Campbell's

Delivering on our Purpose

2023 CORPORATE RESPONSIBILITY DATA UPDATE

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 2022 fiscal year, spanning August 2, 2021 through July 31, 2022. 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 in reference with the Global Reporting Initiative (GRI) Standards: Core Option. This report also includes some content that addresses comprehensive level GRI disclosures. 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 Task Force on Climate-related Financial Disclosure (TCFD) Index. Our GRI Content Index, and SASB and TCFD disclosures are available in the appendix of this report and on our website. We have engaged with Apex Companies, LLC to provide limited assurance in relation to specific fiscal 2022 environmental and nutrition 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 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.

| ESG Goals | Scorecard | Strategic Memberships & Affiliations | GRI | SASB | UN Global Compact | TCFD |

Alignment of ESG Priorities with SDGs

We've organized our ESG framework into four key pillars: trusted food, vibrant communities, thriving people, and healthy environment—all supported by our corporate ethics and governance. The priorities within these pillars align with many of the United Nations 17 Sustainable Development Goals (UN SDGs), which are designed to serve as a blueprint to achieve a better and more sustainable future for all by 2030.

This holistic approach was co-created with colleagues across the company which will enable us to better integrate sustainability throughout our business.

We are using our new framework as the reporting basis for this report.

Trusted Food

We believe food should be safe, affordable, and prepared with care—food people can feel good about eating. At Campbell, we make delicious, wholesome, accessible food people rely on every day, made with quality ingredients they can trust.

SDG Alignment

Goal 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

Vibrant Communities

We believe in connecting people and strengthening the communities where our food is made and our ingredients are grown. To deliver on that belief, we're helping to build vibrant communities where we live and work, and we're sourcing our ingredients with care, so the people we depend on can enjoy brighter futures.

SDG Alignment

Goal 1: End poverty in all its forms everywhere

Goal 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Goal 10: Reduce inequality within and among countries

Goal 11: Make cities and human settlements inclusive, safe, resilient, and sustainable

Goal 12: Ensure sustainable consumption and production patterns

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

Thriving People

We believe in fostering a safe and diverse workplace where all employees are empowered to thrive. That's why we are creating an inclusive, high-performing culture where all employees feel safe, valued, and supported with fulfilling opportunities to do their best work.

SDG Alignment

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Goal 5: Achieve gender equality and empower all women and girls

Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

Goal 10: Reduce inequality within and among countries

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels

Healthy Environment

We believe in food from farms that nurture the land, and that are made and packaged in ways that conserve natural resources to create a sustainable future for generations to come. That's why we work toward a healthier environment from field to factory to families, promoting sustainable ecosystems and a positive impact every day.

SDG Alignment

Goal 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture

Goal 6: Ensure availability and sustainable management of water and sanitation for all

Goal 7: Ensure access to affordable, reliable, sustainable, and modern energy for all

Goal 12: Ensure sustainable consumption and production patterns

Goal 13: Take urgent action to combat climate change and its impacts

Goal 15: Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

Governance and Ethics

Our commitment to act with integrity is the foundation of everything we do at Campbell. Our strong governance practices ensure that we do what's right, not only for our business but for our people and the communities around us.

Goal 10: Reduce inequality within and among countries

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels

ESG Goals

Category	Target	Progress
TRUSTED FOOD		
Animal Welfare	Source 100% cage-free eggs by the end of CY2025	See our Animal Welfare Addendum and Guidelines
	Source 100% gestation crate-free pork by the end of CY2022	
	Advance the welfare of broiler chickens in partnership with our suppliers to source chicken meat from birds that have been raised in improved environments, including litter and enrichments, by the end of CY2024	
VIBRANT COMMUNITIES		
Community	Increase food access for 100,000 residents in Campbell communities[1] by FY2025	58,393
	Provide nutrition education to 50,000 people to encourage healthy living in Campbell communities by FY2025	28,766
	Invest $5 million to improve the school food environment for children by FY2025	$2,972,800
	Engage 70% of Campbell employees in community-based activities by FY2025	28%
	Contribute 75,000 traditional and skills-based employee volunteer hours across Campbell's footprint to increase the capacity of our community partners by FY2025	23,194
Responsible Sourcing	By FY2025, responsibly source 100% of priority raw materials	98%
	By FY2025, 100% of priority raw materials are traceable to country of origin	100%
	Increase spend with diverse suppliers by 25% by FY2023	**Goal achieved; we continue to make progress in this area.**
THRIVING PEOPLE		
Safety	Achieve 3% decrease in reportable and lost time incidents per year	
	Reportable incidents	+19%
	Lost time accidents	+76%

[1] Campbell communities are communities where the company has operations, including corporate offices, manufacturing facilities, and major sales offices.

Campbell's

ESG Goals

Category	Target		Progress
HEALTHY ENVIRONMENT			
Climate	Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions 42% by FY2030 from a FY2020 base year and reduce absolute Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution 25% within the same time frame		**Scope 1 and 2: -2%**
			Scope 3[2]: -0.5%
Agriculture	Source 50% (by volume) of each plant-based priority ingredient from suppliers engaged in an approved sustainable agriculture program by FY2025[3]	Almonds	33%
		Cashews	19%
		Potatoes	100%
		Tomatoes	95%
		Wheat	32%
Water	Reduce water use by 20% on an absolute basis by FY2025, as compared to FY2017		**+5%**
Waste	Reduce the amount of waste sent to landfills by 25%, on an absolute bases by FY2025, as compared to FY2017		**+69%**
	Reduce food waste by 50% on an absolute basis by FY2030, as compared to FY2017		**-18%**
Packaging	Transition 100% of packaging to recyclable or industrially compostable designs and materials by CY2030		**96%**
	Increase the use of post-consumer recycled content and incorporate 25% post-consumer recycled content into polyethylene terephthalate (PET) bottles by CY2030[4]	Aluminum	**70%**
		Corrugate	**38%**
		Glass	**35%**
		Steel	**35%**
		Plastic	**0%**
	Drive increases in recycling rates through standardized on-pack labeling by including the How2Recycle label on 100% of packaging by CY2022[5]		**Meals & Beverage Division: 75%**
			Snacks Division: 84%
	Expand access to recycling and advance the development of collection and recycling infrastructure by building and investing in partnerships with peers and industry groups		[Strategic Memberships and Affiliations](#) and academia

[2] Our Scope 3 Science Based Target focuses on emissions from Categories 1 and 4: Purchased Goods and Services and Upstream Transportation and Distribution.

[3] In alignment with tomato and potato, progress for wheat, almond, and cashew is now calculated based on annually updated volumes for those ingredients. Reported potato and tomato volumes are sourced directly from Campbell growers. For reported volumes of other ingredients, we calculate progress using a mass balance approach.

[4] This reporting is based on industry averages for all substrates excluding plastic.

[5] How2Recycle scope is for North America.

Scorecard

| ESG Goals | Scorecard | Strategic Memberships & Affiliations | GRI | SASB | UN Global Compact | TCFD |

Trusted Food	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Nutrition						
Total Products with Reduced Negative Nutrients (revenue in millions)	$6,115	$6,096	$7,102	$7,724	$7,476	**$7,635**
Total Products with Reduced Negative Nutrients (revenue/total revenue)	59%	59%	68%	70%	72%	**72%**
Total Products with Increased Positive Nutrients (revenue in millions)	$3,250	$3,145	$2,751	$3,232	$3,132	**$2,967**
Total Products with Increased Positive Nutrients (revenue/total revenue)	32%	30%	26%	29%	30%	**28%**
% of Products and Sales Are From Our Nutrition Focused Foods[1]					56% of products, representing 52% of sales	**52% of products, representing 52% of sales**
% of M&B Products Provide at Least a Half Serving of Vegetables[1]					45%	**51%**
% of Snacks Products Provide <200 Calories Per Serving[1]					88%	**88%**
Average Cost of Nutrition Focused Foods (NFF) Per Serving, Compared to Entire Portfolio[1]					$0.62 (NFF), $0.65 (overall portfolio average)	**$0.58 (NFF), $0.65 (overall portfolio average)**
% of M&B Products that Meet at Least One Federal Nutrition Program Criteria[1]					71%	**72%**
% of M&B Family Meal Recipes that Cost $3 or Less Per Serving[1]					53%	**54%**
% of Portfolio that Meet Our Nutrition Guidelines for Product Development[1]					69% of products, representing 65% of sales	**68% of products, representing 69% of sales**

[1] New metric added in FY2021 due to updated Nutrition strategy.

Scorecard

Trusted Food	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Animal Welfare						
Cage-Free Eggs	12%	16%	11%	10%	11%	See our Animal Welfare Addendum and Guidelines
Gestation Crate-Free Pork	21%	57%	18%	16%	17%	
Higher Broiler Chicken Welfare					Litter: 13% Enrichments: 13%	
Global Animal Partnership (GAP) Step 2 Chicken for Pacific Foods				75%	76%	

Scorecard

Vibrant Communities	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Community						
Total Giving (USD in millions)	$61.9	$54.4	$64.2	$55.9	$54.2	**$56.4**
In-Kind Giving[1]	$53.2	$49.5	$59.9	$49.3	$48.8	**$51.5**
Foundation Giving	$2.2	$2.1	$1.9	$1.8	$3.1	**$2.7**
Corporate Contributions	$2	$1.8	$2.4	$4.9	$2.3	**$2.2**
Residents with Increased Food Access[3, 4]				-	49,640	**8,753**
Residents Provided with Nutrition Education[3]				18,503	9,083	**1,180**
School Food Investment[3]				$ 865,000	$ 1,030,800	**$ 1,077,000**
% Campbell Employees Engaged[2]				11%	21%	**28%**
Traditional and Skills-based Employee Volunteer Hours[3]				7,079	6,354	**9,761**

[1] In-Kind Giving is defined as total product donations.

[2] Data are cumulative.

[3] Reporting change to show incremental progress for FY22 and prior.

[4] FY2021 number includes data from a food access program that spanned both FY2020 and FY2021, and was therefore reported only in FY2021 to avoid duplication.

Scorecard

Vibrant Communities	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Responsible Sourcing						
Priority Raw Materials Responsibly Sourced[1]			83%	92%	99%	**98%**
Responsibly Sourced by Priority Raw Material						
Almonds				86%	100%	**100%**
Cashews				1%	100%	**100%**
Cheese				21%	100%	**100%**
Chicken				64%	100%	**100%**
Chocolate				0%	99.8%	**99.8%**
Palm Oil				19%	100%	**100%**
Paper Packaging				91%	100%	**100%**
Potatoes				92%	100%	**99.9%**
Tomatoes				98%	94%	**96%**
Wheat				97%	99.7%	**100%**
Priority Raw Materials Traceable to Country of Origin			89%	93%	100%	**100%**
Roundtable on Sustainable Palm Oil (RSPO) Certified Palm Oil	100%	100% for Campbell, Still Integrating Snyder's-Lance	100% for Campbell Legacy Brands; <1% for Snyder's-Lance Brands	100% for Campbell Legacy Brands; <1% for Snyder's-Lance Brands	100%	**100%**

[1] Responsibly Sourced means the supplier has:

- Acknowledged compliance to and signed Campbell's Responsible Sourcing Code.

- Disclosed country of origin and has undergone a SMETA audit if the country of origin is high risk according to the World Bank and/or the supplier is deemed high risk. (High risk may be defined as supplier facing negative public attention, a third-party investigation and/or Campbell organizational focus.)

Scorecard

Vibrant Communities	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Traceable to Country of Origin by Priority Raw Material						
Almonds				86%	100%	**100%**
Cashews				98%	100%	**100%**
Cheese				21%	100%	**100%**
Chicken				72%	100%	**100%**
Chocolate				100%	100%	**100%**
Palm Oil				99%	100%	**100%**
Paper Packaging				91%	100%	**100%**
Potatoes				92%	100%	**100%**
Tomatoes				98%	100%	**100%**
Wheat				97%	100%	**100%**

Scorecard

Thriving People	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Occupational Health and Safety						
Total Reportable Incident Rate (TRIR)/200,000 Hours	1.37	1.67	1.43	1.21	1.11	**1.32**
Lost Time Incident Rate (LTIR)/200,000 Hours	0.20	0.39	0.27	0.24	0.17	**0.30**
Employee Fatalities	0	1	0	0	1	**0**
Environmental Notice of Violations (NOVs)	5	4	5	9	6	**19**
Environmental Fines (Total USD)	$7,100	$4,450	$2,600	$0	$1,600	**$4,458**
Workplace Diversity and Benefits[1]						
Women in Global Workforce (%)	43%	42%	42%	41%	40%	**39%**
Women in Management (%)	43%	43%	41%	42%	41%	**41%**
Women on the Board of Directors (%)	33%	33%	33%	33%	31%	**31%**
Tuition Assistance Paid (USD in millions)	$0.80	$0.89	$0.96	$0.35	$0.90	**$0.83**

[1] *Reporting prior to FY2020 does not include Snyder's employee information because it was not fully integrated.*

Scorecard

Healthy Environment	FY2017	FY2018	FY2019	FY2020[1]	FY2021	FY2022
Energy Use						
Electricity Use (mmbtu)	1,994,463	1,942,019	1,929,600	2,105,608	2,193,267	**2,064,540**
Fuel Use (mmbtu)	8,046,984	8,340,258	8,189,545	8,664,414	8,399,192	**8,293,171**
Total Energy Use[1] (mmbtu)	10,041,477	10,282,277	10,119,145	10,770,022	10,592,459	**10,357,711**
Energy Intensity (mmbtu/metric ton of food produced)	3.03	3.05	3.14	3.05	3.09	**3.15**
Renewable Energy Generated (kWh) for the Grid	31,873,837	34,722,775	54,650,697	59,189,926	57,464,172	**53,763,603**
Percent Renewable of Total Electricity Use	6%	6%	10%	10%	9%	**9%**
Greenhouse Gas Emissions						
Total Emissions						
Location-based GHG Emissions (metric tons CO_2e)	687,420	693,876	649,134	693,513	687,523	**676,982**
Market-based GHG Emissions (metric tons CO_2e)				678,439	666,580	**672,061**
Location-based GHG Intensity (metric tons CO_2e/metric ton of food produced)	0.21	0.21	0.20	0.20	0.20	**0.21**
Market-based GHG Intensity (metric tons CO_2e/metric ton of food produced)					0.19	**0.20**
Scope 1 (metric tons CO_2e)						
Direct (Scope 1) Emissions	427,564	443,186	434,869	471,188	465,257	**461,968**
Scope 2 (metric tons CO_2e)						
Location-based Indirect (Scope 2) Emissions	259,865	250,690	214,265	222,325	222,266	**215,014**
Market-based Indirect (Scope 2) Emissions				207,251	201,323	**210,093**

[1] FY2020 Energy and Emissions was restated to conform with approved Science Based Target baseline.

Scorecard

Healthy Environment	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Scope 3 (metric tons CO$_2$e)[1]						
Total Indirect (Scope 3) Emissions				6,036,609	6,255,790	**6,339,405**
Scope 3: Category 1 Purchased Goods and Services				4,083,221	4,195,581	**4,459,828**
Scope 3: Category 2 Capital Goods[2]				57,385	70,424	**50,430**
Scope 3: Category 3 Fuel- and Energy-related Activities				102,522	114,625	**117,072**
Scope 3: Category 4 Upstream Transportation and Distribution[3]				930,724	940,600	**849,828**
Scope 3: Category 5 Waste Generated in Operations				144,253	145,808	**166,062**
Scope 3: Category 6 Business Travel				5,986	1,133	**2,199**
Scope 3: Category 7 Employee Commuting				23,395	23,359	**24,025**
Scope 3: Category 8 Upstream Leased Assets				Not calculated	Not calculated	**Not calculated**
Scope 3: Category 9 Downstream Transportation and Distribution				417,303	490,021	**421,608**
Scope 3: Category 10 Processing of Sold Products				Not calculated	Not calculated	**Not calculated**
Scope 3: Category 11 Use of Sold Products				Not calculated	Not calculated	**Not calculated**
Scope 3: Category 12 End-of-Life Treatment of Sold Products				230,598	233,585	**209,218**
Scope 3: Category 13 Downstream Leased Assets				41,222	40,654	**39,135**
Scope 3: Category 14 Franchises				Not calculated	Not calculated	**Not calculated**
Scope 3: Category 15 Investments				Not calculated	Not calculated	**Not calculated**

[1] Scope 3 was calculated in accordance with the WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Standard. These data are unassured.

[2] Capital Goods has been recalculated using updated emission factors for FY2020.

[3] Upstream Transportation has been recalculated to exclude emissions sources that were previously double-counted in Scope 1 for FY2020.

Scorecard

Healthy Environment	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Sustainable Agriculture						
% by Volume Engaged in a Sustainable Ag Program						
Almonds		N/A	N/A	0%	3%	**33%**
Cashews		N/A	N/A	0%	1%	**19%**
Potatoes		0%	0%	0%	100%	**100%**
Tomatoes		87%	90%	83%	83%	**95%**
Wheat		3%	8%	19%	29%	**32%**
Water Use						
Total Water Withdrawn (m³)	22,800,911	21,835,395	20,772,388	21,248,755	21,477,982	**23,839,277**
Total Water Discharged (m³)					19,434,056	**20,968,696**
Total Water Consumed (m³)					2,043,926	**2,870,581**
Water Intensity (m³/metric ton of food produced)	6.87	6.47	6.45	6.45	6.26	**7.26**

Scorecard

Healthy Environment	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Waste Generation						
Total Waste Generated (metric tons)	183,436	174,824	173,340	178,333	171,636	**202,410**
Waste to Landfill (metric tons)	33,184	30,573	32,584	39,386	55,033	**56,207**
Waste to Incineration/Controlled Combustion (metric tons)	1,500	1,457	1,849	2,924	2,588	**2,140**
Waste Recycled (metric tons)	37,974	39,686	30,530	42,674	28,473	**46,881**
Food Waste Diverted to Other Destinations (metric tons)	110,778	103,108	108,377	93,349	85,542	**92,946**
Total Waste Diverted from Landfill (metric tons)	150,252	144,251	140,756	138,947	116,603	**146,202**
Landfill Diversion Rate (%)	82%	83%	81%	78%	68%	**72%**
Total Waste Intensity (metric tons of waste generated/metric ton of food produced)	0.06	0.05	0.05	0.05	0.05	**0.06**
Regulated Waste Generated (metric tons)[1]	15	34	41	13	1	**4,028**
Food Waste Generated (metric tons)[2]	33,958	23,622	21,852	29,120	27,466	**27,938**
Total Food Waste (metric tons)	111,450	105,069	94,978	101,099	95,634	**105,339**
Food Waste to Animal Feed	70,481	74,175	66,665	65,659	67,359	**64,839**
Food Waste to Aerobic Digestion	10,399	11,600	12,394	11,741	13,673	**9,094**
Food Waste to Biomaterial Processing	7,308	7,246	3,999	7,716	809	**12,561**
Food Waste to Landfill	3,250	2,872	2,857	5,081	9,719	**12,392**
Food Waste to Land Application	7,011	7,273	6,461	6,320	2,327	**1,754**
Food Waste to Anaerobic Digestion	12,842	1,765	2,427	4,548	1,375	**4,029**
Food Waste to Controlled Combustion	160	139	175	34	372	**669**

[1] This waste stream has been recalculated from Hazardous Waste to Regulated Waste to better illustrate the types of waste streams tracked as part of this category.

[2] Campbell defines its food waste commitment in accordance with the FUSIONS Definitional Framework for Food Waste; as such, we exclude animal feed and biomaterial processing from the scope of our goal. This metric specifically measures the food waste from categories included in our goal.

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Scorecard

Healthy Environment	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Packaging						
Recyclability of Portfolio, by Weight				91%	95%	**94%**
Post-consumer Recycled (PCR) Content, by Packaging Type[1]				Aluminum: 70% Corrugate: 38% Glass: 35% Steel: 35% Plastic: 0%	Aluminum: 70% Corrugate: 38% Glass: 35% Steel: 35% Plastic: 0%	**Aluminum: 70% Corrugate: 38% Glass: 35% Steel: 35% Plastic: 0%**
Portfolio with How2Recycle Label on Pack (%)[2]				Establishing Baseline	M&B: 71% Snacks: 70%	**M&B 75% Snacks: 84%**
Industry Partnerships				Joined the Recycling Partnership	Renewed the Recycling Partnership, Sustainable Packaging Coalition, The Association of Plastic Recyclers, and Consumer Brands Association. Joined AMERIPEN.	**The Recycling Partnership (Polypropylene Recycling Coalition and the Films and Flexibles Recycling Coalition), Sustainable Packaging Coalition, Consumer Brands Association, Association of Plastics Recyclers, AMERIPEN, and academia.**

[1] Scope: Entire portfolio, on average. This reporting is based on industry averages for all substrates excluding plastic.

[2] How2Recycle scope is for North America.

Strategic Memberships and Affiliations

- Academy of Nutrition & Dietetics
- AIM-Progress
- American Bakers Association
- American Society for Nutrition
- AMERIPEN
- Association of Plastic Recyclers
- California League of Food Processors
- Center for Research on ingredient Safety at Michigan State University
- Chamber of Commerce Southern New Jersey
- Cherry Hill Free Clinic
- Chief Executives for Corporate Purpose
- Children's Food and Beverage Advertising Initiative
- Consumer Brands Association
- Cornell University's Institute for Food Safety
- Council of NJ Grantmakers
- FMI, The Food Industry Association

- Food Allergy Research and Resource Program (FARRP) at University of Nebraska
- Food Northwest
- Food Safety Research Institute of Wisconsin University
- Institute for the Advancement of Food and Nutrition Sciences
- New Jersey Institute for Food, Nutrition, and Health
- NMSDC (National Minority Supplier Development Council)
- Pennsylvania Academy of Nutrition and Dietetics
- Pennsylvania State University Health and Human Development Alumni Society
- Pennsylvania State University Nutrition and Dietetics Alumni Society
- Potato Sustainability Alliance
- Produce for Better Health Foundation
- School Nutrition Association

- Sedex
- Shared Value Initiative
- SNAC International
- Stewardship Index for Specialty Crops
- Sustainable Packaging Coalition
- The Recycling Partnership
- The Sustainability Consortium
- Tufts Food and Nutrition Innovation Council
- University of California, Davis (US Davis) College of Agricultural and Environmental Sciences
- WBENC (Women's Business Enterprise National Council) and WBEC East (Women's Business Enterprise Center - East: regional affiliate for WBENC)

GRI Index

Campbell Soup Company has reported in reference with the 2022 GRI Standards for the period August 2, 2021–July 31, 2022.

Disclosure	Disclosure Title	2022 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 FY2022 (August 2, 2021–July 31, 2022). We report biennially, with updates annually. We value and welcome feedback from interested stakeholders. Contact Stewart Lindsay, Vice President, Corporate Responsibility & Sustainability, One Campbell 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	None
2-5	External Assurance	We completed third-party limited assurance consistent with guidance provided by ISO 14064-3 of our FY2022 Scope 1 and Scope 2 GHG emissions. We also completed limited assurance of our water withdrawal, water discharge, waste to landfill, and nutrition data for FY2022. All assurance statements can be found at https://www.campbellsoupcompany.com/our-impact/reports-and-policies/
2-6	Activities, Value Chain, and Other Business Relationships	10-K

ESG Goals   Scorecard   Strategic Memberships & Affiliations   **GRI**   SASB   UN Global Compact   TCFD

GRI Index

Disclosure	Disclosure Title	2022 Response
2-7	Employees	

Employees by Region and Type, Salary, and Gender

Region	Total Employees	Full-Time	Part-Time	Hourly	Salaried	Male	Female
USA	14,240	14,000	240	10,313	3,927	8,781	5,459
Canada	154	154	0	0	154	62	92
Mexico	34	34	0	0	34	13	21
Total	**14,428**	**14,188**	**240**	**10,313**	**4,115**	**8,856**	**5,572**

Employees by Type and Region

	USA	Canada	Mexico	Total
Full-Time	**14,000**	**154**	**34**	**14,188**
Male	8,662	62	13	8,737
Female	5,338	92	21	5,451
Part-Time	**240**	**0**	**0**	**240**
Male	119	0	0	119
Female	121	0	0	121
Total	**14,240**	**154**	**34**	**14,428**

Disclosure	Disclosure Title	2022 Response
2-8	Workers Who Are Not Employees	

Employees by Contract and Gender[1]

	USA	Canada	Mexico	Total
Contractors / Non-Employees	**4,942**	**11**	**20**	**4,973**
Male	not tracked	not tracked	not tracked	not tracked
Female	not tracked	not tracked	not tracked	not tracked
Undeclared	not tracked	not tracked	not tracked	not tracked

[1] *Contractors / Non-Employees are not reported as part of FTE in our GRI Disclosure.*

GRI Index

Disclosure	Disclosure Title	2022 Response
2-9	Governance Structure and Composition	ESG Governance Structure
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
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 & Sustainability team and the Engineering team. These teams report up through the EVP General Counsel and Chief Sustainability, Corporate Responsiblity & Governance Officer and the EVP and Chief Supply Chain Officer, respectively. Responsibility for embedding our Code of Business Conduct and Ethics sits with our Corporate Compliance and Ethics team who also reports to our EVP General Counsel. For our Responsible Sourcing Supplier Code, responsibility sits with our Procurement team and, ultimately, with our Chief Procurement Officer and EVP and Chief Supply Chain Officer.

GRI Index

Disclosure	Disclosure Title	2022 Response
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 who has a concern may call the Integrity Hotline at 800-210-2173.
2-27	Compliance with Laws and Regulations	There were no significant incidents of non-compliance with laws and regulations during the reporting period. Environmental Compliance: Campbell Soup Company manages environmental compliance through the use of an electronic system, the Campbell's Environmental Management & 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.
2-28	Membership Associations	Strategic Memberships and Affiliations
2-29	Approach to Stakeholder Engagement	Stakeholder Engagement
2-30	Collective Bargaining Agreements	14% of our workforce is unionized or covered by collective bargaining agreements.
Material topics		
3-1	Process to Determine Material Topics	Materiality
3-2	List of Material Topics	Materiality
Economic performance		
3-3	Management of Material Topics	10-K; Proxy
201-1	Direct Economic Value Generated and Distributed	10-K; Proxy
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	10-K; CDP Climate Change 2022
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	10-K
201-4	Financial Assistance Received from Government	Campbell occasionally receives non-material support from the government in the form of grants and/or credits.

GRI Index

Disclosure	Disclosure Title	2022 Response
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	Vibrant Communities
203-1	Infrastructure Investments and Services Supported	Vibrant Communities
203-2	Significant Indirect Economic Impacts	Vibrant Communities
Procurement practices		
3-3	Management of Material Topics	Responsible Sourcing
204-1	Proportion of Spending on Local Suppliers	We do not currently report this data.
Anti-corruption		
3-3	Management of Material Topics	Code of Conduct; 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. This assessment addresses the corruption 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 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 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.

Campbell's

GRI Index

Disclosure	Disclosure Title	2022 Response
Anti-competitive behavior		
3-3	Management of Material Topics	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 has been identified as a participant.
Tax		
3-3	Management of Material Topics	Not Applicable
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	Improving Circularity in Packaging
301-1	Materials Used by Weight or Volume	Improving Circularity in Packaging
301-2	Recycled Input Materials Used	Improving Circularity in Packaging
301-3	Reclaimed Products and Their Packaging Materials	We do not have any reclaimed products.

GRI Index

Disclosure	Disclosure Title	2022 Response
Energy		
3-3	Management of Material Topics	Combating Climate Change
302-1	Energy Consumption Within the Organization	Scorecard; CDP Climate Change 2022
302-2	Energy Consumption Outside of the Organization	Scorecard; CDP Climate Change 2022
302-3	Energy Intensity	Scorecard; CDP Climate Change 2022 Campbell defines intensity as Energy Use/Metric Ton of Food Produced.
302-4	Reduction of Energy Consumption	Scorecard; CDP Climate Change 2022
302-5	Reductions in Energy Requirements of Products and Services	Scorecard; CDP Climate Change 2022
Water and effluents		
3-3	Management of Material Topics	Promoting Sustainable Water Supplies; Combating Climate Change; CDP Water Security 2022
303-1	Interactions with Water as a Shared Resource	Promoting Sustainable Water Supplies; Sustaining Water throughout the Tomato Journey; CDP Water Security 2022
303-2	Management of Water Discharge-Related Impacts	Promoting Sustainable Water Supplies; Combating Climate Change; CDP Water Security 2022
303-3	Water Withdrawal	Scorecard; CDP Water Security 2022
303-4	Water Discharge	Scorecard; CDP Water Security 2022
303-5	Water Consumption	CDP Water Security 2022

GRI Index

Disclosure	Disclosure Title	2022 Response
Biodiversity		
3-3	Management of Material Topics	We consider biodiversity to be embedded within sustainable agriculture so for reporting purposes, we do not report on biodiversity as a separate material issue. Management practices related to biodiversity are included in our sustainable agriculture stories under Healthy Environment — Combating Climate Change.
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	Combating Climate Change
305-1	Direct (Scope 1) GHG Emissions	Scorecard; CDP Climate Change 2022
305-2	Energy Indirect (Scope 2) GHG Emissions	Scorecard; CDP Climate Change 2022
305-3	Other Indirect (Scope 3) GHG Emissions	Scorecard; CDP Climate Change 2022
305-4	GHG Emissions Intensity	Scorecard; CDP Climate Change 2022 Campbell defines intensity as Greenhouse Gas (GHG) Emissions/Metric Ton of Food Produced.
305-5	Reduction of GHG Emissions	Scorecard; CDP Climate Change 2022
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.

ESG Goals   Scorecard   Strategic Memberships & Affiliations   **GRI**   SASB   UN Global Compact   TCFD

GRI Index

Disclosure	Disclosure Title	2022 Response
Waste		
3-3	Management of Material Topics	Working to Eliminate Waste
306-1	Waste Generation and Significant Waste-Related Impacts	Working to Eliminate Waste; Improving Circularity in Packaging
306-2	Management of Significant Waste-Related Impacts	Working to Eliminate Waste
306-3	Waste Generated	Scorecard
306-4	Waste Diverted from Disposal	Scorecard
306-5	Waste Directed to Disposal	Scorecard
Supplier environmental assessment		
3-3	Management of Material Topics	Responsible Sourcing
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	Auditing capacity continued to be constrained due to the COVID-19 pandemic. In FY2022, nine suppliers, with sixteen total manufacturing sites, underwent SMETA audits and from those audits, no long-term negative environmental impacts were identified.

GRI Index

Disclosure	Disclosure Title	2022 Response
Employment		
3-3	Management of Material Topics	Thriving People
401-1	New Employee Hires and Employee Turnover	Voluntary turnover for FY2022 was 20% and involuntary turnover was 18%, with a total turnover rate of 37%. Turnover rates calculated utilizing average headcount within reporting period.
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 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, 401(k) savings plans, an onsite daycare center (WHQ), onsite fitness center (WHQ), 10-week paid parental leave, adoption assistance, and retiree health care. Campbell Soup Company 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.

New Hires vs. Turnover by Age, Gender, and Region

	New Hires	Turnover
Age Range		
30 and under	2,125	1,631
31–50	2,806	2,296
51 and over	931	1,309
Total	**5,862**	**5,236**
Gender		
Female	2,157	2,002
Male	3,705	3,234
Undeclared	0	0
Total	**5,862**	**5,236**
Region		
USA	5,839	5,207
Canada	17	26
Mexico	6	3
Total	**5,862**	**5,236**

GRI Index

Disclosure	Disclosure Title	2022 Response
Labor/management relations		
3-3	Management of Material Topics	Thriving 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	Caring for Our People
403-1	Occupational Health and Safety Management System	Caring for Our People
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Caring for Our People
403-3	Occupational Health Services	Caring for Our People
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	100% of Campbell's 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 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 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 record-keeping of trainings. Campbell 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, 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	Caring for Our People
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Caring for 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	Scorecard
403-10	Work-related Ill Health	Scorecard

GRI Index

Disclosure	Disclosure Title	2022 Response
Training and education		
3-3	Management of Material Topics	Thriving People
404-2	Programs for Upgrading Employee Skills and Transition Assistance Program	Thriving People
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	100% of salaried employees receive an annual performance evaluation.

GRI Index

Disclosure	Disclosure Title	2022 Response
Diversity and equal opportunity		
3-3	Management of Material Topics	Thriving People; Code of Business Conduct and Ethics
405-1	Diversity of Governance Bodies and Employees	Proxy

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	2	11	**13**
Employees	2,548	6,850	5,030	**14,428**

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

	Female	Male	Undeclared	Total
Board of Directors	4	9	0	**13**
Top Management	15	23	0	**38**
Management	655	928	0	**1,583**
Non-management	4,902	7,905	0	**12,807**
Total	**5,572**	**8,856**	**0**	**14,428**

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	4	1	1	1	1	29	0	**37**
Management	8	109	79	80	2	20	1,182	4	**1,484**
Non-management	431	538	3,022	1,866	69	271	6,487	35	**12,719**
Total	**439**	**651**	**3,102**	**1,947**	**72**	**292**	**7,698**	**39**	**14,240**

For more information, see our Equal Employment Opportunity (EEO-1) Statement. Employment calcuated as of start of FY2022.

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 88% to 104%. Each salary band is comprised of different roles within different functions and are not necessarily comparable.

GRI Index

Disclosure	Disclosure Title	2022 Response
Non-discrimination		
3-3	Management of Material Topics	Code of Conduct; 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	Code of Conduct; 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 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	Code of Conduct; Code of Business Conduct and Ethics; Human Rights Principles
408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labor	Campbell 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 Anti-Slavery and Human Trafficking Statement.
Forced or compulsory labor		
3-3	Management of Material Topics	Code of Conduct; Code of Business Conduct and Ethics
409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	Campbell 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 Anti-Slavery and Human Trafficking Statement.
Security practices		
3-3	Management of Material Topics	Not Applicable
410-1	Security Personnel Trained in Human Rights Policies or Procedures	Not Applicable

ESG Goals · Scorecard · Strategic Memberships & Affiliations · **GRI** · SASB · UN Global Compact · TCFD

GRI Index

Disclosure	Disclosure Title	2022 Response
Rights of indigenous peoples		
3-3	Management of Material Topics	Materiality
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	Vibrant Communities
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Vibrant Communities We have community engagement programs in all of he locations in which we operate.
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	Responsible Sourcing
414-1	New Suppliers that were Screened Using Social Criteria	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 https://www.campbellsoupcompany.com/suppliers/. 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	Auditing capacity continued to be constrained due to the COVID-19 pandemic. In FY2022, nine suppliers, with sixteen total manufacturing sites, underwent SMETA audits and from those audits, no long-term negative social impacts were identified.
Public policy		
3-3	Management of Material Topics	Not Applicable
415-1	Political Contributions	Not Applicable

ESG Goals   Scorecard   Strategic Memberships & Affiliations   **GRI**   SASB   UN Global Compact   TCFD

GRI Index

Disclosure	Disclosure Title	2022 Response
Customer health and safety		
3-3	Management of Material Topics	Operating Transparently
416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	Operating Transparently Campbell has a long history of actively monitoring pesticide residues on incoming ingredients via our own internal chemical residue testing laboratory. Ingredients and suppliers are selected for sampling using a risk-based approach using internal and external data sources on likely residue risk to set sampling frequency. In tomato ingredients, Campbell's number one ingredient type for our legacy brands, we have over a decade of requiring farmer compliance with Campbell 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.
416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	In FY2022, Campbell had no Class I or Class II recalls.
Marketing and labeling		
3-3	Management of Material Topics	Materiality
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, carbohydrates, and protein in 100% of our 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 throughout Central and South America markets. 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 FY2022.
417-3	Incidents of Non-Compliance Concerning Marketing Communications	There were no significant incidents of non-compliance concerning marketing communications in FY2022.
Customer privacy		
3-3	Management of Material Topics	Not Applicable
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	0

Campbell's

SASB Index

The Sustainability Accounting Standards Board (SASB) Standards guide the disclosure of financially material sustainability information by companies to their investors. The Standards identify the environmental, social, and governance (ESG) issues most relevant to financial performance in each industry. Campbell uses the Standard for the Processed Foods industry as guidance for disclosure.

Topic	Accounting Metric	Response
Energy Management	Total Energy Consumed	10,927,385 GJ
	Percentage Grid Electricity	91%
	Percentage Renewable	9%
Water Management	Total Water Withdrawn	23,839,277 m³
	Number of Incidents of Non-Compliance Associated With Water Quantity and/or Quality Permits, Standards, and Regulations	13
	Description of Water Management Risks and Discussion of Strategies and Practices To Mitigate Those Risks	Promoting Sustainable Water Supplies
Food Safety	Global Food Safety Initiative (GFSI) Audit Non-Conformance Rate	All internal manufacturing facilities were audited against the SQF scheme of GFSI. All facilities received certification in FY 2022.
	GFSI Associated Corrective Action Rate for Major and Minor Non-Conformances	All major and minor non-conformances were assigned a corrective action. All corrective actions were presented to and approved by the GFSI certifying body.
	Percentage of Ingredients Sourced From Tier 1 Supplier Facilities Certified to GFSI Recognized Food Safety Certification Program	In FY2022, 95% of Tier 1 suppliers facilities were certified to a recognized GFSI standard.
	Number of Recalls Issued	Campbell did not issue any recalls in FY2022.
	Total Amount of Food Product Recalled	0 metric tons
Health & Nutrition	Revenue From Products Labeled and/or Marketed To Promote Health and Nutrition Attributes	Advancing Health and Well-being; Scorecard
	Discussion of the Process to Identify and Manage Products and Ingredients Related to Nutritional and Health Concerns Among Consumers	Advancing Health and Well-being A cross functional team of experts in Food Science, Nutrition, Regulatory, and Legal partner with our brands on new innovation, renovation, and promotion to develop and validate desired health communications.
	Revenue From Products Labeled as Containing GMOs	$7.2 billion, gross
	Revenue From Products that are Non-GMO	$3.4 billion, gross
	Number of Incidents of Non-Compliance with Industry or Regulatory Labeling and/or Marketing Codes	0
	Total Amount of Monetary Losses as a Result of Legal Proceedings Associated With Labeling and/or Marketing Practices	Please consult our 10-K for material information

SASB Index

Topic	Accounting Metric	Response
Packaging Lifecycle Management	Total Weight of Packaging	404,559 metric tons
	Percentage Made From Recycled and/or Renewable Materials[1]	Campbell set a target to increase the use of post-consumer recycled (PCR) content and incorporate 25% PCR content into polyethylene terephthalate (PET) bottles by 2030. In FY2022, average PCR content across packaging material types was as follows: Aluminum: 70% Corrugate: 38% Glass: 35% Steel: 35% Plastic: 0%
	Percentage That Is Recyclable, Reusable, and/or Compostable	96% by weight
	Discussion of Strategies To Reduce the Environmental Impact of Packaging Throughout Its Lifecycle	Our New Sustainable Packaging Commitments press release; Improving Circularity in Packaging
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of Food Ingredients Sourced that are Certified to Third-Party Environmental and/or Social Standards, and Percentages by Standard	USDA Organic: 4.8% RSPO Palm Oil: 6.18% Fair Trade USA: 0.01% GAP 2 Chicken: 0.24% Marine Stewardship Council (MSC): 0.85% (% of total food ingredient spend)

	Suppliers' Social and Environmental Responsibility Audit Non-Conformance Rate	Overall non-conformance rate: 2.88
		    Major: 2.00
		    Minor: 0.88
		(Based on SMETA 4-Pillar Audits)

	Suppliers' Social and Environmental Responsibility Audit Associated Corrective Action Rate for Major and Minor Non-Conformances	Corrective action rate:
		    Major: 0.78
		    Minor: 1.00
		(Based on SMETA 4-Pillar Audits)

Ingredients Sourcing	Percentage of Food Ingredients Sourced From Regions with High or Extremely High Baseline Water Stress	44% in FY2021
	List of Priority Food Ingredients and Discussion of Sourcing Risks Due to Environmental and Social Considerations	Responsible Sourcing risk table

[1] *This reporting is based on industry averages for all substrates excluding plastic.*

UN Global Compact

The UN Global Compact (UNGC) is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment, and anti-corruption. Campbell committed to the principles of the UNGC in 2009. Below is an index of our reporting against the UNGC principles within the content of this 2023 Corporate Responsibility Report Update.

Principle	Description	Report section/ link
1	Support and Respect Protection of Internationally Proclaimed Human Rights	Responsible Sourcing Governance and Ethics Purpose, Values, and Culture Human Rights Principles Code of Business Conduct and Ethics Responsible Sourcing Supplier Code
2	Make Sure Business Is Not Complicit in Human Rights Abuses	Responsible Sourcing Governance and Ethics Purpose, Values, and Culture Human Rights Principles Code of Business Conduct and Ethics Responsible Sourcing Supplier Code
3	Uphold Freedom of Association and the Effective Recognition of the Right to Collective Bargaining	Governance and Ethics Purpose, Values, and Culture Human Rights Principles Code of Business Conduct and Ethics GRI Content Index - 2-30
4	Support Elimination of All Forms of Forced and Compulsory Labor	Governance and Ethics Purpose, Values, and Culture Human Rights Principles Code of Business Conduct and Ethics Responsible Sourcing Supplier Code Anti-Slavery and Human Trafficking Statement
5	Support Effective Abolition of Child Labor	Governance and Ethics Purpose, Values, and Culture Human Rights Principles Code of Business Conduct and Ethics Responsible Sourcing Supplier Code Anti-Slavery and Human Trafficking Statemen

ESG Goals   Scorecard   Strategic Memberships & Affiliations   GRI   SASB   **UN Global Compact**   TCFD

UN Global Compact

Principle	Description	Report section/ link
6	Eliminate Discrimination in Employment and Occupation	Prioritizing Inclusion and Diversity Supporting Supplier Diversity Board Diversity Purpose, Values, and Culture Human Rights Principles Code of Business Conduct and Ethics Our Impact Website: Inclusion and Diversity
7	Support a Precautionary Approach to Environmental Challenges	Healthy Environment Our Impact Website: Healthy Environment Environmental Sustainability Policy Code of Business Conduct and Ethics
8	Undertake Initiatives To Promote Greater Environmental Responsibility	Healthy Environment Our Impact Website: Healthy Environment Environmental Sustainability Policy Code of Business Conduct and Ethics
9	Encourage the Development and Diffusion of Environmentally Friendly Technologies	Healthy Environment Our Impact Website: Healthy Environment Environmental Sustainability Policy Code of Business Conduct and Ethics
10	Work Against All Forms of Corruption, Including Extortion and Bribery	Governance and Ethics Code of Business Conduct and Ethics GRI Content Index - 204: Anti-corruption GRI Content Index - 205: Anti-competitive Behavior

TCFD

The Task Force on Climate-related Financial Disclosures (TCFD) provides climate-related financial disclosure recommendations focused on four key areas: governance, strategy, risk management, and metrics and targets.

Disclosure		Campbell's Response
Governance	a) Describe the board's oversight of climate-related risks and opportunities	CDP Climate Change 2022, pages 4-5; ESG Governance Structure Oversight of Environmental, Social, and Governance (ESG) activities is managed by the Governance Committee of the Board of Directors and is reflected in the Committee's Charter. The Committee takes an active role in the continued evolution of Campbell's ESG strategy and public reporting. The Vice President of Corporate Responsibility & Sustainability (CR&S) presents to the Governance Committee twice annually. These updates include company ESG performance, risks, and opportunities, and future plans. All new public ESG-related commitments, like our Science-Based Target, must be reviewed by the Governance Committee.
	b) Describe management's role in assessing and managing climate-related risks and opportunities	CDP Climate Change 2022, pages 4-5; ESG Governance Structure The highest management-level positions with responsibility for climate-related issues are the EVP General Counsel and Chief Sustainability, Corporate Responsibility and Governance Officer (EVP General Counsel), our EVP Chief Supply Chain Officer and our EVP and Chief R&D and Innovation Officer. All three report directly to our CEO and are also heavily engaged in our Sustainability Steering Committee. Our Corporate Responsibility & Sustainability (CR&S) team, who supports the environmental and social components of our ESG strategy, report up to our EVP General Counsel. Our EVP Chief Supply Chain Officer manages business continuity and supply chain resiliency. Our EVP and Chief R&D and Innovation Officer oversees sustainable product innovation opportunities and packaging sustainability initiatives. In addition, other leaders across the business are also engaged. Our Chief Marketing Officers assess changes in consumer perceptions around ESG-related topics. Our Vice President of Corporate Audit, who leads Campbell's Enterprise Risk Management process, is co-leading Campbell's climate risk and opportunity screening assessment in conjunction with the CR&S team. All new public ESG-related commitments, like our Science-Based Target, must be reviewed by the Operating Committee before moving to the Governance Committee for review.
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	CDP Climate Change 2022, pages 5-11 We have identified both physical and transition risks related to climate change. These risks pertain to current and future regulations, reputation and increased stakeholder concern, and the increased cost of raw materials. We have also identified opportunities in our operations and our supply chain, including resource efficiency in our direct operations and shifts in consumer preferences. In the past two years, we have conducted climate risk and opportunity screening assessments and scenario analyses related to our direct operations and supply chain.
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	CDP Climate Change 2022, pages 11-12; Combating Climate Change We have identified renewable energy and energy efficiency as opportunities to achieve our GHG emissions reduction goal and navigate energy transitions. We have completed several onsite renewable projects and signed an offsite renewable energy contract. We continue to do energy efficiency studies and work in our operations. Risks and opportunities related to the growing demand from consumers and other stakeholders for sustainable products have influenced our approach to packaging and 2030 goal to transition 100% of packaging to recyclable or industrially compostable designs and materials. We continue to engage with agriculture producers in our supply chain to improve agricultural sustainability and resilience.
	c) Describe the resilience of the organization's strategy, taking into consideration different future climate scenarios, including a 2°C or lower scenario	As of March 2023, the company is finalizing the results of recent climate scenario analyses. The results of these analyses will inform future strategy.

ESG Goals   Scorecard   Strategic Memberships & Affiliations   GRI   SASB   UN Global Compact   **TCFD**

TCFD

Disclosure		Campbell's Response
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks	CDP Climate Change 2022, pages 5-11; Risk Management; Campbell's Environmental Sustainability Policy Campbell has a formal Enterprise Risk Management (ERM) process that is reviewed with the Audit Committee of the Board of Directors annually. This process includes input from across the company. Key risk categories are analyzed, and the results are used to develop our enterprise risk portfolio. ESG risk factors, including climate, are integrated into the ERM process. Risk categories are revisited annually to determine the drivers and level of management required for each risk. In the past two years, we have conducted climate risk and opportunity screening assessments and scenario analyses related to our direct operations and supply chain. Campbell also conducts periodic materiality assessments following the GRI framework.
	b) Describe the organization's processes for managing climate-related risks	CDP Climate Change 2022; Risk Management; Campbell's Environmental Sustainability Policy For top risks identified in the ERM process, we develop response plans and regularly monitor progress. Processes for managing climate-related risks exist across different functions at Campbell. To date, teams that have been critical to this process include Supply Chain, Manufacturing, Procurement, Corporate Responsibility & Sustainability, Agriculture Operations, and Audit. Processes around business continuity planning, supply continuity planning, decarbonization, sustainable agriculture, and enterprise risk management result in identifying owners and developing strategies to manage risk, some of which are related to climate change.
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	CDP Climate Change 2022; Risk Management; Campbell's Environmental Sustainability Policy See a) and b) above.
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	ESG Goals; Scorecard Campbell discloses a variety of environmental metrics in our Corporate Responsibility Report and in our CDP disclosures. Metrics include greenhouse gas emissions; energy use; renewable energy generated; sustainable sourcing; waste generation, including food waste; packaging recyclability; post-consumer recycled content in packaging; and RSPO palm oil, among others.
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks	Scorecard; Combating Climate Change; CDP Climate Change 2022; Campbell's Environmental Sustainability Policy Please refer to our CR Report Scorecard, to the above information, and to our CDP report.
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	ESG Goals Campbell Soup Company commits to reduce absolute Scope 1 and 2 GHG emissions 42% by FY2030 from a FY2020 base year. Campbell Soup Company also commits to reduce absolute Scope 3 GHG emissions from purchased goods and services and upstream transportation and distribution 25% within the same time frame. Campbell also has a sustainable agriculture goal to source 50% of each plant-based priority ingredient from suppliers engaged in an approved sustainable agriculture program by FY2025.