

THE *Campbells* COMPANY



High 5

Celebrating excellence: Our annual High 5 Awards

At the end of September, we hosted our annual High 5 Awards Recognition Ceremony.

Why it matters: This is a special night where we recognize our people and their exceptional efforts that drove top-tier performance during the year.

Congratulations to everyone who took home an award! Check out winners from across our supply chain below:

Leadership Champions



Becky Emlet
Dir., P&C, Workforce Management Transformation Hanover, Pa.



Nick Whalen
Manager, Site OpEx Salem, Ore.

Community Champions



Courtney Quisenberry
Dir., Supply Chain, Customer Engagement Camden, N.J.



Jason Duvall
Facilities Manager Hanover, Pa.

Ambassadors of Excellence



Jeannine Gelernt
Executive Assistant Camden, N.J.



Cathy McGee
Executive Assistant Camden, N.J.

Sustainability Champions



Craig Leathers and Chris Millard
Sr. Agricultural Representatives Dixon, Calif.

Safety Champion



Jason Thurman
Manager, EHS Jeffersonville, Ind.



Small Plant of the Year:
Tualatin, Ore.



Medium Plant of the Year:
Salem, Ore.



Large Plant of the Year:
Paris, Texas



Warehouse of the Year:
Pineville, N.C.



Fuel the Business –
Growth Team:
Project FINN



Fuel the Business –
Bottom Line:
Sovos Integration



Innovation Team of the
Year:
Pepperidge Farm Milano White Chocolate

High 5 to our Plants of the Year!

Each of our Plant of the Year winners also hosted celebrations on-site with their teams.

Festivities included catered meals, custom shirts, and raffle prizes like flatscreen TVs and cookware sets!

Congrats to each of these locations for their tremendous efforts and well-deserved recognition!



Small Plant of the Year: Tualatin, Ore.



Medium Plant of the Year: Salem, Ore.



Large Plant of the Year: Paris, Texas

HIGH 5

POWERED BY

Achievers



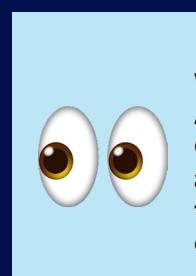
Recognize someone today!

Our new High 5 by Achievers platform lets you award colleagues for a job well-done and redeem points you earn for gift cards, gear, swag and more.

Remember:

- You have 1,500 points each month to award. Use them or lose them.
- Points you receive don't expire.

Scan the QR code and get started today!



Watch out for High 5 by Achievers contests. Our Q1 Get in the Game raffle awarded 1 million points to winners across the company!



EHS Plant of the Year
Jeffersonville, Ind.



ESG Plant of the Year
Milwaukee, Wis.



Quality Plant of the Year
Paris, Texas

High 5 to our F25 Supply Chain Award Winners

At the end of each fiscal year, we host our virtual Supply Chain awards to recognize the accomplishments of our teams across the network in areas like quality, safety, and sustainability.

A huge High 5 to this year's winners!



ESG Project of the Year – Landfill waste reduction
Franklin, Wis.



Engineering Project of the Year – Cooker projects
Napoleon, Ohio

Campbell's earns honorable mention at Redzone Awards

Redzone is our new specialized mobile platform for frontline team collaboration that is currently rolling out to plant floors across the enterprise.

This fall, Team Salem was nominated for several awards at our partner's 11th annual Redzone Awards.

Rachel Moreno- Marak, Packaging Machine Operator, was nominated for **Operator of the Year**, and the whole site was nominated for **Engagement Plant of the Year**, finishing in the Final Four.

High 5 to the team on this incredible accomplishment!



Celebrating our 2025 EHS team award winners

The Environmental, Health and Safety team's annual meeting includes an award ceremony highlighting our teams that go above and beyond upholding our EHS standards.

Join us in congratulating this year's winners:



EHS Leader of the Year:
Matt O'Malley, AVP, Site Operations, Willard & Ashland



EHS Manager of the Year:
Rebecca Becker, Sr. Manager, Site Operations, Milwaukee



EHS Plant of the Year:
Jeffersonville

Thanks to this team for connecting and sharing best practices to help improve our safe behaviors!

Honoring 40+ Years of Dedication in Maxton, Downingtown, and Paris

Three of our sites recently celebrated the dedicated service and extraordinary contributions of a handful of individuals who have worked for Campbell's for over four decades.

Why it matters: Our employees and their commitment to making food that people love is at the core of our success.

Please join us in honoring them for their remarkable accomplishments. Thank you for making history with Campbell's!



Maxton, N.C.

Congratulations to **Randy Jones, Wilson McNeil, Penny Grubbs**, and **Beth Wallace** for their 40+ years of service at Maxton. Special thanks to Beth who retired on her 40th day of service!



Downingtown, Pa.

Pastry Supervisor **Valerie Mendenhall** recently celebrated 40 years of service at the bakery. She held a variety of production roles before entering her current leadership position. A huge thank you to Val, who has been a key player at the site.



Paris, Texas

At Paris' recent Plant of the Year celebration, they recognized 24 team members who reached their 40th year milestone working at Campbell's.

They also honored three individuals who, incredibly, were celebrating 50+ years: **Donnie Huckeba** (57 years), **Kenneth Whitten** (56 years), and **Pat McDowell** (50 years).

Check out the full list of honorees below:

47 Years
Rickey Henry

46 Years
Johnny Cook

45 Years
Dolan Ballard

44 Years
Leslie Bridgers
Jerry Mathis
Cecil Hutchings

43 Years
Nelson Heddlesten

42 Years
Rodney White

40 Years
Daniel Moore

40 Years
Darel Ricks

40 Years
Rickey George

41 Years
David Mauldin

41 Years
Jeff White

41 Years
Marcus Edwards

40 Years
Robert Moore

40 Years
Michael Bush

40 Years
Jimmy Copeland

40 Years
Blas Alvare

40 Years
James Bell

40 Years
Paula Shonebarger

40 Years
David Mauldin

40 Years
Jeff White

40 Years
Marcus Edwards

40 Years
Robert Moore

Introducing Spring Health

We have a new emotional and mental health platform: Spring Health.

Access free mental health and well-being benefits for yourself and your family—including counseling in under two days, emotional well-being support, daily life assistance, and legal services.

Participation in Campbell's medical plans is not required to access this benefit.

Learn more: Visit campbells.springhealth.com

Spring Health

Pepperidge Farm Milano White Chocolate Mango cookies: Sweet sunshine in every bite

It takes two to tango, and it takes two on-trend flavor profiles to mango!

Introducing the newest addition to the Pepperidge Farm Milano White Chocolate lineup: Mango.

While white chocolate is becoming a flavor fave, especially among Millennials, it's been largely absent from the cookie aisle. Same with fruit flavors. Milano White Chocolate Mango cookies marry indulgent white chocolate and lush mango on the signature Milano crisp oval cookies you know and love.

Why it matters: This new flavor is one way we're driving one of our Snacks Big Bets of sustaining momentum in premium indulgence in cookies.

Produced at our Willard, Ohio bakery, this tropical treasure is available nationwide in January 2026.



C-WoW OpEx Kickoffs in Salem, Franklin, and Denver Warehouses

We continue to expand the Operational Excellence (OpEx) program to improve our supply chain and deliver sustainable world-class performance to our warehouses.

We recently launched C-WoW at three more warehouses: Salem, Ore., Franklin, Wis., and Denver, Pa. Learn more about each of these locations:

Salem, Ore.

The Salem warehouse plays a key role in supporting the nearby Salem manufacturing site.

By the numbers: This 24/7 operation spans 215,000 square feet (about 3-1/2 football fields), with capacity for 17,000 pallets and 6 million cases annually.

What's next: The team is focused on optimizing the layout and operations to support future growth.



Salem, Ore.



Franklin, Wis.

The nearby Franklin manufacturing site produces nearly 100M lbs. of 4 of our 8 Snacks Leadership Brands, making excellence in execution by the warehouse team key to the continued growth of these brands.

By the numbers: This 24/7 operation spans 253,000 square feet (about 4-1/2 football fields), with capacity for 17,000 pallets. The team also manages the Automatic Palletizer System, and the Inbound and Outbound activities at the nearby 230,000 square foot plant.

What's next: The Franklin warehouse is focused on optimizing the layout to enable the incorporation of the Butler Depot which will drive network savings.



Denver, Pa.

The Denver warehouse plays a key role in supporting both our Snacks business in the Northeast and fresh bakery throughout the network.

By the numbers: Between the Bakery & Biscuit warehouses, this 24/7 operation spans 76,000 square feet, manages 50,000 Bakery Baskets, and 27 dock doors. The team also manages the Automatic Palletizer System and supports the Bakery Twin-Pack operation located within the Biscuit Warehouse.

What's next: The team is focused on optimizing space for ingredients/packaging, Bakery storage and overall reduction of wasted motion.

Goldfish Seasoned Pretzels spice up the category

The Goldfish family is welcoming something new: Goldfish Seasoned Pretzels!

Two enticing flavors are launching: Goldfish Seasoned Pretzels Honey Mustard, the category's #1 flavor, and Goldfish Seasoned Pretzels Hot Buffalo, the top spicy flavor.

Why it matters: These new crackers help drive another Big Bet to continue our mission to reignite the cracker category, attract new consumers, and become the ultimate all-family snack.

Baked in Franklin, Wis., these bold, satisfying snacks launch nationwide in January 2026.



Campbell's Cares: Giving back across the organization

Our commitment to community is at the heart of who we are at The Campbell's Company. In FY25, we showed up with care, purpose, and a drive to make a lasting impact in our hometowns and beyond.

Here's a glimpse of what we accomplished together:



27,000+

volunteer hours logged across the company



\$1M+

employee donations supporting a range of causes



\$2M+

in Foundation grants fueling change in our hometown communities

Check out some of the latest ways our teams have been giving back:



Maxton, N.C.

Team Maxton recently volunteered at the Annual United Way Day of Caring event across Scotland County, helping with tasks like building picnic tables and an accessibility ramp. The site also collected enough supplies to support 10 local schools at the beginning of the school year.



Napoleon, Ohio

Team Napoleon held their 18th Annual Driving for the Cure golf event, raising \$80,260 for the American Cancer Society, bringing their donation total to more than \$1.5 million to date!



Bloomfield, Conn.

Bloomfield employees **Kashif Blackwood** and **Kenny McGregor** spearheaded a successful clothing and non-perishable food drive to support the victims of Hurricane Melissa in Jamaica.



Charlotte, N.C.

The team in Charlotte came together dressed in pink for a local Breast Cancer Awareness Walk. They also hosted a mobile mammography clinic to emphasize the importance of regular mammograms.



Columbus, Ohio

The team in Columbus recently took part in the 2025 Paint the Town Pink 5K Fun Walk/Run to support local individuals and families undergoing cancer treatment.

Connections & Community at Campbell's

Teams across our network come together to support initiatives for employees and strengthen our presence in our communities. Check out some of the most recent events:



Maxton Health Fair

Maxton hosted over 20 local health vendors, giving employees the chance to connect with wellness experts.



Austin celebrates Hispanic Heritage Month

In October, Team Austin hosted a cookout to celebrate Hispanic Heritage Month. The event included Flamenco and Folklorico dance performances, along with traditional Hispanic dishes.



Napoleon's Souper Spooky Spectacular

Napoleon hosted their second annual family Halloween bash, complete with food trucks, trick-or-treat bag decorating, bouncy houses, and a mobile video game truck.



Hanover Joins Local Christmas Parade

Team Hanover got into the festive spirit representing Campbell's at their local Christmas Parade and took home first place in the parade float competition!



Ashland Trick-or-Treat Event

Team Ashland participated in this year's Downtown Ashland Trick-or-Treat event. The Archway mascot, Archie, made a special appearance and was a big hit as he helped to hand out Nantucket cookies and Goldfish crackers to all the trick-or-treaters.



Franklin's Gives Back with a Turkey Tradition

Each year, Franklin orders turkeys for employees at Thanksgiving. This year, they had extra and donated nearly 20 turkeys to local first responders and the Hunger Task Force, Milwaukee's only free and local food bank!

Catch-a-Coin

Can you get them all?



Saving big on waste & utilities

Efficiently managing our resources not only promotes sustainable practices but can also lead to cost reductions. Check out these recent sustainability initiatives:

Significant utilities savings in Charlotte

The big picture: Using a new Utility Metering and Monitoring System (UMMS) and existing data tools, the Charlotte, N.C. plant is now analyzing electricity, natural gas, and water usage more effectively.

Why it matters: Because of this, the team identified a significant loss in compressed air. They then installed advanced sensors and controls that will save **\$23,000 annually in energy costs and another \$20,000 in maintenance costs!**

Catch all 8: NEW Pokémon x Campbell's collab

Campbell's kicked off soup season in a souper effective way that's bigger, bolder, and more collectible than ever!

We've teamed up with The Pokémon Company to bring fans a fun, flavorful, and nostalgic collaboration. Whether you grew up trading cards or you're discovering these colorful creatures for the first time, this collection of eight limited-edition Campbell's Pokémon soups brings a spark of adventure to your pantry.

Each can is packed with Pokémon-shaped pasta in hearty chicken broth, making every spoonful exciting and delicious. Both on the label and in the pasta shapes, fan-favorite characters come to life, but just like in the world of Pokémon, some are rarer than others. Will you reunite with the ever-iconic Pikachu, Charmander, Squirtle, and Bulbasaur, or score the elusive Mew or Mewtwo can?

Why it matters: This nostalgic limited-edition offer is a fun and creative way to continue to strengthen our positioning in the soup category, a key focus area, especially in eating soups.

Campbell's Pokémon soups are available in stores nationwide and online. So, whether you're a lifelong fan or just here for the hype, keep an eye out and be sure to catch 'em all!



A big thanks to the project team, pictured here from left to right: Charles Mackiewicz, Barry Capuano, Jake Wright, Terry Bollenbecker, Seth Chapman, Daniel Queen. Not pictured: Andrew Pope.

Napoleon soars above waste reduction goal

The big picture: From FY17 to FY25, the Napoleon, Ohio plant reduced its landfill waste by 36%, far surpassing the original goal of 25% by FY25.

Go deeper: The team made some simple but impactful changes including adding central recycling areas with clear labeling to simplify sorting, training employees on processes, and improving partnerships with recycling vendors.

Why it matters: This change has meant:

- **283 fewer trailers** on the road.
- **\$42,450 saved** in light load fees.
- **\$137,762 increase** in revenue from Gaylord tote recycling.

A huge thanks to both of these teams for their hard work and important impact as we look to reach our sustainability commitments and reduce waste costs.



V8 Energy Pear Ginger Drink warms up winter with functional flavor



We're pouring our energy into a bold seasonal twist with a limited time offer: V8 Energy® Pear Ginger.

With winter's approach, people crave rejuvenation, and spiced ingredients such as ginger fulfill that functional need. Paired with pear, a top three winter flavor, this deliciously balanced, on-trend combination delivers 80 mg of caffeine from black and green tea that supports focus and provides steady energy.

Why it matters: This new flavor is just one way we plan to live into our Big Bet to unlock V8 Energy's growth potential!

Crafted at our Napoleon, Ohio, facility, V8 Energy Pear Ginger beverages began shipping in September 2025 to Walmart, Publix, Wakefern, Meijer, and Amazon.

Whether you're tackling errands or kicking back with a mocktail-inspired pick-me-up, V8 Energy Pear Ginger is waiting to help you warm up in seasonal style and bring a welcome burst of energy to every wintry day.



Redzone Liftoff: Sites find success with digital platform

Sites with Redzone, a specialized mobile platform for frontline team collaboration, have been very busy over the last few months implementing the new tool. Check out some of their latest accomplishments:

Downers Grove, Ill.

Downers Grove is the latest site to add Redzone to their location with a successful Go-Live during the first week of November. The team is now in full swing using the platform!

Hanover, Pa.

The Chips and HTC areas of the Hanover plant officially went live on Redzone in mid-September with the Pretzel Packaging area following in October. In just a few months, over 100 team members were trained on how to use the platform. They've been adding the Compliance and Learning modules during the month of December.

Napoleon, Ohio & Salem, Ore.

Our first two pilot sites, Salem and Napoleon, are now entering the second phase of implementation—the Learning Module!

This module offers training directly on the floor with bite-sized training and real-time skill tracking, empowering employees to master machine operations and standard procedures as they work.

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Redzone Learning provides easy access to critical resources, while its mobile and on-demand content ensures that employees have the information they need right at their fingertips.

- Mario Ramirez, Training Lead, Napoleon



The Downers Grove team together on launch day.



The Salem, Ore. team works on the floor with the Redzone Learning Module.

Franklin, Wis.

Team Franklin is next in line to add the platform to their site. They have been busy working with the Connected Factory and IT teams to complete signal mapping and ensure they are ready to launch in January!

Charlotte, NC

Team Charlotte is also preparing for their Redzone launch the week of February 23. They've been working hard to ensure signals are ready, change management is in place, and everything is set for a successful launch!

All our teams are progressing well and have been seeing the value of the platform in action.



The Campbell's Company
1 Campbell Place
Camden, NJ 08103



Catch the last chance to win!

Our Catch-a-Can Sweepstakes may be closed, but you could still win a limited-edition, not-sold-in-stores can of Pewter City Special Stew! Be one of the lucky few owners of this special can.



Scan the QR code for your chance to win!



Congratulations to last edition's winner of our V8 Energy Owala water bottle and new V8 Energy drink mixes—Victoria Locklear in Maxton, N.C.!

