chief Enterprise Transformation Officer. |
| 2-25 | Processes to Remediate Negative Impacts | See GRI 2-26 |
| 2-26 | Mechanisms for Seeking Advice and Raising Concerns | Code of Business Conduct and Ethics ; Anyone inside or outside of Campbell's who has a concern may call the Integrity Hotline at 800-210-2173. |
| 2-27 | Compliance with Laws and Regulations | <p>There were no significant incidents of non-compliance with laws and regulations that resulted in administrative or judicial sanctions and fines during the reporting period. On March 20, 2024, the United States Department of Justice (DOJ), on behalf of the U.S. Environmental Protection Agency, and National Education Law Center, on behalf of Environment America and Lake Erie Waterkeeper, filed lawsuits in the United States District Court for the Northern District of Ohio Western Division concerning alleged violations of the Clean Water Act relating to alleged contaminant discharges from our Napoleon, Ohio wastewater treatment facility in excess of the facility's Clean Water Act permit limits. We have and are continuing to take actions to remediate the exceedances and are in settlement discussions with the DOJ and the private environmental groups.</p> <p>Environmental Compliance: Campbell's manages environmental compliance through the use of an electronic system, the Campbell's Environmental Management and Metrics System (CEMMS). The CEMMS system is used at all of our facilities and is the backbone of our overall compliance monitoring. The CEMMS system proactively addresses our document management, permit tracking, tasks and calendar management, incident and inspection notifications, and PSM/RMP documentation control. While this system is auditable and supports ISO 14001, our compliance monitoring is not ISO 14001 certified, and we currently do not have any facilities that are ISO 14001 or OHSAS 18001 certified. Campbell's environmental group uses CEMMS data to provide a monthly report to Supply Chain leadership for the purpose of identifying environmental compliance status and open issues throughout owned manufacturing and distribution centers.</p> |
| 2-28 | Membership Associations | We disclose any political spending with trade association and related memberships with annual dues exceeding \$10,000 in our Political Accountability Guidelines available on our investor website . |
| 2-29 | Approach to Stakeholder Engagement | Stakeholder Engagement |
| 2-30 | Collective Bargaining Agreements | 12% of our workforce is unionized or covered by collective bargaining agreements. |

| Disclosure | Disclosure Title | FY2024 Response |
|----------------------------------|--|---|
| Material topics | | |
| 3-1 | Process to Determine Material Topics | <u>Materiality</u> |
| 3-2 | List of Material Topics | <u>Materiality</u> |
| Economic performance | | |
| 3-3 | Management of Material Topics | <u>10-K; Proxy</u> |
| 201-1 | Direct Economic Value Generated and Distributed | <u>10-K; Proxy</u> |
| 201-2 | Financial Implications and Other Risks and Opportunities Due to Climate Change | <u>10-K; CDP disclosures</u> |
| 201-3 | Defined Benefit Plan Obligations and Other Retirement Plans | <u>10-K</u> |
| 201-4 | Financial Assistance Received from Government | Campbell's occasionally receives non-material support from the government in the form of grants and/or credits. |
| Market presence | | |
| 3-3 | Management of Material Topics | Not Applicable |
| 202-1 | Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage | Not Applicable |
| 202-2 | Proportion of Senior Management Hired from the Local Community | Not Applicable |
| Indirect economic impacts | | |
| 3-3 | Management of Material Topics | <u>Community</u> |
| 203-1 | Infrastructure Investments and Services Supported | <u>Community</u> |
| 203-2 | Significant Indirect Economic Impacts | <u>Community</u> |

| Disclosure | Disclosure Title | FY2024 Response |
|----------------------------------|---|--|
| Procurement practices | | |
| 3-3 | Management of Material Topics | Responsible Sourcing |
| 204-1 | Proportion of Spending on Local Suppliers | We do not currently track this data. |
| Anti-corruption | | |
| 3-3 | Management of Material Topics | Business Ethics; Code of Business Conduct and Ethics |
| 205-1 | Operations Assessed for Risks Related to Corruption | Campbell's Legal Department regularly assesses corruption risk across the company and reports to the Audit Committee of the Board on that risk and on other legal and regulatory exposures. This assessment addresses the risks faced by the company in the geographies in which it does business. In addition, an annual Conflicts of Interest Questionnaire and Certification is completed by mid- and upper-level management and reviewed by the Legal Department. These assessments and evaluations have not identified significant risks related to corruption. |
| 205-2 | Communication and Training About Anti-Corruption Policies and Procedures | Each year, Campbell's provides online and live training for employees on core ethics and compliance issues and risk-based training tailored to the issues associated with employees' specific job responsibilities. As part of the Winning with Integrity program, full-time salaried employees are required to complete annual training on our Code of Business Conduct and Ethics and biennial training on anti-bribery and corruption. Hourly employees are also provided Code training. All employees receive regular messaging about Campbell's Integrity Hotline , and all employees have access to the Code and Campbell's Anti-Bribery Policy. |
| 205-3 | Confirmed Incidents of Corruption and Actions Taken | There have been no confirmed incidents of corruption. |
| Anti-competitive behavior | | |
| 3-3 | Management of Material Topics | Business Ethics; Code of Business Conduct and Ethics |
| 206-1 | Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices | There were no legal actions during the reporting period regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which Campbell's has been identified as a participant. |
| Tax | | |
| 3-3 | Management of Material Topics | Not Applicable |

| Disclosure | Disclosure Title | FY2024 Response |
|------------------|--|---|
| 207-1 | Approach to Tax | Not Applicable |
| 207-2 | Tax Governance, Control, and Risk Management | Not Applicable |
| 207-3 | Stakeholder Engagement and Management of Concerns Related to Tax | Not Applicable |
| 207-4 | Country-by-Country Reporting | Not Applicable |
| Materials | | |
| 3-3 | Management of Material Topics | <u>Packaging</u> |
| 301-1 | Materials Used by Weight or Volume | <u>Packaging</u> |
| 301-2 | Recycled Input Materials Used | <u>Packaging</u> |
| 301-3 | Reclaimed Products and Their Packaging Materials | We do not have any reclaimed products. |
| Energy | | |
| 3-3 | Management of Material Topics | <u>Climate Change and Energy</u> |
| 302-1 | Energy Consumption Within the Organization | <u>Data Table; CDP disclosures</u> |
| 302-2 | Energy Consumption Outside of the Organization | <u>Data Table; CDP disclosures</u> |
| 302-3 | Energy Intensity | <u>Data Table; CDP disclosures</u> Campbell's defines intensity as Energy Use/Metric Ton of Food Produced. |
| 302-4 | Reduction of Energy Consumption | <u>Data Table; CDP disclosures</u> |
| 302-5 | Reductions in Energy Requirements of Products and Services | <u>Data Table; CDP disclosures</u> |

| Disclosure | Disclosure Title | FY2024 Response |
|----------------------------|---|--|
| Water and effluents | | |
| 3-3 | Management of Material Topics | Water ; CDP disclosures |
| 303-1 | Interactions with Water as a Shared Resource | Water ; CDP disclosures |
| 303-2 | Management of Water Discharge-Related Impacts | Water ; CDP disclosures |
| 303-3 | Water Withdrawal | Data Table ; CDP disclosures |
| 303-4 | Water Discharge | Data Table ; CDP disclosures |
| 303-5 | Water Consumption | Data Table ; CDP disclosures |
| Biodiversity | | |
| 3-3 | Management of Material Topics | We consider biodiversity to be embedded within sustainable agriculture and our Scope 3 Climate work, therefore we do not report on biodiversity as a separate material issue. Management practices related to regenerative programs are included in our sustainable agriculture section. |
| 304-1 | Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas | Not Applicable |
| 304-2 | Significant Impacts of Activities, Products, and Services on Biodiversity | Not Applicable |
| 304-3 | Habitats Protected or Restored | Not Applicable |
| 304-4 | IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations | Not Applicable |
| Emissions | | |
| 3-3 | Management of Material Topics | Climate Change and Energy |

| Disclosure | Disclosure Title | FY2024 Response |
|--|---|---|
| 305-1 | Direct (Scope 1) GHG Emissions | Data Table ; CDP disclosures |
| 305-2 | Energy Indirect (Scope 2) GHG Emissions | Data Table ; CDP disclosures |
| 305-3 | Other Indirect (Scope 3) GHG Emissions | Data Table ; CDP disclosures |
| 305-4 | GHG Emissions Intensity | Data Table ; CDP disclosures Campbell's defines intensity as Greenhouse Gas (GHG) Emissions/Metric Ton of Food Produced. |
| 305-5 | Reduction of GHG Emissions | Data Table ; CDP disclosures |
| 305-6 | Emissions of Ozone-Depleting Substances (ODS) | Not tracked at enterprise level. |
| 305-7 | Nitrogen Oxides (NO _x), Sulfur Oxides (SO _x), and Other Significant Air Emissions | Not tracked at enterprise level. |
| Waste | | |
| 3-3 | Management of Material Topics | Waste |
| 306-1 | Waste Generation and Significant Waste-Related Impacts | Waste ; Packaging |
| 306-2 | Management of Significant Waste-Related Impacts | Waste |
| 306-3 | Waste Generated | Data Table |
| 306-4 | Waste Diverted from Disposal | Data Table |
| 306-5 | Waste Directed to Disposal | Data Table |
| Supplier environmental assessment | | |
| 3-3 | Management of Material Topics | Responsible Sourcing |

| Disclosure | Disclosure Title | FY2024 Response |
|---------------------------------------|--|--|
| 308-1 | New Suppliers that were Screened Using Environmental Criteria | Our Responsible Sourcing Supplier Code is available to all suppliers and sets forth the environmental standards we expect. Suppliers may be asked to complete or produce results of a social and environmental compliance self assessment or audit, consistent with Sedex Members Ethical Trade Audit (SMETA), a social and environmental auditing framework, or a similarly recognized authority. We also include environmental questions in new supplier Requests for Proposal (RFPs). |
| 308-2 | Negative Environmental Impacts in the Supply Chain and Actions Taken | Campbell's links with suppliers on Sedex to assess for social and environmental impacts. If a significant environmental non-compliance is identified through a SMETA audit, Campbell's expects suppliers to address the non-compliance, either through imminent action, corrective action plan, and/or follow up audit. |
| Employment | | |
| 3-3 | Management of Material Topics | Our People |
| 401-1 | New Employee Hires and Employee Turnover | Employment information |
| 401-2 | Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees | While employee benefits may vary at locations, Campbell's offers a robust employee benefits package that may include paid sick days, paid vacation, bereavement leave, education benefits including tuition reimbursement \$803K in F2024, relocation assistance, health insurance (individual and family), dental insurance (individual and family), vision insurance, domestic partner benefits, life insurance, disability insurance (including long-term), flexible spending accounts (health care and child care), stock options, bonus plans, 401(k) savings plans, an onsite daycare center (HQ), onsite fitness center (HQ), 10-week paid parental leave, adoption and surrogacy assistance, and retiree health care. Campbell's also offers corporate benefits to both same- and opposite-sex couples and has a workplace flexibility policy. |
| 401-3 | Parental Leave | Campbell's policy provides 10 weeks of fully paid leave to primary caregivers and two weeks of fully-paid leave to non-primary caregivers following the birth or adoption of a child. Outside the U.S., we ensure that practices regarding parental leave are competitive with food companies in those respective markets. |
| Labor/management relations | | |
| 3-3 | Management of Material Topics | Our People |
| 402-1 | Minimum Notice Periods Regarding Operational Changes | Notice periods, if any, may vary by contract and/or legislation and/or local regulation. We always comply with local regulations and have had no actions brought against the company for violation of notice periods. |
| Occupational health and safety | | |
| 3-3 | Management of Material Topics | Our People |

| Disclosure | Disclosure Title | FY2024 Response |
|-------------------------------|---|---|
| 403-1 | Occupational Health and Safety Management System | Our People |
| 403-2 | Hazard Identification, Risk Assessment, and Incident Investigation | Our People |
| 403-3 | Occupational Health Services | Our People |
| 403-4 | Worker Participation, Consultation, and Communication on Occupational Health and Safety | 100% of Campbell's supply chain workforce is represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs. All of our manufacturing locations have some form of health and safety committee with representation from all employee levels. |
| 403-5 | Worker Training on Occupational Health and Safety | Campbell's conducts health and safety trainings in line with our health and safety training standard, which applies to all employees and contractors. Our health and safety standard includes a health and safety orientation, extensive health and safety trainings, and recordkeeping of trainings. Campbell's has a dedicated Learning Management System for all health and safety trainings and trainings are both computer-led and instructor-led. Training frequency varies by training topic, with some conducted annually, like confined spaces, conveyor safety, ergonomics, fall protection, and lockout tagout. Site safety Leaders and Safety System Owners are responsible for ensuring affected employees and site visitors are trained and qualified to perform their jobs by ensuring all relevant health and safety training is completed as required. |
| 403-6 | Promotion of Worker Health | Our People |
| 403-7 | Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships | Our People |
| 403-8 | Workers Covered by an Occupational Health and Safety Management System | All employees are covered by our health and safety management system. |
| 403-9 | Work-Related Injuries | Data Table |
| 403-10 | Work-related Ill Health | Data Table |
| Training and Education | | |
| 3-3 | Management of Material Topics | Our People |
| 404-2 | Programs for Upgrading Employee Skills and Transition Assistance Program | Our People |
| 404-3 | Percentage of Employees Receiving Regular Performance and Career Development Reviews | All salaried employees receive annual performance evaluations. |

| Disclosure | Disclosure Title | FY2024 Response |
|--|------------------|-----------------|
| Diversity and equal opportunity | | |

| | | |
|-----|-------------------------------|---|
| 3-3 | Management of Material Topics | Our People; Code of Business Conduct and Ethics |
|-----|-------------------------------|---|

| | | |
|-------|--|--|
| 405-1 | Diversity of Governance Bodies and Employees | <p>Proxy</p> <p>For more information, see our Equal Employment Opportunity (EEO-1) Statement</p> |
|-------|--|--|

Age Group (Board is not counted in Total) - Numbers reflect Global employees

| | 30 and under | 31-50 | 51 and over | Total |
|--------------------|--------------|-------|-------------|--------|
| Board of Directors | 0 | 1 | 11 | 12 |
| Employees | 2,330 | 6,690 | 4,717 | 13,737 |

Gender Diversity by Management Level (Board is not counted in Total)

| | Female | Male | Undeclared | Total |
|--------------------|--------|-------|------------|--------|
| Board of Directors | 4 | 8 | 0 | 12 |
| Top Management | 20 | 25 | 0 | 45 |
| Management | 727 | 1,042 | 0 | 1,769 |
| Non-management | 4,522 | 7,399 | 2 | 11,923 |
| Total | 5,269 | 8,466 | 2 | 13,737 |

Ethnicity by Management Level (United States)

| | American Indian/Alaska Native | Asian | Black or African American | Hispanic or Latino | Native Hawaiian or Other Pacific Islander | 2 or more races | White | Undeclared | Total |
|----------------|-------------------------------|-------|---------------------------|--------------------|---|-----------------|-------|------------|--------|
| Top Management | 0 | 5 | 3 | 2 | 1 | 1 | 32 | 0 | 44 |
| Management | 7 | 116 | 87 | 101 | 1 | 27 | 1,323 | 0 | 1,662 |
| Non-management | 399 | 544 | 2,692 | 2,029 | 74 | 261 | 5,836 | 4 | 11,839 |
| Total | 406 | 665 | 2,782 | 2,132 | 76 | 289 | 7,191 | 4 | 13,545 |

| Disclosure | Disclosure Title | FY2024 Response |
|---|--|--|
| 405-2 | Ratio of Basic Salary Remuneration of Women to Men | Ratios of the median salaries of women to men at Campbell's U.S. corporate office locations, by salary band, range from 98% to 108%. Each salary band is comprised of different roles within different functions and are not necessarily comparable. |
| Non-discrimination | | |
| 3-3 | Management of Material Topics | Business Ethics ; Code of Business Conduct and Ethics |
| 406-1 | Incidents of Discrimination and Corrective Actions Taken | The company has not been fined or disciplined by the EEOC in the last five fiscal years. |
| Freedom of association and collective bargaining | | |
| 3-3 | Management of Material Topics | Business Ethics ; Code of Business Conduct and Ethics |
| 407-1 | Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk | Campbell's has not identified any operations in which the right to freedom of association and collective bargaining may be at risk and we hold our suppliers accountable to our Responsible Sourcing Supplier Code . |
| Child labor | | |
| 3-3 | Management of Material Topics | Business Ethics ; Code of Business Conduct and Ethics ; Human Rights Principles |
| 408-1 | Operations and Suppliers at Significant Risk for Incidents of Child Labor | Campbell's has not identified any operations at significant risk for incidents of child labor, and we hold our suppliers accountable to our Responsible Sourcing Supplier Code . For more information, please see our Human Rights Principles and Coerced Labor in Supply Chains Statement . |
| Forced or compulsory labor | | |
| 3-3 | Management of Material Topics | Business Ethics ; Code of Business Conduct and Ethics |
| 409-1 | Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor | Campbell's has not identified any operations at significant risk for incidents of forced or compulsory labor and we hold our suppliers accountable to our Responsible Sourcing Supplier Code . For more information, please see our Human Rights Principles and Coerced Labor in Supply Chains Statement . |
| Security practices | | |
| 3-3 | Management of Material Topics | Not Applicable |

| Disclosure | Disclosure Title | FY2024 Response |
|------------------------------------|--|--|
| 410-1 | Security Personnel Trained in Human Rights Policies or Procedures | Not Applicable |
| Rights of indigenous people | | |
| 3-3 | Management of Material Topics | <u>Materiality</u> |
| 411-1 | Incidents of Violations Involving Rights of Indigenous Peoples | There have been no incidents of violations involving rights of indigenous peoples in the reporting period. |
| Local Communities | | |
| 3-3 | Management of Material Topics | <u>Community</u> |
| 413-1 | Operations with Local Community Engagement, Impact Assessments, and Development Programs | <u>Community</u> We have engagement programs in all Campbell's communities. |
| 413-2 | Operations with Significant Actual and Potential Negative Impacts on Local Communities | We have not identified operations with significant actual or potential negative impacts on local communities. |
| Supplier social assessment | | |
| 3-3 | Management of Material Topics | <u>Responsible Sourcing</u> |
| 414-1 | New Suppliers that were Screened Using Social Criteria | Our <u>Responsible Sourcing Supplier Code</u> is available to all suppliers and sets forth the social standards we expect. Further expectations are detailed in our <u>Human Rights Principles</u> . Suppliers may be asked to complete or produce results of a social and environmental compliance self assessment or audit, consistent with Sedex Members Ethical Trade Audit (SMETA), a social and environmental auditing framework, or a similarly recognized authority. |
| 414-2 | Negative Social Impacts in the Supply Chain and Actions Taken | Campbell's links with suppliers on Sedex to assess for social and environmental impacts. If a significant social non-compliance is identified through a SMETA audit, Campbell's expects suppliers to address the non-compliance, either through imminent action, corrective action plan, and/or follow up audit. |
| Public policy | | |
| 3-3 | Management of Material Topics | Not Applicable |

| Disclosure | Disclosure Title | FY2024 Response |
|-----------------------------------|---|--|
| 415-1 | Political Contributions | Not Applicable |
| Customer health and safety | | |
| 3-3 | Management of Material Topics | <u>Our food</u> |
| 416-1 | Assessment of the Health and Safety Impacts of Product and Service Categories | <u>Responsible Pest Management</u> Campbell's engages in pesticide monitoring, including the selection of certain incoming ingredients and suppliers for sampling using a risk-based approach using internal and external data sources on likely residue risk to set sampling frequency. Such testing is conducted in our internal chemical residue testing laboratory. In tomato ingredients, Campbell's number one ingredient type for our legacy brands, we have over a decade of requiring farmer compliance with Campbell's pesticide requirements, which are stricter than U.S. Environmental Protection Agency (EPA) and California EPA standards. Farmer pesticide application reports are monitored, and tomato farmers out of compliance with these requirements cannot harvest their fields for Campbell's. |
| 416-2 | Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services | In FY2024, Campbell's had no Class I or Class II recalls. At USDA's request, we assisted in the execution of BrucePac's October 9, 2024 recall. 62,385 pounds of our product was involved in the BrucePac recall. |
| Marketing and labeling | | |
| 3-3 | Management of Material Topics | <u>Materiality</u> |
| 417-1 | Requirements for Product and Service Information and Labeling | We ensure that 100% of our products provide nutrition information on packaging globally. Our multidisciplinary team of experts follows a rigorous multi-step review process to ensure any claims we make for our products are truthful and not misleading to consumers. In addition to an extensive internal review process, regulatory agencies enforce compliance in our operating markets. At a minimum, we label for energy (calories), total fat, saturated fat, sodium, total carbohydrates, and protein in 100% of our key markets. Most products also include a percentage of recommended daily intakes for nutrients per serving in line with local regulations. We participate in front-of-pack labeling systems mandated by regulations in applicable regions (ex. Central America, Israel). We are implementing front-of-pack labeling to meet the effective date of Canada's new requirements. For consumers who want more information about our food, beyond what we can fit on product packaging, additional information about ingredients, nutrition, and claims is available online on individual brand websites. |
| 417-2 | Incidents of Non-Compliance Concerning Product and Service Information and Labeling | There were no significant incidents of non-compliance concerning product and service information and labeling in FY2024. |
| 417-3 | Incidents of Non-Compliance Concerning Marketing Communications | There were no significant incidents of non-compliance concerning marketing communications in FY2024. |
| Customer privacy | | |
| 3-3 | Management of Material Topics | Not Applicable |
| 418-1 | Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data | Not Applicable |

THE
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COMPANY