

# THE *Campbell's* COMPANY



# GRI Index

GRI Index

Disclosure	Disclosure Title	FY2025 Response
<b>General disclosures</b>		
2-1	Organizational Details	<p>The Campbell's Company</p> <p>Public company trades on the Nasdaq Stock Market under ticker symbol CPB</p> <p><a href="#">FY2025 Form 10-K</a></p> <p>Headquartered in Camden, New Jersey since 1869</p> <p><a href="#">Subsidiary List</a></p>
2-2	Entities Included in the Organization's Sustainability Reporting	<a href="#">Company overview</a>
2-3	Reporting Period, Frequency, and Contact Point	<p>We are reporting on fiscal 2025 (July 29, 2024-August 3, 2025). Reporting period aligns with financial reporting, unless otherwise specified. Environmental metrics reflect calendar months (August 1, 2024-July 30, 2025) due to billing cycles.</p> <p>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: <a href="mailto:csr_feedback@campbellsoup.com">csr_feedback@campbellsoup.com</a>.</p>

Disclosure	Disclosure Title	FY2025 Response
2-4	Restatements of Information	<p>Fiscal 2024 fuel use was restated to include additional sources (fuel cell), resulting in an increase of 2%. The change is applied prospectively.</p> <p>We updated our calculation methodologies for the following metrics on a prospective basis, beginning fiscal 2025:</p> <ul style="list-style-type: none"> <li>• For emissions related to Scope 1, we improved our data gathering capabilities to include additional mobile combustion sources (fleet and jet), additional fugitive sources (refrigerants), and adjusted our estimation methodology for natural gas. These changes, in the aggregate, resulted in a less than 1% increase in total Scope 1 emissions.</li> <li>• For Scope 3 category 1 purchased goods and services, we expanded the use of weight-based emission factors (from 80% to 96% of total category 1 emissions) and improved the specificity of ingredient emissions factors. These changes, primarily impacting activity from ingredients and finished product, are responsible for the 18% increase in this category relative to fiscal 2024.</li> <li>• For Category 4 upstream transportation and distribution, we improved key assumptions and updated emission factors, resulting in an estimated 11% decrease in this category relative to fiscal 2024.</li> <li>• For Category 12 end-of-life treatment of sold products, we improved packaging emission factors, nearly doubling the estimated emissions in this category relative to fiscal 2024.</li> <li>• For the waste metrics, our third-party waste management partner expanded coverage to all manufacturing sites and key distribution hubs. In an effort to improve our waste to landfill measures, this allowed our sites in many cases to transition from waste estimates to waste weights and report more accurate volumes. This change is prospective as we improve our waste accounting.</li> <li>• For our nutrition metrics, we are updating our nutrition profiling system and category guidelines to align with evolving and increasingly rigorous nutrition standards and consumer expectations. Our metrics reflect our latest Nutrition Focused Foods criteria and Guidelines for Product Development as of report publishing.</li> <li>• Our Supplier's Social and Environmental Responsibility Audit results reflect our strengthened audit review of open issues and corrective actions.</li> </ul>
2-5	External Assurance	<p>We completed third-party limited assurance consistent with guidance provided by ISO 14064-3 of our fiscal 2025 Scope 1 and Scope 2 GHG emissions. We also completed limited assurance of our water withdrawal, water discharge, and waste by disposal method for fiscal 2025.</p> <p>The assurance statement can be found at <a href="https://www.thecampbellscompany.com/our-impact/reports-and-policies/">https://www.thecampbellscompany.com/our-impact/reports-and-policies/</a></p>
2-6	Activities, Value Chain, and Other Business Relationships	<a href="#">FY2025 Form 10-K</a>

Disclosure	Disclosure Title	FY2025 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>13,527</td> <td>13,385</td> <td>142</td> <td>9,482</td> <td>4,045</td> <td>8,351</td> <td>5,168</td> <td>8</td> </tr> <tr> <td>Canada</td> <td>161</td> <td>161</td> <td>0</td> <td>0</td> <td>161</td> <td>66</td> <td>95</td> <td>0</td> </tr> <tr> <td>Mexico</td> <td>35</td> <td>35</td> <td>0</td> <td>0</td> <td>35</td> <td>12</td> <td>23</td> <td>0</td> </tr> <tr> <td><b>Total</b></td> <td><b>13,723</b></td> <td><b>13,581</b></td> <td><b>142</b></td> <td><b>9,482</b></td> <td><b>4,241</b></td> <td><b>8,429</b></td> <td><b>5,286</b></td> <td><b>8</b></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	13,527	13,385	142	9,482	4,045	8,351	5,168	8	Canada	161	161	0	0	161	66	95	0	Mexico	35	35	0	0	35	12	23	0	<b>Total</b>	<b>13,723</b>	<b>13,581</b>	<b>142</b>	<b>9,482</b>	<b>4,241</b>	<b>8,429</b>	<b>5,286</b>	<b>8</b>
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2-8	Workers Who Are Not Employees	In fiscal 2025, Campbell's had 5,390 contractors.																																																						
2-9	Governance Structure and Composition	<a href="#">Governance &amp; ethics</a>																																																						
2-10	Nomination and Selection of the Highest Governance Body	<a href="#">2025 Proxy Statement</a>																																																						
2-11	Chair of the Highest Governance Body	<a href="#">2025 Proxy Statement</a>																																																						
2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	<a href="#">2025 Proxy Statement</a>																																																						
2-13	Delegation of Responsibility for Managing Impacts	<a href="#">2025 Proxy Statement</a>																																																						
2-14	Role of the Highest Governance Body in Sustainability Reporting	<a href="#">2025 Proxy Statement</a>																																																						
2-15	Conflicts of Interest	<a href="#">2025 Proxy Statement</a>																																																						
2-16	Communication of Critical Concerns	<a href="#">2025 Proxy Statement</a>																																																						
2-17	Collective Knowledge of the Highest Governance Body	<a href="#">2025 Proxy Statement</a>																																																						
2-18	Evaluation of the Performance of the Highest Governance Body	<a href="#">2025 Proxy Statement</a>																																																						
2-19	Remuneration Policies	<a href="#">2025 Proxy Statement</a>																																																						
2-20	Process to Determine Remuneration	<a href="#">2025 Proxy Statement</a>																																																						
2-21	Annual Total Compensation Ratio	<a href="#">2025 Proxy Statement</a>																																																						
2-22	Statement on Sustainable Development Strategy	<a href="#">A letter from our CEO</a>																																																						
2-23	Policy Commitments	<a href="#">Policies on Our Impact site</a>																																																						

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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 EVP, General Counsel & Corporate Secretary, and Chief Enterprise Transformation Officer respectively. Responsibility for embedding our <a href="#">Code of Business Conduct and Ethics</a> sits with our Corporate Compliance and Ethics team, which reports to our EVP General Counsel & Corporate Secretary. For our <a href="#">Responsible Sourcing Supplier Code</a> , 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	<a href="#">Code of Business Conduct and Ethics</a> ; Anyone inside or outside of Campbell's who has a concern may contact the Integrity Hotline at 800-210-2173 or online at <a href="http://campbells.ethicspoint.com">campbells.ethicspoint.com</a> .
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 VelocityEHS. The VelocityEHS system is used at all of our facilities and is the backbone of our overall compliance monitoring. The VelocityEHS 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 VelocityEHS 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 the portion of our trade association dues attributed to lobbying and related memberships with annual dues exceeding \$10,000 in our Political Accountability Guidelines available on our <a href="#">investor website</a> .

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2-29	Approach to Stakeholder Engagement	<p>We engage with our key stakeholder groups through a combination of ongoing, business-integrated interactions as well as targeted engagement activities.</p> <p>We regularly engage consumers and customers through product feedback, customer service channels, marketing insights, and retail and foodservice partnerships to inform product quality, nutrition, packaging, and responsible marketing practices. Engagement with employees occurs continuously through surveys, town halls, training, and employee resource groups, with a focus on safety, well-being, inclusion, and talent development. We engage investors through routine earnings calls, investor meetings, and other direct engagement to discuss topics like strategy, governance, climate, and talent management. Supplier engagement is embedded in our procurement and supply chain processes, including onboarding, audits, assessments, and collaborative partnerships focused on responsible sourcing, human rights, and environmental performance.</p> <p>We undertake more targeted engagement with communities and non-governmental organizations through philanthropic partnerships, community programs, advocacy dialogue, trade associations, and issue-specific collaboration, on topics such as food access, community resilience, packaging, animal welfare, sustainable agriculture, and health and wellness. Insights from these engagement activities are considered in our strategy and corporate responsibility priorities.</p>
2-30	Collective Bargaining Agreements	12% of our workforce is unionized or covered by collective bargaining agreements.
<b>Material topics</b>		
3-1	Process to Determine Material Topics	We identify the environmental, social, and governance topics that most affect our business and society through a materiality assessment. The assessment informs the direction of our corporate responsibility strategy, ensuring that our programs help us meet both strategic business objectives and other priorities. These issues inform our sustainability strategy to drive lasting impact across our four sustainability pillars: Trusted Food, Vibrant Communities, Thriving People, and Healthy Environment.
3-2	List of Material Topics	<b>Materiality</b>
3-3		We respond to the management of material topics at the topic level.
<b>Biodiversity</b>		
3-3	Management of Material Topics	We consider biodiversity to be embedded within sustainable agriculture and our Scope 3 Climate programs. To expand on this in fiscal 2025, we performed a biodiversity screening in accordance with the LEAP Framework to identify locations in our direct operations and value chain with potential baseline biodiversity risks.
101-4	Sites and Products and Services in Supply Chain That Have the Most Significant Actual and Potential Impacts on Biodiversity	Using the WWF Biodiversity Risk Filter, which considers factors like water stress, extreme heat, invasive species, deforestation, and land-use change, we identified potential hotspots for further analysis. Many of these hotspots, like water scarcity at select manufacturing sites and deforestation or extreme heat risks in select ingredient sourcing locations, are considerations in our agriculture and climate strategies and roadmaps. We plan to build on this analysis as we work to further integrate biodiversity into our programming.
101-6	Direct Drivers of Biodiversity Loss	Campbell's does not currently collect this information.

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101-7	Changes to the State of Biodiversity	Campbell's does not currently collect this information.
101-8	Ecosystem Services and Beneficiaries Affected or Potentially Affected	Campbell's does not currently collect this information.
<b>Economic performance</b>		
3-3	Management of Material Topics	<a href="#">FY2025 Form 10-K</a> ; <a href="#">2025 Proxy Statement</a>
201-1	Direct Economic Value Generated and Distributed	<a href="#">FY2025 Form 10-K</a> ; <a href="#">2025 Proxy Statement</a>
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	<a href="#">FY2025 Form 10-K</a> ; <a href="#">2025 Proxy Statement</a> ; <a href="#">Climate Risk Disclosure</a>
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	<a href="#">FY2025 Form 10-K</a> ; <a href="#">2025 Proxy Statement</a>
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.
<b>Indirect economic impacts</b>		
3-3	Management of Material Topics	<a href="#">Our communities</a>
203-1	Infrastructure Investments and Services Supported	<a href="#">Our communities</a>
203-2	Significant Indirect Economic Impacts	<a href="#">Our communities</a>
<b>Procurement practices</b>		
3-3	Management of Material Topics	<a href="#">Responsible sourcing</a> Our Responsible Sourcing Supplier Code forms the foundation of our responsible sourcing program. Developed through collaboration between the Procurement, Legal, and Corporate Responsibility and Sustainability teams, the Code outlines our expectations for suppliers to operate ethically, safely, and sustainably. It contains specific requirements and prohibitions related to human rights, animal welfare, environmental practices, and other topics.
204-1	Proportion of Spending on Local Suppliers	We do not currently track this data.
<b>Anti-corruption</b>		
3-3	Management of Material Topics	<a href="#">Code of Business Conduct and Ethics</a> ; <a href="#">Business Ethics</a>
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.

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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 <a href="#">Code of Business Conduct and Ethics</a> and biennial training on anti-bribery and corruption. Hourly employees are also provided Code training. All employees receive regular messaging about <a href="#">Campbell's Integrity Hotline</a> , 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.
<b>Anti-competitive behavior</b>		
3-3	Management of Material Topics	<a href="#">Code of Business Conduct and Ethics</a> ; <a href="#">Business Ethics</a>
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.
<b>Materials</b>		
3-3	Management of Material Topics	<a href="#">Current goals and performance</a> ; <a href="#">Packaging</a> By weight, the vast majority of our packaging, like soup cans and cardboard containers, is already recyclable through standard curbside and industrial recycling. We have several enterprise goals to drive additional progress on packaging recyclability, prioritizing new formats, increasing recycled content, and advancing recycling infrastructure more broadly.
301-1	Materials Used by Weight or Volume	<a href="#">Packaging</a>
301-2	Recycled Input Materials Used	<a href="#">Packaging</a>
301-3	Reclaimed Products and Their Packaging Materials	We do not have any reclaimed products.
<b>Energy</b>		
3-3	Management of Material Topics	<a href="#">Climate Change and Energy</a> ; <a href="#">Environmental Sustainability Policy</a> ; <a href="#">Policies on Our Impact site</a> In 2022, we set Science-Based Targets (SBT) to reduce greenhouse gas emissions across Scopes 1, 2, and 3 and have been working to implement strategies and plans to achieve the goals. We recognize that, like most food companies, the majority of our greenhouse gas footprint occurs in our supply chain. To address these Scope 3 emissions, we are working closely with suppliers to identify and realize reduction opportunities. We are also exploring reductions through our logistics strategies, cost savings measures, packaging changes, and other efforts. We expect our sustainable agriculture work to contribute as well.
302-1	Energy Consumption Within the Organization	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Energy and Emissions</a>

Disclosure	Disclosure Title	FY2025 Response
302-2	Energy Consumption Outside of the Organization	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Energy and Emissions</a> Campbell's discloses emissions associated with energy consumption outside of the organization as it is directly related to our science-based target.
302-3	Energy Intensity	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Energy and Emissions</a> Campbell's defines intensity as Energy Use/Metric Ton of Food Produced.
302-4	Reduction of Energy Consumption	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Energy and Emissions</a>
302-5	Reductions in Energy Requirements of Products and Services	Campbell's does not sell any products or services involving energy requirements.
<b>Water and effluents</b>		
3-3	Management of Material Topics	<a href="#">2025 CDP Response</a> Water is a critical input into the production processes at our manufacturing sites and for our agricultural ingredients. We make efforts to reduce the water used under our direct control and work with growers to promote better irrigation practices. We look for opportunities to reuse water in our plants to reduce our overall water usage. We also assess our operations by location to understand baseline water risk. In fiscal 2025, we have expanded our focus beyond our direct operations and committed to contribute to improved watershed health in high-risk watersheds.
303-1	Interactions with Water as a Shared Resource	<a href="#">2025 CDP Response</a>
303-2	Management of Water Discharge-Related Impacts	<a href="#">2025 CDP Response</a>
303-3	Water Withdrawal	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Water use</a>
303-4	Water Discharge	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Water use</a>
303-5	Water Consumption	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Water use</a>
<b>Emissions</b>		
3-3	Management of Material Topics	<a href="#">Climate Change and Energy</a> ; <a href="#">Environmental Sustainability Policy</a>
305-1	Direct (Scope 1) GHG Emissions	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Greenhouse gas emissions</a>
305-2	Energy Indirect (Scope 2) GHG Emissions	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Greenhouse gas emissions</a>
305-3	Other Indirect (Scope 3) GHG Emissions	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Greenhouse gas emissions</a>
305-4	GHG Emissions Intensity	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Greenhouse gas emissions</a> Campbell's defines intensity as Greenhouse Gas (GHG) Emissions/Metric Ton of Food Produced.

Disclosure	Disclosure Title	FY2025 Response
305-5	Reduction of GHG Emissions	<a href="#">2025 CDP Response</a> ; <a href="#">Data Table: Greenhouse gas emissions</a>
305-6	Emissions of Ozone-Depleting Substances (ODS)	Not tracked at enterprise level.
305-7	Nitrogen Oxides (NO <sub>x</sub> ), Sulfur Oxides (SO <sub>x</sub> ), and Other Significant Air Emissions	Not tracked at enterprise level.
<b>Waste</b>		
3-3	Management of Material Topics	<a href="#">Operational efficiency</a> Reducing waste sent to landfill is an important part of ensuring we operate sustainably and contribute to a circular economy. At all of our manufacturing sites, as well as major distribution and warehouse facilities, we have partnered with a third party to help us identify alternative ways to divert waste away from landfill. We are also focusing on employee training and awareness around the importance of waste separation at our manufacturing plants to reduce material going to landfill. We work directly with community partners and suppliers to reduce food waste in our facilities and on farms by donating excess food to food banks, soup kitchens, and shelters. Food waste that is not fit for donation is downcycled into animal feed, compost, biogas, and more.
306-1	Waste Generation and Significant Waste-Related Impacts	<a href="#">Packaging</a> ; <a href="#">Waste</a>
306-2	Management of Significant Waste-Related Impacts	<a href="#">Operational efficiency</a>
306-3	Waste Generated	<a href="#">Data table: Waste generation</a>
306-4	Waste Diverted from Disposal	<a href="#">Data table: Waste generation</a>
306-5	Waste Directed to Disposal	<a href="#">Data table: Waste generation</a>
<b>Supplier environmental assessment</b>		
3-3	Management of Material Topics	<a href="#">Responsible Sourcing</a> ; <a href="#">Responsible Sourcing Supplier Code</a>
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.
<b>Employment</b>		
3-3	Management of Material Topics	<a href="#">Our people</a>

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401-1	New Employee Hires and Employee Turnover	We report our hires and terminations during the fiscal year by staff level, gender, and race/ethnicity. <a href="#">Employment Information</a>
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, 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, matching grants for non-profit donations, 401(k) savings plans with up to a 7% match, 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. Our Ways to Well-being directory of assets is also available to provide support for life inside and outside of work across five areas - mental, physical, financial, career, and team. All employees can access resources, such as professional counseling sessions, fitness discounts, and financial planning webinars, through this holistic program that makes well-being a priority.  In fiscal 2025, we supported employees with \$860K of tuition reimbursement.
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.
<b>Labor/management relations</b>		
3-3	Management of Material Topics	<a href="#">Our people</a>
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.
<b>Occupational health and safety</b>		
3-3	Management of Material Topics	<a href="#">Our people</a>
403-1	Occupational Health and Safety Management System	<a href="#">Our people</a>
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	<a href="#">Our people</a>
403-3	Occupational Health Services	<a href="#">Our people</a>
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.

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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 computerled and instructor-led. Training frequency varies by training topic, with some conducted annually, like confined spaces, conveyor safety, ergonomics, fall protection, and lockout tagout, among others. 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	<a href="#">Our people</a>
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	<a href="#">Our people</a>
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	<a href="#">Data table: Occupational health and safety</a>
403-10	Work-related Ill Health	<a href="#">Data table: Occupational health and safety</a>
<b>Training and Education</b>		
3-3	Management of Material Topics	<a href="#">Our people</a>
404-2	Programs for Upgrading Employee Skills and Transition Assistance Program	<a href="#">Our people</a>
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	All salaried employees receive annual performance evaluations.
<b>Diversity and equal opportunity</b>		
3-3	Management of Material Topics	<a href="#">Code of Business Conduct and Ethics</a> ; <a href="#">Our people</a>
405-1	Diversity of Governance Bodies and Employees	<a href="#">2025 Proxy Statement</a> For more information, see our <a href="#">Equal Employment Opportunity (EEO-1) Statement</a> .
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 104%. Each salary band is comprised of different roles within different functions and are not necessarily comparable.
<b>Non-discrimination</b>		
3-3	Management of Material Topics	<a href="#">Code of Business Conduct and Ethics</a> ; <a href="#">Business Ethics</a>
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.

Disclosure	Disclosure Title	FY2025 Response
<b>Freedom of association and collective bargaining</b>		
3-3	Management of Material Topics	<a href="#">Code of Business Conduct and Ethics</a> ; <a href="#">Business Ethics</a>
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 <a href="#">Responsible Sourcing Supplier Code</a> .
<b>Child labor</b>		
3-3	Management of Material Topics	<a href="#">Human Rights Principles</a> ; <a href="#">Code of Business Conduct and Ethics</a> ; <a href="#">Business Ethics</a>
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 <a href="#">Responsible Sourcing Supplier Code</a> . For more information, please see our <a href="#">Human Rights Principles</a> and <a href="#">Coerced Labor in Supply Chains Statement</a> .
<b>Forced or compulsory labor</b>		
3-3	Management of Material Topics	<a href="#">Code of Business Conduct and Ethics</a> ; <a href="#">Business Ethics</a>
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 <a href="#">Responsible Sourcing Supplier Code</a> . For more information, please see our <a href="#">Human Rights Principles</a> and <a href="#">Coerced Labor in Supply Chains Statement</a> .
<b>Rights of indigenous people</b>		
3-3	Management of Material Topics	<a href="#">Materiality</a>
411-1	Incidents of Violations Involving Rights of Indigenous Peoples	Campbell's has not identified any violations involving rights of indigenous peoples in the reporting period.
<b>Local Communities</b>		
3-3	Management of Material Topics	<a href="#">Our communities</a>
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	<a href="#">Our communities</a>
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.
<b>Supplier social assessment</b>		
3-3	Management of Material Topics	<a href="#">Responsible sourcing</a>

Disclosure	Disclosure Title	FY2025 Response
414-1	New Suppliers that were Screened Using Social Criteria	<p><b><u>Human Rights Principles; Responsible Sourcing Supplier Code</u></b></p> <p>Our Responsible Sourcing Supplier Code is available to all suppliers and sets forth the social standards we expect. Further expectations are detailed in our Human Rights Principles, available at <a href="https://www.campbellsoupcompany.com/suppliers/">https://www.campbellsoupcompany.com/suppliers/</a>. 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.</p>
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	<p>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.</p>
<b>Customer health and safety</b>		
3-3	Management of Material Topics	<p><b><u>Food safety and quality</u></b></p> <p>Food safety and quality are top priorities. We rigorously assess our operations, ingredients, and products according to standards set by the Global Food Safety Initiative (GFSI), a consortium of food safety experts working to harmonize industry standards. We ensure product quality by evaluating quality attributes both online and offline, including taste testing. Our team takes a proactive approach to food safety and quality through our comprehensive Quality Management System (QMS). The QMS represents our collective policies and procedures, which help ensure that our products are safe, of high quality, and deliver on consumer expectations. Our team has expertise across many disciplines, including sanitation, microbiology, toxicology, and chemistry. Our broad expertise and ability to conduct testing in-house supports quicker problem solving and innovation. Our testing labs also assess ingredients from suppliers to ensure their facilities and ingredients meet our high standards.</p> <p>Beyond the work we do internally and with suppliers, we engage with external academic, regulatory, and industry groups to exchange best practices in food safety. We are members of the Food Allergy Research and Resource Program, the Association for Sustainable Food Safety, the Institute for the Advancement of Food and Nutrition Sciences and other industry benchmarking programs.</p> <p>Additionally, our team ensures that our products meet high standards. Inspections are completed by our Quality, R&amp;D, and Sensory teams for appearance, taste, texture, and packaging integrity.</p>

Disclosure	Disclosure Title	FY2025 Response
416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	<p><b>Responsible Pesticide Management</b></p> <p>For our tomatoes grown in the U.S., 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.</p>
416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	In fiscal 2025, Campbell's issued no Class I or Class II recalls.
<b>Marketing and labeling</b>		
3-3	Management of Material Topics	<b>Materiality</b>
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 fiscal 2025.
417-3	Incidents of Non-Compliance Concerning Marketing Communications	There were no significant incidents of non-compliance concerning marketing communications in fiscal 2025.

# THE *Campbell's* COMPANY

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## About this report

This report covers The Campbell's Company's sustainability initiatives and performance for fiscal year 2025, spanning July 29, 2024 through August 3, 2025. Unless otherwise noted, data and initiatives reflect Campbell's operations including Sovos Brands, Inc. Integration of Sovos Brands into Campbell's sustainability strategies and targets is underway, with alignment of standards, documentation, and policies ongoing throughout the reporting period.

## Cautionary note

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 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 forward-looking 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.