

2024

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT



Table of Contents

A Letter from our Chairman, CEO and President	3	People & Communities	22
		Employee Health & Safety	23
		Culture	24
Company Overview	4	Employee Benefits & Wages	28
Our Values	5	Employee Engagement	29
TreeHouse Foods by the Numbers	6	Community	31
ESG at TreeHouse	7	Products & Operations	32
Highlights	8	Food Safety & Quality	33
Serving Our Stakeholders	9	Health & Nutrition	34
ESG Governance	10	Responsible Sourcing	35
2030 Goals & Progress	11	Governance	37
Environment & Climate	12	Board of Directors	38
People & Communities	13	Board Diversity	38
Products & Operations	14	Risk Oversight	40
Environment & Climate	15	About this Report	41
Environmental Sustainability at TreeHouse Foods	16	Appendix	42
Greenhouse Gas and Energy Management	17	Sustainability Accounting Standards	
Water Management	18	Board (“SASB”) Disclosure	43
Waste Management	19	Task Force on Climate-Related	
Sustainable Packaging	20	Financial Disclosures (“TCFD”) Report	50



A Letter from our Chairman, CEO and President

Dear Stakeholders,

I am proud to share the TreeHouse Foods 2024 Environmental, Social & Governance (“ESG”) Report, which captures our work during the 2023 calendar year to achieve the goals and targets we have set for ourselves when it comes to creating a positive impact on the world we live in, the people we work with, and the communities that surround us.

At TreeHouse Foods, we work to bring ESG concepts to life for our customers. We focused on our ESG strategy in 2023, beginning the year with a prioritization assessment that helped us refine our areas of focus into three pillars that guide this ESG Report: Environment & Climate, People & Communities and Products & Operations. Our progress against our ESG goals in 2023 has benefited more than our environment and our communities — it has also strengthened our strategic partnerships with our customers on similar ESG journeys. We also announced our 2030 ESG Goals in August 2023, supported by key milestones that our teams are excited about achieving.

Across the organization, we are recognizing ways to integrate business strategy with sustainability. Our TreeHouse Management Operating System (“TMOS”) includes principles on food waste reduction, energy efficiency improvements, and more.

Our purpose is to engage and delight, and we take seriously our responsibility to drive positive change for all our stakeholders. At a time when food insecurity is on the rise, we are proud of our work to produce affordable, high-quality snacking and beverage products. In 2023, we focused on our employee value proposition, specifically on how to ensure every TreeHouse Foods employee feels a sense of engagement and belonging in our purpose, values, and mission. We reviewed time off and parental leave policies, modernized our salaried job architecture, and prepared to launch a pay transparency initiative. We are happy to share that in our annual employee engagement survey, our employees reported a two-point increase in engagement. Human sustainability

will continue to be a focus area for us as we implement the improvement ideas identified in 2023.

We are proud of the meaningful progress made in 2023 across all our 2030 ESG Goals and are proud to say we have already achieved some of them.

None of this would be possible without our employees, who work diligently and bring energy throughout the Company each day.

I’m so grateful for the work that’s been done to achieve everything within the pages of this report. Thank you to everyone at TreeHouse Foods who works hard each day to engage and delight our stakeholders.

A handwritten signature in dark ink that reads "Steve Oakland".

Steve Oakland

Chairman, CEO & President,
TreeHouse Foods, Inc.



[Table of Contents](#)

[A Letter from our Chairman, CEO & President](#)

[Company Overview](#)

[ESG at TreeHouse](#)

[2030 Goals & Progress](#)

[Environment & Climate](#)

[People & Communities](#)

[Products & Operations](#)

[Governance](#)

[Appendix](#)

[Our Values](#)

[TreeHouse Foods by the Numbers](#)

Company Overview

TreeHouse Foods is a leading private brands snacking and beverage manufacturer in North America. Our purpose is to engage and delight — one customer at a time.



Through our customer focus and category experience, we strive to deliver excellent service, build capabilities and provide insights to drive mutually profitable growth for TreeHouse and for our customers.

Our Values

Our values serve as the foundation for our culture, which in turn creates an environment where corporate responsibility is inherent in every decision we make.



OWN IT

We do the right thing and act with integrity.

We are all in — fully engaged and committed to achieving results.

We follow through and are accountable to our commitment.

We are proactive — creating opportunities for our business to win.



COMMIT TO EXCELLENCE

We are here to win.

We have the highest standards — holding ourselves and others accountable to deliver exceptional results.

We learn from our successes and failures.

We celebrate our progress and results.



BE AGILE

We keep things simple.

We move fast, responsibly.

We fail fast, rapidly learning and improving.

We embrace and harness change as a competitive advantage.



SPEAK UP

We are fully engaged and proactively bring points of view.

We create a safe environment where healthy debate is celebrated.

We are transparent in sharing information with each other and collaborate across functions.

We raise issues early, engage as a team, and then move quickly to action.



BETTER TOGETHER

We win as TreeHouse Foods — operating as one diverse team, with everyone doing their part, to achieve enterprise-wide results.

We have an open mind and assume positive intent.

We set each other up for success.

We use our collective expertise to get the best results.

TreeHouse Foods by the Numbers

In 2023, we operated in 17 grocery, snacking and beverage product categories and maintained approximately 28 production facilities across the United States and Canada.

28
facilities

~7,400
full-time employees
as of December 31, 2023

Headquarters:
Oak Brook
Illinois

~\$3.6B*
2023 net sales

*Includes ~\$0.2B classified in Discontinued Operations from the divested Snack Bars business.

Fun Facts...

We produce billions of sandwich crème cookies per year at our Tonawanda, NY, facility, enough to wrap 1.5x around the earth!



Our Hanover, PA, facility has been a pretzel bakery for nearly 70 years. Built in 1955, it resides in an area of the mid-Atlantic that is sometimes referred to as America's "pretzel belt" due to the large percentage of pretzels and other snack foods produced there.





ESG at TreeHouse

Our ESG journey formally began in 2016 when we set our 2020 environmental sustainability goals to improve efficiencies and minimize the impact of our manufacturing operations. Since then, we have been agile in adapting to our stakeholders' ESG goals, and in 2023 we conducted a prioritization assessment that serves as the foundation for our 2030 ESG Goals and related ESG strategy.



ESG Highlights

In 2023, we laid the groundwork for our ESG efforts over the next seven years. Some highlights from 2023 include:

Environment & Climate

- Set ambitious Scope 1 & 2 greenhouse gas emissions (“GHG”) targets
- Reduced Scope 1 & 2 GHG emissions by 4.4%
- Evaluated our Scope 3 footprint in preparation for setting a reduction target by 2025
- Completed sustainability treasure hunts at six of our plants, finding opportunities for both resource and cost savings
- Reduced water withdrawn in manufacturing operations by nearly 17%

People & Communities

- Conducted annual employee engagement survey with a two-point year-over-year improvement
- Rolled out DevelopU, an online learning management system for employees that offers expanded professional development opportunities
- Donated approximately \$12 million to charitable organizations
- Operated under a strategic plan with the objective of creating a diverse, equitable and inclusive workplace
- Expanded Employee Resource Group membership by 23%

Products & Operations

- Board of Directors (“the Board”) and committee oversight of human capital management, ESG programs and disclosures
- Increased use of Roundtable on Sustainable Palm Oil (“RSPO”)-certified palm oil by 5%
- Distributed a Responsible Supplier Survey to our strategic suppliers to assess opportunities and weaknesses within our supply chain
- Conducted a prioritization assessment to ensure our strategy is in line with stakeholder priorities and expectations
- Published our Responsible Sourcing Policy Grievance Mechanism

“ At TreeHouse Foods, we are committed to expanding environmental stewardship, stakeholder value creation and thoughtful governance in everything we do. We believe that our commitment to enterprise-wide ESG integration is fundamental in meeting the expectations of our customers, employees, investors, consumers and suppliers. ”



Kelly Crosier
VP, ESG, Deputy General Counsel

Serving Our Stakeholders



Our Customers

We are committed to customer satisfaction, performance excellence and delivering high quality products and service. In 2023, our customer relationships remained at the center of everything we did. We engaged directly with customers on their ESG efforts to understand how we can better partner with them to meet their goals. We also participated in customer-led forums to hear insights on ESG topics from peers, so that we can collaborate to deliver responsibly sourced and produced products.



Our Employees

Our employees are the heart of our organization. In 2023, we made strategic investments to move closer to our goal of being the employer of choice in the markets where we operate. This included enriching our employee value proposition with enhancements to our wages and benefits policies. We also deployed a new competency-based career development framework and invested in our teams' training with a new online learning management system.



Our Stockholders

We maintain a robust practice and regular cadence of engagement with our stockholders by listening proactively, considering each of their opinions and working collaboratively to understand different points of view. We are committed to delivering long-term stockholder value, clearly communicating our financial goals, and holding our management team accountable for Company results. During 2023, our leaders engaged with prospective and current stockholders representing approximately 88% of our common shares outstanding on key topics, including our approach to ESG and our 2030 ESG Goals.



Our Consumers

We are committed to providing consumers with the highest level of food safety and quality. We demonstrate our commitment to our consumers through our rigorous safety and quality procedures, as well as the purchase of the highest-quality ingredients.



Our Suppliers

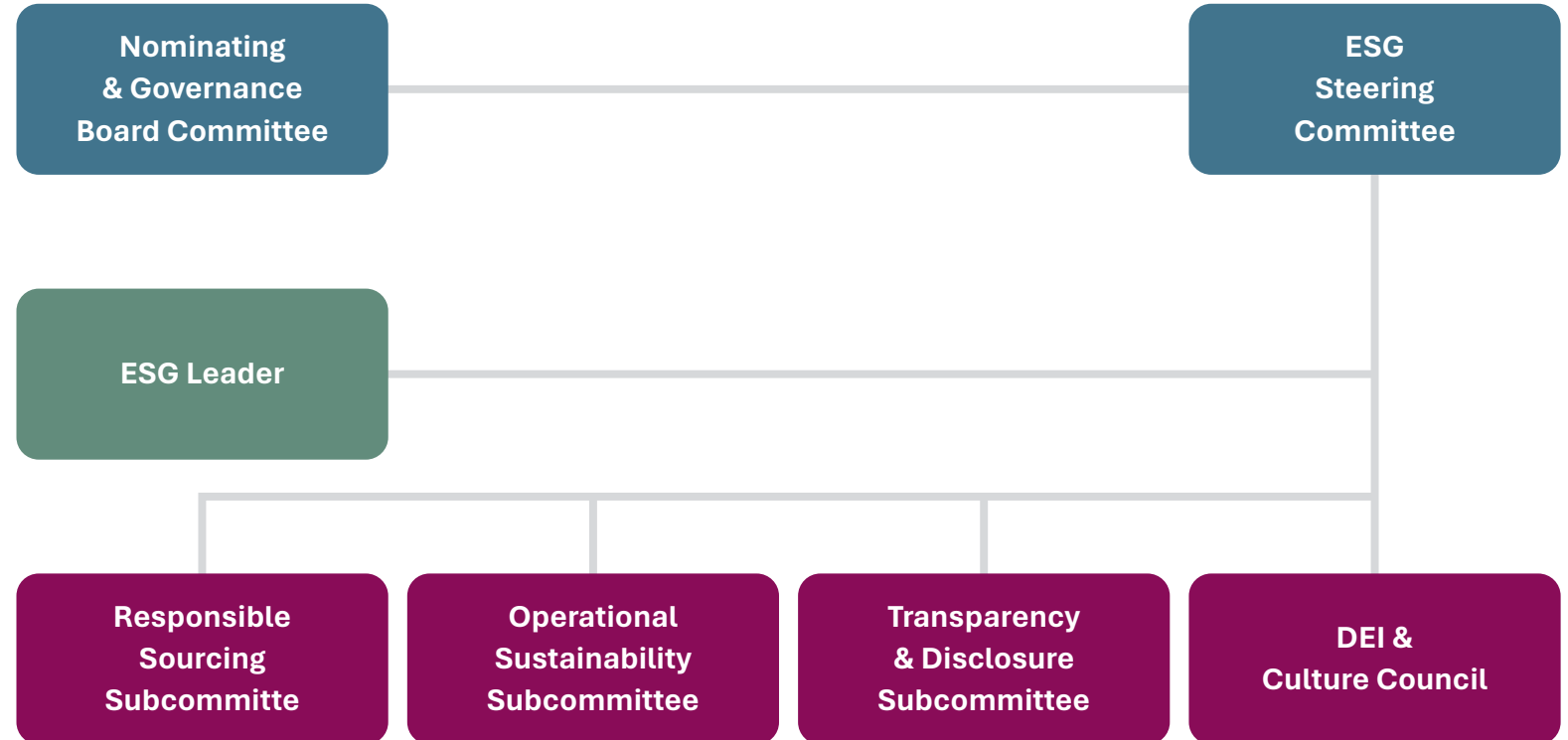
We understand that to be successful, we must partner with our suppliers to uphold food safety and quality expectations, including responsibly sourced ingredients, and offer products and packaging that ensures we are delivering upon our commitments to our customers and consumers. We work with our suppliers to continuously improve through annual Responsible Supplier Surveys and scorecards.

ESG Governance

Our Board of Directors oversees our ESG strategy, through its Nominating and Corporate Governance Committee, which regularly reviews the Company’s ESG activities, developments, goals and objectives, including the Company’s ESG programs and disclosures.

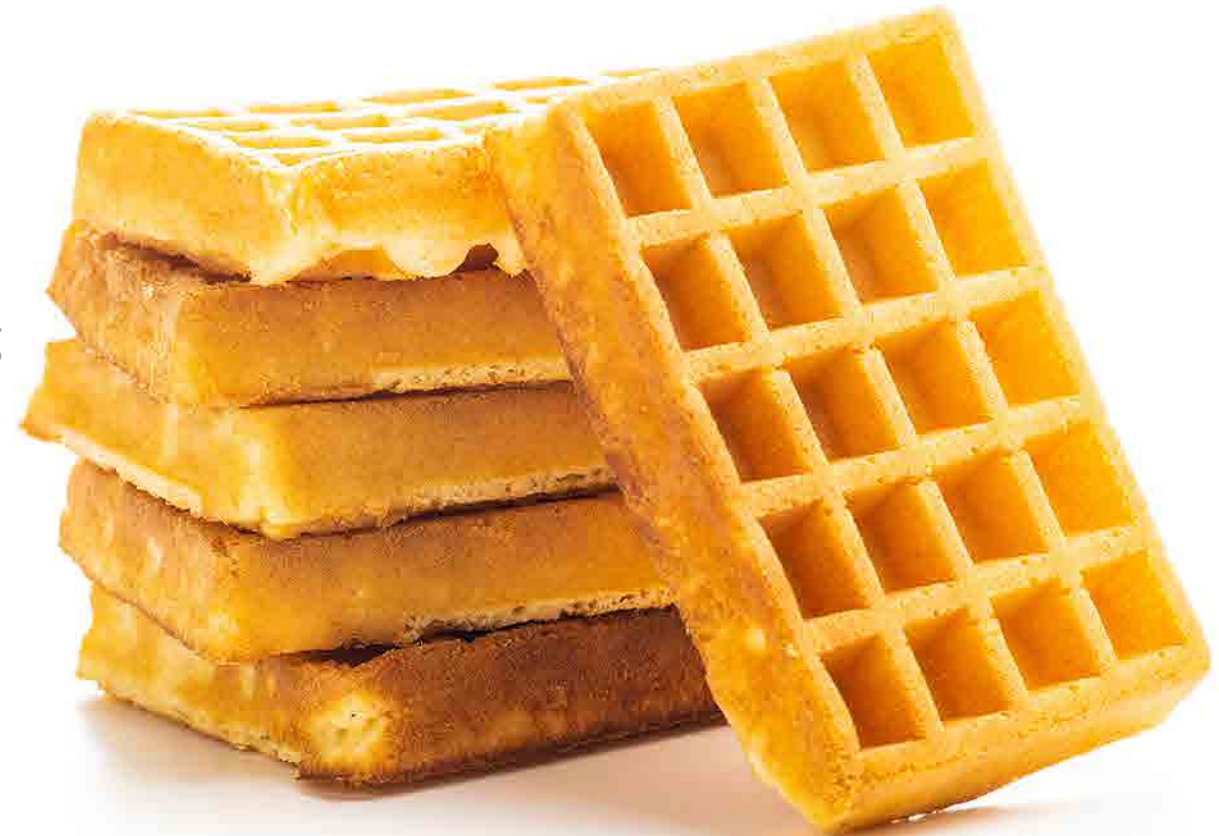
The Compensation Committee meets with the Company’s ESG Steering Committee to review human capital activities, developments, goals and objectives incorporated into the Company’s ESG initiatives.

Our ESG Steering Committee drives our activities in this space, and is composed of our Executive Leadership Team, including our Chairman, CEO, and President. This committee is supported by four subcommittees and our ESG team, which is led by our VP, ESG, Deputy General Counsel & Assistant Corporate Secretary. Each subcommittee is led by a chair and is made up of a cross-functional team of subject matter experts from the business. The subcommittees are responsible for setting the action plans needed to achieve our 2030 ESG Goals, providing subject matter guidance to the Company on ESG issues, and assisting with ESG reporting and disclosure.



2030 Goals & Progress

Our 2030 ESG Goals were developed with the help of our cross-functional ESG subcommittees in response to the findings from our 2023 prioritization assessment. Achieving these goals in line with our ESG strategy is guided by the ESG Steering Committee, and responsibility for achieving these goals sits with each of our ESG subcommittees. We will continue to ensure these efforts are embedded and integrated across the enterprise and will keep stakeholders updated on progress toward achieving them.



Goals: Environment & Climate

● In Progress/On Track
 ● Achieved
 ● Off Track

2030 ESG GOAL	2030 TARGET	2023 PROGRESS	2023 SUMMARY
Reduce Scope 1 & 2 GHG emissions by 25% by 2030	184,592 MT CO ₂ e	235,373 MT CO ₂ e (4.4% reduction)	●
Assess baseline Scope 3 calculations and establish reduction goal by 2025	Set a reduction goal by 2025	In progress	●
Reduce water withdrawn across manufacturing facilities by 20% by 2030	940,867 kgals	977,236 kgals (16.9% reduction)	●
Increase company-wide landfill diversion to 90% by 2030	90%	71.2% (3.8% decrease)	●
Reduce Food Loss & Waste by 50% by 2030	7,794 MT	13,057 MT (16.2 % reduction)	●
By 2030, have 100% of packaging be recyclable, reusable, or compostable ¹	100%	79% (10% decrease) ²	●
Eliminate problematic and unnecessary plastics in packaging as feasible by 2025 ³	0 MT	2,493 MT (2% decrease)	●
Continue to maintain at least 20% post-consumer recycled content (PCR) average across all packaging	20% PCR	32% (8% increase)	●

¹ We define “recyclable” as all items able to be recycled via third-party definitions (such as recyclable packaging materials defined as “widely recyclable,” “check locally” or “store drop-off” by How2Recycle)

² The divestiture of our bars business contributed to a decrease in recyclable packaging in our portfolio.

³ We define “problematic plastics” as the 11 problematic materials identified by the US Plastics Pact <https://usplasticspact.org/problematic-materials/>

Goals: People & Communities

● In Progress/On Track
 ● Achieved
 ● Off Track

2030 ESG GOAL	2030 TARGET	2023 PROGRESS	2023 SUMMARY
Reduce Total Recordable Incident Rate (“TRIR”) by 20% by 2030 to continue towards the goal of zero incidents	1.51	1.75 (7.67% decrease)	●
Conduct annual DEI training by 2024 for all employees	Annual training for all employees	In progress to roll out in 2024	●
Provide intentional learning and development programming for our employees	Robust learning and development programming available for all employees	Rolled out DevelopU platform in December 2023	●
Expand recruiting efforts by partnering with community, academic, and professional organizations to attract and hire diverse talent	Partnerships established to attract and hire diverse talent	Attended various career fairs, including the National Black MBA Association Career Expo, Hispanic-Serving Institution Career Fair and Service Academy Career Conference	●
Work to provide transparent internal mobility processes to enable robust career growth	Available to all employees	In progress	●
Disclose EEO-1 data by 2030 and annually thereafter	Disclosed annually	In progress	●
Donate \$50 million in volunteer time, food, and/or cash to organizations focused on alleviating food insecurity in our local communities by 2030	\$50 million	\$12 million	●

Goals: Products & Operations

● In Progress/On Track
 ● Achieved
 ● Off Track

2030 ESG GOAL	2030 TARGET	2023 PROGRESS	2023 SUMMARY
Direct source 100% RSPO physical certified palm oil by 2030	100%	64% by weight (5% increase)	●
Increase offerings of third-party certified responsibly sourced cocoa by 2030	Increase offerings	2% of cocoa by weight	●
Update our Responsible Sourcing Policy to include: • Animal Welfare expectations • Supplier Diversity acknowledgement and commitment to increase spend with diverse suppliers • GFSI expectation for ingredient & food contact suppliers	Add to policy expectations on animal welfare, supplier diversity, and GFSI certification	In progress to roll out 2024	●
Roll out annual ESG supplier survey and scorecard for strategic suppliers	Annual	Delivered in 2023 (83% completion rate)	●

“Our mission is to Engage and Delight – One Customer at a Time, and bringing that mission to life involves doing everything we can to consistently produce safe, high-quality, good-tasting food that our customers want to sell and that consumers enjoy.”



Steve Landry
 SVP, Chief Operations Officer

Environment & Climate

As a snacking and beverage manufacturer, we understand that to achieve long-term success, we need to be good stewards of the environment and its natural resources. We strive to operate our business in a responsible manner by addressing environmental and climate change risks, conserving natural resources, and focusing on the social and environmental performance of our operations and supply chain.

Environmental Sustainability at TreeHouse Foods



We are honored to have been named as a USA Today 2024 America's Climate Leader for our work in 2023 to reduce carbon emissions. This award considers a company's annualized reductions in emission intensity, carbon disclosure ratings, and

absolute Scope 1 & 2 emissions in order to determine qualification. Between 2022 and 2023, we achieved a 4.4% reduction in Scope 1 & Scope 2 emissions, thanks to targeted resources and investments in our facilities. We also completed the annual CDP Climate Change survey, increasing transparency for our stakeholders.

We have an established [Environmental Health & Safety \("EHS"\) commitment](#) that guides how we incorporate sustainability principles into our business, in accordance with our [Code of Ethics](#). We also have a [Responsible Sourcing Policy](#) that outlines our expectations for our suppliers in many areas, including land deforestation

and conversion. See more on this policy in the [Priority Ingredients](#) section of this Report. Our climate strategy focuses on the impact from our direct operations as well as our supply chain and packaging footprints, and we have set goals and targets in these key areas.

We recognize that there is a correlation between environmental degradation and vulnerable communities, and that these communities may be at higher risk from unintended externalities of manufacturing. We believe in the equal treatment of all people and communities, including with respect to environmental laws and regulations. The communities within which we operate house our employees and manage the resources we need to manufacture our products. Therefore, we take compliance with local regulations seriously and expect our suppliers to do the same.

In 2023, we completed 32 projects in our facilities to improve efficiency and reduce resource use. Common projects identified and completed include light-emitting diode ("LED") lighting upgrades, eliminating single-pass cooling water systems, reducing water flow rates,

waste heat recovery, compressed air leak repair and implementing operational best practices to conserve energy in production and utility equipment.

Some of these improvements were identified during Sustainability Treasure Hunts – guided plant explorations that seek out opportunities to increase efficiency or reduce resource use. By engaging employees at each facility to identify opportunities for energy and water savings, we have created a sustainability related project pipeline to be further evaluated.

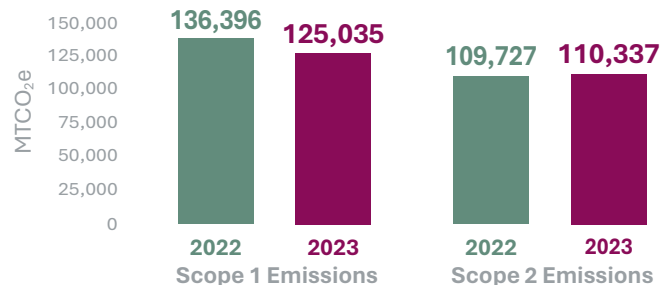


Our ESG team on a sustainability treasure hunt in Green Bay, WI.

Greenhouse Gas and Energy Management

Our 2030 ESG Goals include a target to reduce our Scope 1 & 2 GHG emissions by 25%, and to quantify and assess our baseline Scope 3 calculations in order to establish a Scope 3 reduction goal by 2025. We intend to achieve these reductions primarily through operational efficiencies and investments. Frequently these improvements also lead to financial efficiency. These reductions were largely due to project-based facility investments. In 2023, we completed 25 projects that specifically focused on emissions reduction, which are cumulatively estimated to result in a reduction of approximately 414 metric tons of carbon dioxide equivalent (“MT CO₂e”) annually.

GHG DATA⁴



⁴GHG data does not include the Sioux Falls, SD facility, as the environmental footprint was immaterial and operations closed shortly after acquisition. The 2022 baseline and 2023 data was adjusted based on acquisitions and divestitures which occurred in 2022 and 2023.

Sustainable Certifications

Sustainable Building Certification: U.S. Environmental Protection Agency (“EPA”) *Energy Star* Certification and Partnership: Since 2021, we have ensured annual re-certification of four of our manufacturing plants to the EPA Energy Star Certification standard.

LEED Certification: Our Northlake, TX, office is Leadership in Energy and Environmental Design (“LEED”) silver certified, which validates that certain sustainability principles – such as water and energy efficiency, the use of regional materials, and reducing the facility’s impact on the environment – were upheld during the selection of the site and the construction of the facility. Some examples of sustainability efforts employed at the Northlake facility include: planting native plants with low water irrigation needs for the landscaping, using all-LED lighting in certain areas, and utilizing reflective paving in the parking area and for roof materials (which reduces the cooling load to the building during the hot Texas summers). As additional sustainability efforts, the facility captures and composts the coffee chaff (skin of the beans) that comes off during the roasting process, as well as re-purposes the bags that the coffee comes packaged in.

EPA SmartWay Partnership: The EPA’s SmartWay carrier performance rankings allow companies to improve their freight movements by tracking efficiency and air quality data each year. In 2023, 74% of our carriers were SmartWay certified, a 5% increase from our last report in 2022.



TreeHouse Foods' Coffee Center of Excellence located in Northlake, Texas.

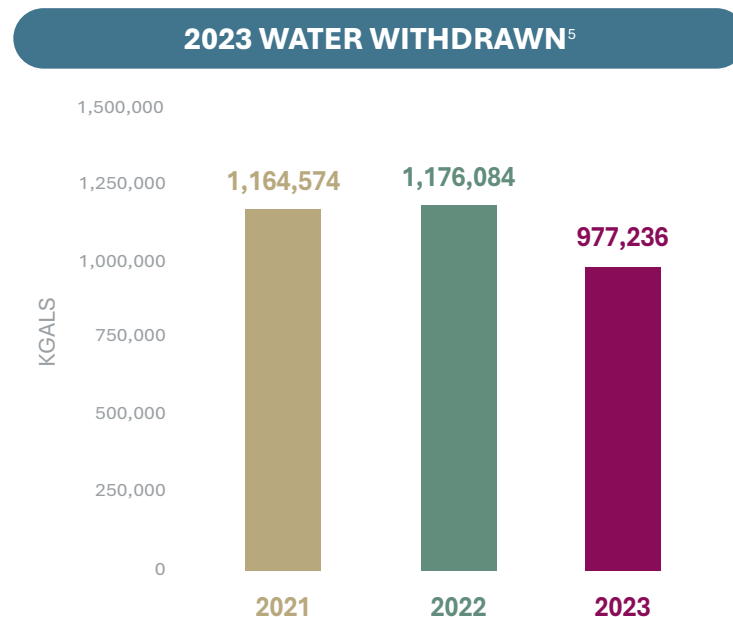
Water Management

As water stress intensifies across much of the world, it is crucial that the food production industry invest in ways to reduce water use and alleviate stress in high-risk areas.

Water is a fundamental resource for all aspects of our value chain, from the water needed to grow agricultural ingredients to the water used for processing and production at our facilities. We utilize water in our sanitation processes, a cornerstone of our food safety and quality strategy. We are committed to reducing our water footprint and making our products and processes less resource intense. We have a goal to reduce water usage across manufacturing facilities by 20% by 2030.

In 2023, we completed three projects that are anticipated to result in an estimated savings of more than 117,048 million gallons of water per year. The majority of these savings are estimated to come from a single pass cooling water elimination effort at our Dixon, IL, facility.

In addition, our Ogden, UT, plant installed low-flow hose nozzles in 2023 based on a Total Plant Analysis (“TPA”) completed in 2022, and identified the opportunity to save 30% of sanitation water, equivalent to 2.6 million gallons of water annually.



⁵Water data includes our manufacturing plants with the exception of the Sioux Falls, SD facility as the environmental footprint was immaterial. 2021 and 2022 data has been updated to reflect acquisitions and divestitures taking place in 2022 and 2023.



Waste Management

We are committed to making our products more efficiently and reducing waste from our operations, especially food loss and waste (“FLW”). We have an opportunity to improve profitability by reducing FLW, maximizing our ingredients and increasing product usage. Preventing FLW also helps lower GHG emissions from the food decomposition process and ensures we can do our part to reduce hunger and poverty globally. We have a goal to reduce FLW by 50% by 2030 as participants in the World Resources Institute (“WRI”) Food Loss and Waste Champions 10x20x30 initiative.

In 2023, our total FLW was 13,057 metric tons, as calculated using the WRI Food Loss and Waste Accounting and Reporting Standard. This number does not include donations or food waste that was diverted to animal feed, which totaled another 42,670 metric tons.

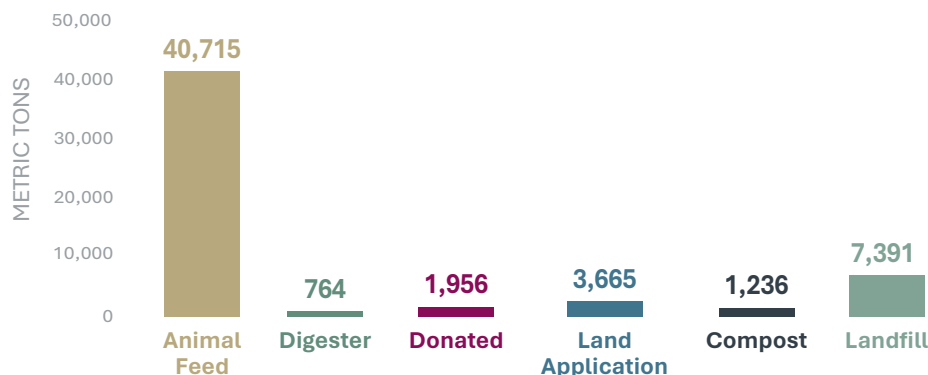
Diverting waste from landfills is a priority. Our facilities work to increase the percentage of our waste that becomes animal feed, compost, digestions, or land application. Where possible, we look to donate product that cannot be sold if it is food-safe and of sufficient quality.

In 2023, our landfill diversion rate was 71.2%, with a goal to increase this to 90% by 2030, in alignment with the Standard for Environmental Claim Validation Procedure for Zero Waste Classification (“UL2799”).

We will continue to identify efficiencies in our production and forecasting processes to optimize our manufacturing operations, reduce waste, and produce consistent, high-quality and affordable products for our customers. In 2024, we plan to develop an enterprise approach to our waste and recycling efforts to support increased diversion and cost saving opportunities.

All hazardous waste is managed in accordance with federal, state, and local regulations. We use qualified and licensed hazardous waste management vendors to ensure these waste streams are handled and disposed of appropriately.

2023 FLW WEIGHT BY DESTINATION⁶



⁶Waste data includes our manufacturing plants with the exception of Sioux Falls, SD facility, as the environmental footprint was immaterial.

Sustainable Packaging

Plastics and packaging are key areas of focus in our ESG program as we address growing customer expectations and evolving regulations on packaging. As a private brands manufacturer for many well-known retail grocery brands, our objective of integrating more sustainable packaging options into our operations is part of our ongoing dialogue with our customers and our responsibility to society at large.

Our greatest packaging challenges are the same that impact the larger processed foods industry, including flexible film recyclability. Our research and development team is hard at work seeking alternative solutions, and we are working to decrease our use of flexible film across our product lines as alternative packaging options become more prevalent in the market.

The sale of our snack bars business in September 2023 impacted our overall packaging portfolio, including a reduction of flexible film use. The divestiture also reduced our use of recyclable and post-consumer recycled content (“PCR”)-containing packaging.

Our 2030 ESG Goals include the following packaging aspirations:

- By 2030, have 100% of packaging be recyclable, reusable, or compostable
- Eliminate problematic and unnecessary plastics in packaging where feasible by 2025
- Continue to maintain at least 20% post-consumer recycled content average across all packaging

Packaging Reduction Progress

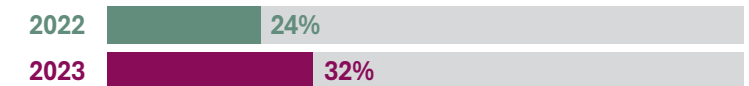
- ~1 million lbs corrugate reduction



Our plant-based creamer, packaged in a 100% recyclable Tetra-Pak container.

2023 PACKAGING METRICS⁷

Percentage of packaging by weight with PCR content



Percentage of packaging by weight that is recyclable, reusable or compostable



⁷Packaging data has been updated to reflect acquisitions and divestitures taking place in 2022 and 2023.

Framework & Partnerships

We leverage the How2Recycle (“H2R”) framework, the Association for Plastic Recyclers (“APR”), and other relevant frameworks to inform determinations on recyclability, labeling, and material substitutions. The How2Recycle label helps consumers understand the portions of packaging that are recyclable to promote recovery of materials.

We also collaborate with our suppliers and other third-party partners to help us stay well-informed of industry expectations and advancements, including engagement in committees of the Sustainable Packaging Coalition and the Institute of Packaging Professionals.



Turning a Shrink-sleeve Cannister into a Recyclable Carton

Historically, many of our multi-serve beverage options were packaged in a recyclable canister that was covered in a thin plastic sleeve, rendering it unrecyclable by consumers. TreeHouse Foods invested in a new packaging solution to solve this challenge – creating a fully recyclable carton, which aims to meet all the same shelf life needs and customer expectations, with a smaller environmental impact. Early estimations show an annual savings of approximately 1,300+ metric tons of GHG emissions, and elimination of approximately 700 metric tons of unrecyclable plastic from the switch.



“ We made progress in 2023, completing many initial trials for more sustainable packaging options. One of our strengths as an organization is our agility when it comes to supplier partnerships. We know 2025 is approaching quickly, and with it comes packaging goal aspirations for many of our customers. We kicked off projects quickly, and in the instances where initial attempts failed, we were able to re-group with new critical data needed to understand performance requirements and pivot to new potential solutions. ”



Nicky Kuebler
Director, Packaging

People & Communities

We believe creating a values-led, high-performance workforce and becoming a talent leader is key to achieving success in our growth strategy. We are committed to building a diverse team, fostering an inclusive culture, and investing in equity across our organization.



Employee Health & Safety

TreeHouse Foods employees are our most precious resource, and protecting their health and safety is our top priority. Our TreeHouse Management Operating System (“TMOS”) continuously implements robust operational plans to integrate best-in-class health and safety practices into our plants. TMOS is focused on mastering the fundamentals, risk assessments, Environmental, Health & Safety (“EHS”) standards, incident management, and behavioral observation. Our strategy is based on measuring the improvement of regulatory compliance, engagement, and effective communication.

YEAR	THS TRIR	INDUSTRY STANDARD TRIR ⁸
2022	1.89	4.6
2023	1.75	4.6

⁸Bureau of Labor Statistics, Injuries, Illnesses, and Fatalities, Food Manufacturing 2022: <https://www.bls.gov/web/osh/table-1-industry-rates-national.htm>.

In 2023, our Total Recordable Incident Rate (“TRIR”) reduced to 1.75, representing a 7.67% year over year reduction. This moves us closer to our goal of a 20% reduction by 2030, on our journey to zero incidents.

Our [Environmental, Health and Safety \(“EHS”\) Commitment](#) outlines our goal to deliver exceptional value and service to stakeholders while ensuring the health and safety of our people, the communities in which we operate, and the environment. We expect our employees, vendors, and suppliers to help us achieve this vision.

“Our EHS teams and plants have been on a journey toward “best-in-class” safety. Our facilities in Ogden, UT, and Hanover, PA, have sustained an impressive TRIR rate below 1.0. We work to ensure employees feel valued for their safety efforts and that their wellbeing is prioritized.”



Perry Amoo-Mensah
Senior Director, Health and Safety

Leadership in Workplace Safety

In 2023, we had five plants recognized by the American Bakers Association Safety Recognition Program for their efforts to increase workplace safety awareness and emphasize the importance of employee safety in the baking industry, including: Ogden, UT, Hanover, PA, Forest Park, GA, South Beloit, IL, and Tonawanda, NY.



In August 2023, our Ogden, UT, plant was honored with the Award of Merit from the Utah Safety Council for the sixth year in a row. Recipients of this award are required to meet certain stringent safety criteria, including periodic safety and health inspections; establishing a safety committee; zero work-related fatalities; and a TRIR that is below the industry average.



Our Ogden, UT, Safety Steering Committee.

Culture

We believe building a team diverse in ideas, experiences, and backgrounds enables us to be more successful and better address the needs of our employees, customers and consumers. The importance placed on diversity, equity and inclusion begins at the top of our organization.

We strive to have our workforce be representative of the communities in which we operate, and the customers and consumers who purchase our products by:

- Conducting annual DEI training by 2024 for all employees
- Providing intentional learning and development programming for our employees
- Expanding recruiting efforts by partnering with community, academic, and professional organizations to attract and hire diverse talent
- Working to provide transparent internal mobility processes to enable robust career growth
- Disclosing EEO-1 data by 2030 and annually thereafter



TreeHouse Foods was named a Best Large Employer on Forbes Magazine's America's Best Large Employers 2024 list! This award is given to the companies that rank the highest on an annual survey from 2023 of over 5000 employees at U.S. companies.

DEI & Culture Council

Our DEI & Culture Council, which guides our work in this area, is led by our Director of DEI and is composed of our Executive Leadership Team along with individuals from various levels and functions throughout the organization, including the leaders of each of our four Employee Resource Groups ("ERGs"). This council works together to shape and advance our DEI commitments.

DEI Strategic Roadmap

To build a culture of inclusion, we have established a multi-year DEI Strategic Roadmap and governance model that engages leadership at all levels of the organization. Our DEI work is guided by the pillars of our DEI Strategic Plan: Representation, Education and Career Advancement.

To advance our DEI Strategic Roadmap, we invest time and resources to create a workforce that is representative of the communities in which we are located, and we utilize best practices to recruit and retain our diverse talent.

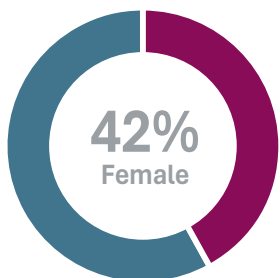
In 2023, we expanded our diversity recruitment strategies focused on strengthening the diversity of candidate slates by attending various career fairs, including the National Black MBA Association Career Expo, Hispanic-Serving Institution Career Fair and Service Academy Career Conference. We educate our leaders and employees on how best to contribute to an inclusive culture through continuing education and training to increase DEI awareness and to foster an employee experience where everyone feels a sense of belonging.



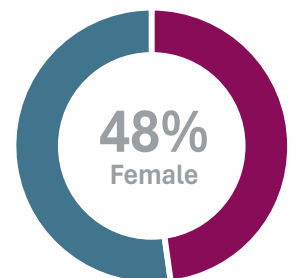
Workplace Demographics

We track the demographics of our employees based on gender, race/ethnicity, employee type, and other human capital factors. This information allows us to best identify opportunities for programs and resources that will support our employees. As of December 31, 2023, our U.S. workforce demographics for our hourly and salaried employees were as follows:

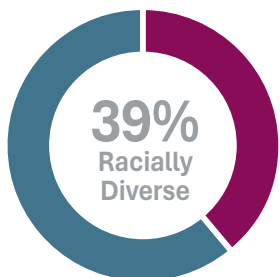
HOURLY WORKFORCE



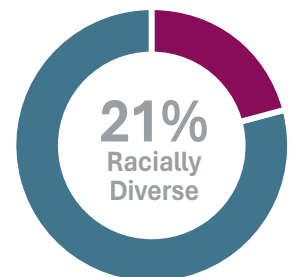
SALARIED WORKFORCE



HOURLY WORKFORCE



SALARIED WORKFORCE



“ When employees feel comfortable in their own skin, we see their full potential. Our focus on DE&I helps to foster an environment in which individuals can bring their authentic self to work, creating endless opportunities for both employees and our business. ”



Shane Reif
Sr. Director, Human Resources

“ I firmly believe that ESG principles are not just a corporate responsibility but a strategic advantage. Our commitment to these values not only enhances our employer brand but also drives long-term success by building a workforce that is aligned with our mission to make a positive impact on the world. ”



Kyara Jackson
Director, Talent Acquisition

Diversity, Equity and Inclusion Education

In 2023, we provided several opportunities for employees to engage and enhance their learnings around DEI subjects through our ERGs, HR business partners, and DevelopU, the Company's learning management system. These opportunities provided team members a variety of options at our plants, corporate offices, and virtual environments to learn more about heritage events such as Juneteenth, Pride, and International Women's Day, as well as foundational DEI concepts such as unconscious bias, inclusive leadership, and the true meaning of equity in a workplace setting.

Employee Resource Groups

Our ERGs help us make progress on our DEI Strategic Roadmap and bring additional support and resources to colleagues across the organization. In 2023, we maintained four ERGs: Parents & Caregivers Network, Black Employee Resource Group, Women at TreeHouse and Free To Be Me (our LGBTQIA+ resource group); and we have since added a fifth, for early career professionals. We believe that these ERGs play a critical role in attracting talent, providing mentorship and career development opportunities, delivering commercial business insights and connecting people to the Company and the communities where we do business.

Celebrating Pride with Free To Be Me



In June 2023, Free to Be Me members and families gathered for a celebratory brunch and then attended the Chicago Pride Parade together. The group also hosted a screening of The Death and Life of Marsha P. Johnson, which was kicked off by executive sponsor and TreeHouse Foods' Chief Operations Officer, Steve Landry. A lively discussion followed the event, where the group discussed the film and the figures who were instrumental in the LGBTQIA+ rights movement.



TreeHouse ERG members at the Pride Parade, June 2023.

“Pride Month is a fantastic opportunity to celebrate LGBTQIA+ individuals and communities. It was wonderful to see TreeHouse colleagues and families show support throughout the month of June by joining in the learning opportunities, challenging conversations, and colorful festivities.”



Lillie Becker
Manager, Business Unit
& Free To Be Me Chair

Juneteenth Discussions with the BERG



In June 2023, more than 300 employees joined members of our Black Employee Resource Group (“BERG”) and guest speaker Dr. Arin Reeves for a discussion on the history of Juneteenth; DEI and

the role of inclusion in both a personal and professional setting; the murder of George Floyd; and accountability. “As a man of color,” said Justin Bell, Director, Diversity, Equity & Inclusion, “it was fascinating to hear the discussion regarding Juneteenth and feel supported by leadership and so many allies who joined us for the session.”



Juneteenth Steering Committee.

Women @ TreeHouse Board Member Panel



Our Women @ TreeHouse ERG (W@THS) celebrated its two-year anniversary this year by hosting a panel and luncheon featuring the female members of our Board of Directors.

“ Women @ THS provides members with opportunities to assume leadership roles within the organization and enhance their skills through our professional development events and committee positions. Our panel allowed members to gain insights into the qualities that make our board leadership exceptional. ”



Lexi Ward
VP, Logistics & Customer Services

Family Day 2023



The Parents & Caregivers Network organized a Family Day in June 2023, hosting over 400 people, including employees and their families, at the Oak Brook, IL, office for activities such as cornhole, caricature artists and a petting zoo. A tasting area was also provided, so everyone had the chance to try many of our cookies, pretzels, pickles, and single-serve beverage products.



Pat O'Donnell, EVP & Chief Financial Officer, and Shelly Swihart, Corporate Controller, with her family at Family Day June 2023.

Employee Benefits & Wages

At TreeHouse Foods, we believe that finding great people and helping them reach their potential is critical to our success. We offer competitive compensation and benefit packages, designed to drive a performance-based culture and celebrate our successes. We are committed to and invest in providing employees with comprehensive, market-competitive benefits that support our employees' health, wealth and balance.

In 2023, we made the following strides in our benefits and wage practices to better meet employee needs:

- Reviewed time off and parental leave policies
- Modernized salaried job architecture and grades
- Moved toward launching a pay transparency initiative

By investing in these offerings, we strive to sustain TreeHouse Foods as a great place to work.

We provide competitive benefits in each of the markets where we operate.



Our employees are eligible to participate in medical, prescription, dental, and vision benefits, including options with telemedicine.



We offer increased flexibility during the summer months for our corporate employees, through our Summer Hours Program.



We offer generous paid time off and a well-being program that focuses on the physical, emotional, social and financial wellbeing of our employees.



Flexible Spending Accounts and Health Savings Accounts help our U.S. employees reduce their taxable income while paying for healthcare expenses such as co-pays, deductibles, orthodontia, over-the-counter medicines, and more.



Parental leave, tuition reimbursement and a hybrid work schedule are offered for our corporate employees.



Competitive life and disability insurance are offered to employees with options for supplemental coverage (where applicable).



Our retirement plans offer a convenient, tax-deferred way to save for retirement that includes matching company contributions.

Employee Engagement

We recognize that people and talent are critical to achieving our strategic ambitions. Our commitment to being a great place to work revolves around attracting, developing, and engaging top talent to drive our success. We are dedicated to nurturing a high-performance culture, ensuring our employees are motivated and aligned with our strategic growth pillars. We aligned our employee incentive plans around these strategic pillars, reinforcing the connection between individual performance and organizational success. By doing so, we aim to create a work environment where every employee feels valued, motivated, and integral to our collective achievements.

In 2023, we launched our new Total Rewards website, a comprehensive resource designed to provide our employees with easy access to vital, detailed information about their benefits, well-being programs, time-off programs, and more.

Employee Engagement Surveys

Our commitment to employee engagement is reflected in our proactive approach to listening and responding to employee feedback through comprehensive employee engagement surveys. In 2023, we saw a 2-point increase in our employee engagement survey compared to 2022. Based on the insights gathered, each facility has developed a targeted action plan to address key areas of improvement and to enhance overall experience.



At an enterprise level, the survey identified three focus areas:

- **Values-Driven Initiatives:** Ensuring that our core values guide every initiative we undertake. We are dedicated to embedding our values into the fabric of our daily operations and decision-making processes.
- **Enhanced Collaboration:** Fostering a culture of collaboration across all levels of the organization in our daily interactions and in our ways of working. We understand that effective teamwork and communication are essential for innovation and success, and we are implementing new tools and processes to facilitate better collaboration and knowledge sharing among teams.
- **Recognition Programs:** Elevating our efforts to recognize and celebrate the contributions of our employees. By highlighting the impact of our team members and enabling peer recognition, we positively impact workplace climate and reinforce a culture of appreciation.

Learning & Development

We are deeply committed to fostering a culture of continuous learning and growth for all our employees. We believe that providing meaningful work and ample growth opportunities is fundamental to both individual and organizational success. Our approach encompasses various initiatives designed to nurture talent, encourage professional development, and support our employees at every stage of their career journey.

We also recognize the importance of developing future talent through our internship programs. Our commitment to interns includes offering meaningful projects and responsibilities that provide real-world experience and contribute to their professional growth. In 2023, we had 23 interns join us, and five were hired into full-time positions within the Company.

For those in leadership positions, the TreeHouse Leadership Community (“TLC”) Development Program offers several modules designed to support the development of critical capabilities needed for success, along with career coaching and 360 feedback. The program includes cohorts consisting of our Executive Leadership Team and senior leadership.

To support ongoing learning and ensure consistent training across all levels, we are maximizing the use of DevelopU, which provides a robust library of on-demand learning resources that employees can access at their convenience. This allows for flexible and personalized learning experiences that cater to individual needs and schedules. Leveraging the power of the DevelopU platform, we have standardized our approach to plant-level training, ensuring high-quality, consistent instruction and support.



Our vision is to create a dynamic and supportive environment where continuous learning and professional growth are woven into the fabric of our organization. By investing in our employees and providing them with the tools, resources, and opportunities they need to succeed, we aim to cultivate a workforce that is highly skilled and motivated, and deeply engaged in and aligned with our strategic goals.

We continue to build a culture that values and promotes learning, growth, and development, ensuring that our employees have the support they need to achieve their full potential.

“ Having opportunities to learn and grow at work is critical. In 2023, we invested in additional programming and technology to offer our employees resources for their career development. We are proud to be able to support our employees on their journey. ”



Andrea Zimmerman
Learning & Organizational Effectiveness
Leader, Human Resources

Community

We view philanthropic and charitable contributions as an opportunity to connect with and enhance our corporate mission and ESG strategy. In 2023, we donated approximately \$12 million dollars in food to aid those in need and to support food accessibility. We have a company-wide goal to donate \$50 million in volunteer time, food, and/or cash to organizations focused on alleviating food insecurity in our local communities by 2030.

We have long-standing partnerships with various nonprofit organizations to which we make food and financial contributions, including Feeding America, Second Harvest Food Bank, Ruby's Pantry and various food banks in local communities in which we operate. Our employees are also passionate about engaging in volunteering opportunities and charitable giving. Our facilities and ERGs have led efforts to give back to our communities where we work and live.

“At the heart of our ESG strategy is our commitment to people. Through our donation and volunteering efforts, we help to make food accessible to those in need in our communities. These efforts are tied to our mission to make high-quality snacking and beverage products affordable for all.”

Feeding Our Communities

In December 2023, employees volunteered their time to pack meal kits, assemble food donations and coordinate holiday gifts for nonprofit organizations. During a holiday party in Oak Brook, employees helped assemble nearly 1,000 tote bags to give to the Northern Illinois Food Bank, which included 5,000 pounds of TreeHouse-produced food.



Supporting Breast Cancer Research



TreeHouse Foods has committed to donating 5% of annual net sales of the Lofthouse Pink Ribbon Sugar Cookies for the continued fight against breast cancer. In 2023, we donated over \$16,000 to Susan G. Komen, a nonprofit organization that funds research and advocates for breast cancer patients and survivors.

Making a Difference with a Unified Team

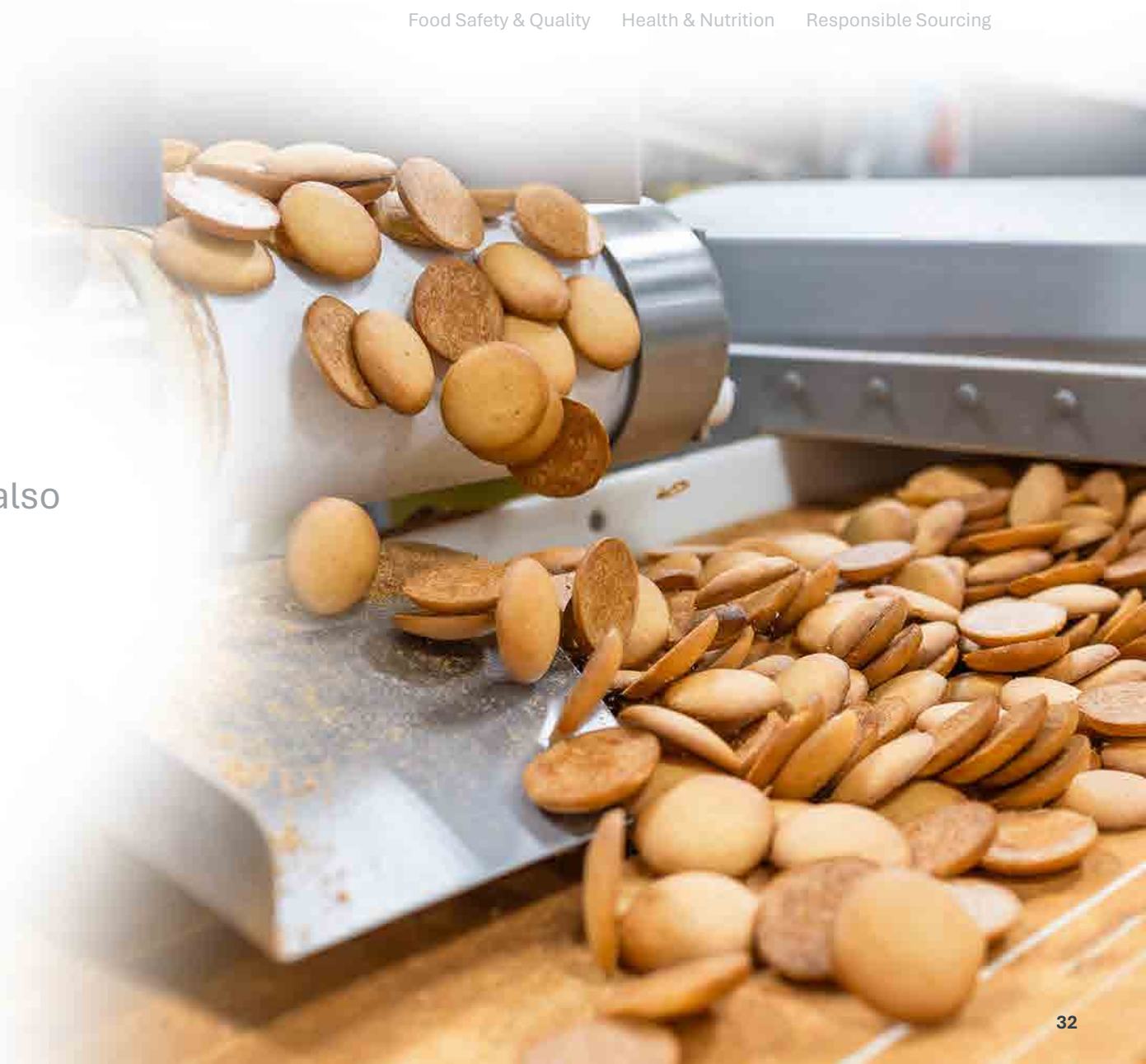
In June 2023, TreeHouse Foods donated more than 20,000 pounds of refrigerated dough, creamer, broth and cold brew samples from our Carrollton and Grand Prairie, TX, facilities to the MLK, Jr. Community Center and the City of Dallas – enough to help more than 300 families and individuals facing food insecurity. This effort showed the power of “One TreeHouse,” bringing together nearly a dozen volunteers, and even a last-minute, event-day assist from the University of North Texas football team, who helped us unload product at the Community Center. We couldn’t be prouder to support these efforts, and we look forward to more charitable giving opportunities in the years to come.



Kaity Lindner
Sr. Manager, Environmental,
Social & Governance

Products & Operations

Our top responsibility is to ensure every product we deliver is safe and fit for human consumption, while also respecting the environment from which it is sourced. It is a privilege and responsibility to be trusted by our community of customers to make their products and the consumers who purchase and enjoy our snacks and beverages.



Food Safety & Quality

We strive to have behavior-based food safety management, focused on creating a food-safe culture. Food safety culture is important at TreeHouse Foods whether we are working on the line producing food or in roles supporting those who do. It is everyone's business to know how to keep consumers safe. To enforce our product standards, we require our suppliers to adhere to our validation processes and our Supplier Expectations Manual, which includes parameters around food safety certification, production quality, supply chain traceability, regulatory compliance, social responsibility, and accurate and transparent labeling.

In 2023, we executed the following:

- Made several food safety improvements across our plants, including new processes, tools and equipment, such as heat mapping to prioritize work and resources utilizing critical food safety and quality metrics.
- Continued to maintain high food safety and quality standards, with 99% of total direct food suppliers certified to the Global Food Safety Initiative (“GFSI”), a 2% increase from 2021.
- Joined the Alliance to Stop Foodborne Illness (“STOP”), a national non-profit public health organization dedicated to the prevention of illness and death from foodborne pathogens.



Health & Nutrition

Interest in nutritional transparency is increasing amongst consumers, as awareness around diet and its effects on long-term health grows. Our Better-For-You product offerings seek to meet these expectations with carefully crafted formulas and certifications from reputable organizations.

We leverage certifications to address the following concerns and preferences over ingredients, animal welfare and food sensitivities:

- Gluten Free certification addresses gluten as a sensitivity and/or allergen
- Global Animal Partnership and Vegan certifications addresses concerns regarding animal welfare
- Organic and Non-GMO certifications addresses preferences towards non-GMO ingredients

In 2023, our revenue from these products was approximately \$707 million, or 20% of total revenue for the year for products sold in North America with health and nutritional attributes. These products include the better-for-you and/or organic alternatives. Additionally, our 2023 revenue related to sales of products labeled as “non-GMO” and/or “organic” was approximately \$257 million, or 7% of total revenue.

Categories with Better-For-You and Organic Offerings



Baked Snacking

- Crackers
- Pretzels
- Cookies
- Candy



Coffee & RTD, Tea

- Coffee & RTD
- Tea



Aseptic

- Broth
- Liquid beverages
- Cheese & pudding



Dry Blends

- Non-dairy creamer
- Powdered beverage
- Hot cereal



Pickles

- Pickles



Frozen & Refrigerated

- Refrigerated dough
- Griddle
- In-store bakery

Responsible Sourcing

The decisions we make about where and how we source our ingredients impact our entire value chain. We seek to make sure that our values of environmental sustainability and human rights are embedded all the way down to the farm level. This is why Responsible Sourcing is a key pillar of our ESG work. Our customers and their consumers share these values, so we offer Roundtable on Sustainable Palm Oil (“RSPO”), Rainforest Alliance, and Fair Trade certifications in order to address concerns regarding environment, social, and labor impacts.

Our strategy is guided by our Responsible Sourcing ESG Subcommittee, a cross-functional group across the organization that plans, problem-solves, and offers expertise on all aspects of the subject. They also help to implement our 2030 ESG Goals around sourcing, which include direct sourcing 100% RSPO physical certified palm oil and increasing offerings of third-party certified responsibly sourced cocoa.

Our [Responsible Sourcing Policy](#) was established in 2022, and outlines our expectations for suppliers around the following:

- Environmental Sustainability
- Transparency and traceability of priority ingredients
- Human Rights and Fair Working Conditions
- Workplace Health and Safety
- Food Safety, Quality and Regulatory Compliance
- Business Integrity

This policy is paired with a public-facing [Grievance Mechanism](#), which articulates how any third parties can raise grievances concerning TreeHouse Foods, Inc. suppliers.

In 2024, we expect to update our Responsible Sourcing Policy to include our expectations for suppliers around animal welfare and GFSI certifications for ingredient and food contact suppliers, and a supplier diversity acknowledgement and commitment to increase spend with diverse suppliers.

In October 2023, we rolled out a Responsible Supplier Survey to spot areas of potential opportunity with strategic suppliers. We intend to conduct this survey annually to inform our broader Supplier Scorecard, which evaluates each supplier on a range of metrics, including ESG.

Some of the principal ingredients for our products include, but are not limited to, casein, cheese, cocoa, coconut oil, coffee, corn and corn syrup, cucumbers, eggs, fruit, non-fat dry milk, oats, palm oil, peppers, soybean oil, sugar, tea, and wheat. Change in weather conditions, increasing frequency of natural disasters and severity of storms, water scarcity and other factors worsened by climate change present risks that impact agricultural productivity and therefore, availability and cost of ingredients. For more information on our risk strategy, see our Taskforce on Climate-Related Financial Disclosure (“TCFD”) report.

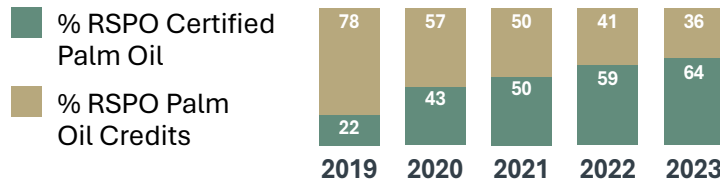
While our work in Responsible Sourcing spans many ingredients, we dedicate additional resources to monitoring three priority ingredients due to their prevalence in our products and the environmental and social concerns within their supply chains: palm oil, cocoa, and coffee.

Palm Oil

We source our palm oil primarily to the Mass Balance (“MB”), and Book & Claim (“B&C”) RSPO supply chain standards, with a small percentage certified to the Identity Preserved (“IP”) standard. Our goal is to achieve 100% physical certified palm by 2030, meaning that 100% of the palm we source directly from suppliers will be certified to MB standards or above.

In 2023, our palm portfolio, by weight, consisted of 63% MB, 1% IP, and 36% Book & Claim.

RSPO CERTIFIED PALM OIL SOURCING⁹



⁹2022 and beyond reflect our adjusted footprint following a major divestiture in October 2022.

“Ensuring that our ingredients are sourced in an ethical and environmentally-sound manner positively impacts our entire value chain, from the farms and farmers that grow them to the customers who purchase them.”



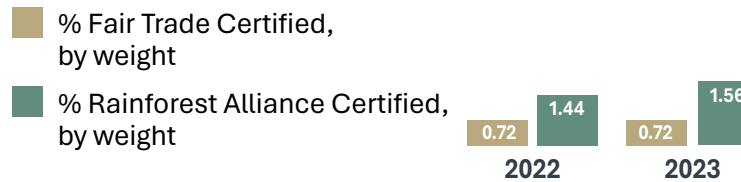
Kelley Buck
Manager, Environmental,
Social & Governance

Cocoa

Our cookies, candy, beverages and more utilize cocoa in their formulas. For customers interested in responsible sourcing certifications, we offer Fair Trade USA, Fair Trade International, and Rainforest Alliance certifications. Additionally, TreeHouse Foods itself is certified with Fair Trade USA under the Trader Standards and with Fairtrade International under the Fairtrade Trader Standard.

In 2023, the following percentages, by weight, of our cocoa portfolio were certified:

CERTIFIED COCOA SOURCING



Coffee

In June 2023, we completed the acquisition of a manufacturing facility in Northlake, Texas, adding roasting, grinding, flavoring, and blending capabilities to enhance vertical integration within our coffee business. The acquisition included the Direct Trade coffee program, which offers 100% third-party verified coffee. The program invests in the farms that we purchase from, helping them reduce environmental impact and improve worker livelihood. 2023 was the 10-year anniversary of the program.



Tatiana Sepulveda and her husband Erlindo picking coffee on their farm in Urrao, Antioquia, Colombia.



Governance

We are governed by our values and ethics established by our Board of Directors and Executive Leadership Team. We are committed to high standards of business integrity and corporate governance. Accordingly, we have developed a corporate structure and culture that promotes the highest ethical standards and compliance with all applicable laws and regulations. We regularly monitor and evaluate best practices and new developments in corporate governance against our own current practices.



Board of Directors

We are managed under the direction of our Board, which is currently composed of eight members, of which every director other than Steve Oakland, Chairman, CEO and President, is independent. We believe that the number of independent, experienced directors that make up our Board benefits our Company and our stockholders. The Board has three standing committees to help oversee various matters of the Company: the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee. The Nominating and Corporate Governance Committee regularly reviews the Company's ESG activities, developments, goals and objectives, including the Company's ESG programs and disclosures.

Board Diversity

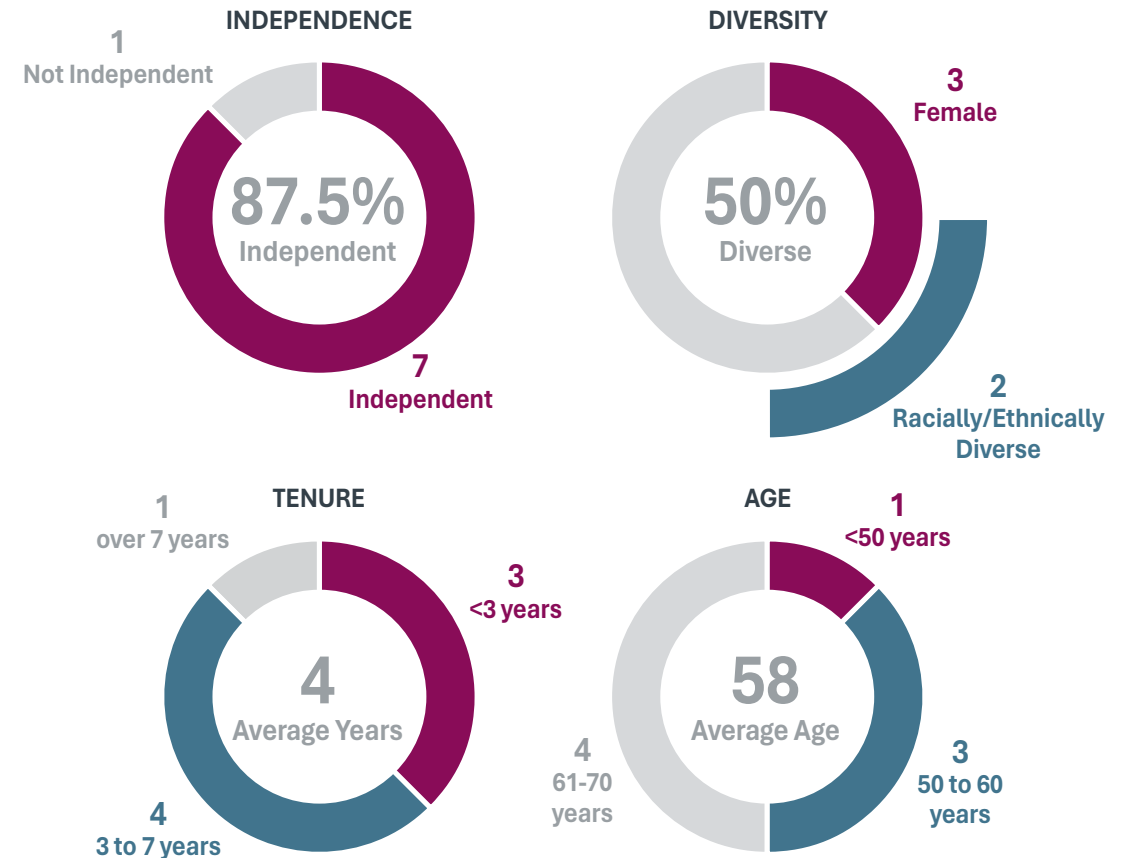
Over the past few years, we have refocused our efforts on Board refreshment. The Board believes the fresh perspectives brought by new directors are critical to a forward-looking and strategic Board while retaining those who have a deep understanding of TreeHouse Foods' business provided by longer-serving directors.

The Board is committed to having diverse perspectives, including diversity based on gender, ethnicity, skills, experience at policy-making levels in areas that are relevant to the Company's activities, and functional, geographic or cultural background.

The Board assesses its effectiveness in this regard as part of the annual Board and committee evaluation process. Additionally, as part of the search process for each new director, our Nominating and Corporate Governance Committee actively seeks out diverse candidates to include in the pool from which Board nominees are chosen.

TREEHOUSE FOODS BOARD DEMOGRAPHICS*

*as of August 1, 2024





Our Board of Directors



Steven Oakland
Chairman of the Board
(Term Expires 2025)



Adam J. Dewitt
(Term Expires 2025)



Linda K. Massman
(Term Expires 2025)



Jean E. Spence
(Term Expires 2026)



Scott D. Ostfeld
(Term Expires 2026)



Jill A. Rahman
(Term Expires 2025)



Joseph E. Scalzo
(Term Expires 2025)



Jason J. Tyler
(Term Expires 2025)

Our Executive Leadership Team



Steven Oakland
Chairman, Chief Executive Officer, and President



Patrick M. O'Donnell
EVP, Chief Financial Officer



Scott Tassani
EVP, Business President and Chief Commercial Officer



Kristy N. Waterman
EVP, Chief Human Resources Officer, General Counsel, and Corporate Secretary



Steve Landry
SVP, Chief Operations Officer



Amit R. Philip
SVP, Chief Strategy and Growth Officer



Risk Oversight

Identifying, monitoring, and mitigating climate-related risks are urgently important to our business. Physical and transition risks from climate change can impact our future financial performance and business continuity, and our ESG strategy is committed to mitigating those risks. We will continue to be a leader in the food industry and provide high-quality products for our customers and the communities they serve.

Code of Ethics

Integrity is the key ingredient. Our [Code of Ethics](#) serves as a framework for our ethical business practices and provides us with high-level guidance and direction about difficult choices we might face. The TreeHouse Foods Code of Ethics defines our collective responsibilities to one another, our customers and consumers, the communities we call home and all our stakeholders. Adherence to the Code of Ethics is critical for us to achieve our standards. The Code lays out a clear set of expectations for our employees, directors and suppliers and helps fortify our culture of integrity, accountability, and ownership for all who impact, or are impacted by, our business.

Enterprise Risk Management

Management undertakes a regular review of a broad set of enterprise risks across the Company's business and operations to identify, assess, prioritize and manage potential issues over the short, intermediate and long-term. Specific emphasis is placed on identifying those risks that could have the highest impact to the Company and its operations, and the highest likelihood of risk occurrence. Management's risk assessment also takes into account input from the Company's Internal Audit function, which reports regularly to the Audit Committee, and the Board receives ongoing updates from management on trends in risk management and in new risks facing the business. Management is responsible for day-to-day risk assessment and mitigation activities, and our Board is responsible for risk oversight, focusing on our Company's overall risk management strategy.

Cybersecurity

Data breaches and system disruptions present risk to our company. Our Board oversees our Enterprise Risk Management program, and cybersecurity risks are monitored as a part of the broader program. The Audit Committee receives quarterly updates from the Chief Information Officer on significant risks, cyber incidents, and key performance indicators measuring the effectiveness of our cybersecurity risk program.

As part of our efforts to stay current with our data management efforts, we conduct ongoing and mandatory information-security awareness training for employees and provide education regarding our position on data privacy, intellectual property, protecting confidential and proprietary information and safeguarding technology systems to coincide with emerging and macro cyber risk factors that are unique to our business and work environment.



About this Report

The information contained in this report is current as of August 1, 2024, is not comprehensive and should be read in conjunction with our current and periodic reports filed with the Securities and Exchange Commission (“SEC”), including our Annual Reports filed on Form 10-K and Quarterly Reports filed on Form 10-Q. Furthermore, data, statistics, and metrics included in this report are non-audited estimates, not prepared in accordance with generally accepted accounting principles (“GAAP”), continue to evolve and may be based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees.

This report uses certain terms, including those that TCFD and SASB or others refer to as “material” or “key” to reflect the issues or priorities of the Company and its stakeholders as it relates to ESG metrics. Used in this context, however, these terms are distinct from, and should not be confused with, the term “material” as

defined by or construed in accordance with securities, or other, laws or as used in the context of financial statements and reporting. The inclusion of information in this report should not be construed as an admission regarding the materiality or financial impact of that information for purposes of U.S. securities law.

The ESG goals, projects, initiatives and strategies described in this report are aspirational, and as such, no guarantees or promises are made regarding their success. The information covered in this report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG goals, projects, initiatives, and strategies and related business and stakeholder impacts. These statements are based on management's current expectations and beliefs concerning future developments and plans and their potential effects on the Company and its subsidiaries. These statements involve

risks and uncertainties, many of which are beyond our control and are difficult to predict, are not guarantees for future performance, and actual results may differ materially from any future results expressed or implied by the forward-looking statements. More information on risks, uncertainties, and other potential factors that could affect our business and performance is included in the “Risk Factors” and “Management's Discussion and Analysis of Financial Condition and Results of Operations” sections of the Company's most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. The forward-looking statements in this report are made as of the date first published, unless otherwise indicated, and we undertake no obligation to update these forward-looking statements as a result of new information or to reflect subsequent events or circumstances, except as required by law. For more information about TreeHouse Foods, Inc. please refer to our website: www.treehousefoods.com.



Appendix



Sustainable Accounting Standards Board (“SASB”) Processed Foods Disclosure

In an effort to provide our stakeholders with relevant sustainability-related information, TreeHouse Foods, Inc. (“TreeHouse Foods” or the “Company”) is reporting metrics in accordance with the Processed Foods (“PF”) industry framework from SASB. This information pertains to the issues considered by SASB to be material in the context of sustainability within our industry, and therefore impact short-, medium-, and long-term enterprise value. Our responses include the data most closely aligned with each metric.

Please note that the below data is specific to TreeHouse Foods’ operations in 2023.¹⁰

Accounting Metrics

Energy Management

Accounting Metric	SASB Code	Category	FY2023 Performance
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-PF-130a.1	Quantitative	1) 3,344,204 gigajoules (“GJ”) 2) 27.6% 3) 0%

Water Management

Accounting Metric	SASB Code	Category	FY2023 Performance
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-PF-140a.1	Quantitative	(1) 3,699,239 cubic meters (m3); 11.5% withdrawn from areas of High or Extremely High Baseline Water Stress. ¹¹ (2) TreeHouse Foods does not disclose total water consumed.

¹⁰This includes data from our Lakeville, MN, facility up to its date of divestiture (9/29/2023), and data from our Northlake, TX, facility beginning with date of acquisition (6/30/2023).

¹¹The World Resources Institute (“WRI”) Water Risk Index Report was performed in May 2023.

Water Management (continued)

Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-PF-140a.2	Quantitative	0 incidents of water-related non-compliance.
Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	Discussion and Analysis	As we are dependent on good quality freshwater in numerous applications, a sufficient amount of good quality freshwater available for use is the most significant water risk associated with TreeHouse Foods' operations. Examples of the most significant uses include: 1) as an ingredient in our product; 2) in heating and cooling processes; 3) in the production of steam; 4) in sanitation; and 5) domestic usage for employees. If we were to lose access to good quality water, our operations would be severely disrupted. Compliance with local, state, and federal requirements also poses a risk as regulatory pressures push for cleaner wastewater discharges in light of capacity limitations, growing populations, and evolving regulatory requirements. Our efforts to manage this risk include increased water efficiency efforts. In 2023, we completed three projects that resulted in over 100 million gallons of water savings per year, primarily achieved through a single pass cooling water elimination effort at our Dixon, IL, facility. Additionally, TreeHouse Foods is looking to increase water efficiency at our facilities through projects in Green Bay, WI, Manawa, WI, and Cedar Rapids, IA, with the potential to save millions of gallons of water. In 2023, projects to install new or improved wastewater treatment systems were initiated in several plants to ensure compliance with local, state, and federal requirements and ensure cleaner wastewater discharge. Wastewater treatment projects were completed in Princeton, KY, and Tonawanda, NY, in 2023. Our Lancaster, PA, wastewater project was partially completed in 2023 and the second phase is in progress. Our Cambridge, MD, wastewater project is currently under construction and anticipated to be operational in 2024. In 2023, we established the Wastewater Roundtable, a cross-functional team to proactively review our wastewater operations for ways to monitor discharges, improve performance, and anticipate impacts from production changes as they relate to wastewater compliance.

Food Safety

Accounting Metric	SASB Code	Category	FY2023 Performance
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-250a.1	Quantitative	1) a. 0.0; 0 major non-conformances 1) b. 4.44; 111 minor non-conformances across 25 plants* 2) a. NA 2) b. 100% * Includes any plant that was operating under TreeHouse Foods ownership during the 2023 GFSI audit.
Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (“GFSI”) recognized food safety certification program	FB-PF-250a.2	Quantitative	A total of 99% of direct food ingredient suppliers are certified to GFSI-recognized food safety certification program.
(1) Total number of notices of food safety violation received, and (2) percentage corrected	FB-PF-250a.3	Quantitative	We had 0 regulatory food safety violations.
(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4	Quantitative	1) 3 2) 9,727.4 metric tons Two of the voluntary recalls were due to supplier ingredient issues, and the third was related to microbial testing and sampling procedures. Corrective actions included additional testing requirements, training enhancements, and restrictions to source of the issue ingredient. No legal proceedings or fatalities were reported.

Health & Nutrition

Accounting Metric	SASB Code	Category	FY2023 Performance
Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-PF-260a.1	Quantitative	Approximately \$707 million, or 20% of our total revenue, came from products with health and nutrition claims. ¹²
Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2	Discussion and Analysis	Our Research & Development team monitors consumer trends and concerns around health and nutrition. These trends, such as consumer preference for simple ingredients, less sugar and higher nutritional values, inform our ingredient management and selection. Our commercial team answers customer requests and shares those requests, as well as any product claims or required customer initiatives, with our internal teams. These communications are used to develop our products, packaging and labeling strategies for our customers. Our Regulatory Affairs team monitors regulatory changes to help implement internal adjustments before any noncompliance can result in fines, recalls, reputational damage, or customer losses.

Product Labeling & Marketing

Accounting Metric	SASB Code	Category	FY2023 Performance
Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-PF-270a.1	Quantitative	We conduct limited marketing directly to consumers as a private brands manufacturer, and it is directed to adults, who make household purchasing decisions.
Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF-270a.2	Quantitative	1) We maintain compliance with the National Bioengineered (“BE”) Food Disclosure Law, which requires food companies that label foods for retail sale to disclose information about BE food and ingredients. We evaluated all finished goods and collaborated with retail customers to update packaging and/or websites prior to the compliance date of January 1, 2022. We continue to monitor this regulation for additions to the BE list and conduct an annual audit to update any ingredients and, ultimately finished good labeling. 2) Approximately \$257 million, or 7% of total revenue is from products labeled as non-GMO.

¹²This metric does not include products sold outside of North America.

Product Labeling & Marketing (continued)

Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-PF-270a.3	Quantitative	We work to prevent incidents of non-compliance and legal proceedings associated with them. Our Regulatory Affairs team monitors governmental regulations and changes to promote compliance. We address any potential notices of non-compliance with regulatory labeling and marketing codes and work with regulatory agencies to correct issues immediately.
Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	FB-PF-270a.4	Quantitative	Please see the Legal Proceedings section of our 2023 Annual Report for the fiscal year ending on December 31, 2023.

Packaging Lifecycle Management

Accounting Metric	SASB Code	Category	FY2023 Performance
(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	FB-PF-410a.1	Quantitative	1) 191,683 metric tons 2) 32% of packaging, by weight, made from pre- and post-consumer recycled materials 3) 79% ¹³
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2	Discussion and Analysis	Please see the Sustainable Packaging section for information on our Sustainable Packaging efforts.

¹³ We define as “recyclable” all items able to be recycled via third-party definitions (such as recyclable packaging materials defined as “widely recyclable,” “check locally” or “store drop-off” by How2Recycle).

Environmental & Social Impacts of Ingredient Supply Chain

Accounting Metric	SASB Code	Category	FY2023 Performance
Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	FB-PF-430a.1	Quantitative	We leverage certifications to address the following concerns and preferences over ingredients, animal welfare, and food sensitivities: 1) Gluten Free certification addresses gluten as a sensitivity and/or allergen 2) Global Animal Partnership and Vegan certifications address concerns regarding animal welfare 3) Organic and non-GMO certifications address preferences towards non-GMO ingredients 4) Roundtable on Sustainable Palm Oil (“RSPO”), Rainforest Alliance and Fair Trade certifications address concerns regarding environment, social, and labor impacts. We are certified with Fair Trade (“FT”) USA and are certified to the Trader Standards, which are applicable to companies that handle and trade FT USA-certified commodities. We source our certified food ingredients primarily to the Mass Balance (“MB”) and Book & Claim (“B&C”) RSPO supply chain standards with a small percentage being certified to the Identity Preserved (“IP”) standard. Percentage breakdown of the palm oil we source: • 63% MB • 1% IP • 36% Book & Claim Percentage breakdown of the cocoa we purchase: • 0.72% Fair Trade • 1.56% RFA • 97.72% Conventional



Environmental & Social Impacts of Ingredient Supply Chain (continued)

Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-430a.2	Quantitative	We have a Responsible Sourcing Policy that outlines our expectations for suppliers around: • Environmental protection • Sustainable development • Bribery and corruption • Transparency and traceability of priority ingredients • Human rights and fair working conditions • Workplace health and safety • Food safety, quality and regulatory compliance • Business integrity
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Ingredient Sourcing

Accounting Metric	SASB Code	Category	FY2023 Performance
Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-PF-440a.1	Quantitative	Please see our 2024 Task Force on Climate-Related Financial Disclosure (“TCFD”) report to learn about how we are improving our water use efficiency and addressing other water-related risks.
List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	FB-PF-440a.2	Discussion and Analysis	Our priority ingredients are coffee, cocoa, and palm oil. Please see our Priority Ingredients section of our ESG Report, and our 2024 TCFD disclosure for discussion of sourcing risks.

Activity Metrics

Activity Metric	SASB Code	FY2023 Performance
Weight of products sold	FB-PF-000.A	1,074,484 metric tons
Number of production facilities	FB-PF-000.B	28 ¹⁴

¹⁴ This includes one (1) facility divested on 9/29/23 and one (1) facility acquired on 6/30/23.

Task Force on Climate-Related Financial Disclosure (“TCFD”) Report

Executive Summary

TreeHouse Foods, Inc., is a leading private brands snacking and beverage manufacturer in North America. The nature of our business exposes us to climate-related risks, both physical and transitional. A rise in global mean temperatures at or above 1.5-degrees Celsius could significantly impact our ability to source ingredients, manufacture high-quality products and distribute those products to our customers. It is imperative that we identify and monitor climate-related risks and develop clear plans and targets for mitigating those risks. This TCFD-aligned report highlights our governance structure, strategy, risk management, and metrics and targets for mitigating the climate-related risks to our business and value chain. In 2023, we published updated 2030 ESG Goals, which reflect our more focused portfolio and simplified footprint as a snacking and beverage company. Our 2030 ESG Goals are centered around three pillars: environment and climate, people and communities, and products and operations. We believe the progress and value that we drive through our network against these ESG Goals will benefit our environment and communities, and strengthen strategic partnerships with our customers as we aim to advance their ESG journeys in tandem with our own.

This report uses certain terms, including those that TCFD and SASB or others refer to as “material” or “key” to reflect the issues or priorities of the Company and its stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the term “material” as defined by or construed in accordance with securities, or other, laws or as used in the context of financial statements and reporting. The inclusion

of information in this report should not be construed as an admission regarding the materiality or financial impact of that information for purposes of U.S. securities law.

The ESG Goals, projects, initiatives and strategies described in this report are aspirational, and as such, no guarantees or promises are made regarding their success. The information covered in this report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our ESG Goals, projects, initiatives, and strategies and related business and stakeholder impacts. These statements are based on management's current expectations and beliefs concerning future developments and plans and their potential effects on the Company and its subsidiaries. These statements involve risks and uncertainties, many of which are beyond our control and are difficult to predict, are not guarantees for future performance, and actual results may differ materially from any future results expressed or implied by the forward-looking statements. More information on risks, uncertainties, and other potential factors that could affect our business and performance is included in the “Risk Factors” and “Management's Discussion and Analysis of Financial Condition and Results of Operations” sections of the Company's most recently filed periodic reports on Form 10-K and Form 10-Q and subsequent filings. The forward-looking statements in this report are made as of the date first published, unless otherwise indicated, and we undertake no obligation to update these forward-looking statements as a result of new information or to reflect subsequent events or circumstances, except as required by law.

Governance

Overview

Our approach to climate change management is overseen at all levels of the organization, from our subject matter experts to our Board of Directors (“Board”), through clear ESG governance structures and responsibilities. The Nominating and Corporate Governance Committee of our Board provides ESG and climate change strategy oversight at the highest level, ensuring that our long-term corporate strategy continues to create stakeholder value. The Compensation Committee of the Board meets with the Company’s ESG Steering Committee to review human capital activities, developments, goals and objectives incorporated into the Company’s ESG initiatives. Our ESG Steering Committee reports to our Board and is a cross-departmental governance body that is led by senior leaders and chaired by our Chairman, CEO, and President.

ESG Subcommittees

TreeHouse Foods has four ESG subcommittees that report to the ESG Steering Committee — Operational Sustainability; Transparency and Disclosure; Responsible Sourcing; and Diversity, Equity and Inclusion (“DEI”) & Culture. These subcommittees focus on providing specific subject matter leadership in areas of importance to TreeHouse Foods and its stakeholders, including climate change management strategies. Through this structure, we work to integrate ESG into every aspect of our corporate culture and day-to-day operations. These subcommittees help to execute our ESG strategy and goals, all governed by relevant business leaders.

For additional information, please refer to the [Governance section of our website](#).

Strategy

Risks and Opportunities

Climate change, including increasingly stringent legal and market measures to address climate change, presents challenges to our business and could materially adversely affect our businesses, reputation, operations and supply chain. These key risks are defined by TCFD as follows:

- **Physical Risks:** Risks associated with physical impacts from climate change that could affect our ingredient sourcing, production facilities and operational business continuity. These impacts may include acute physical damage from variations in weather patterns (such as severe storms, floods and drought) and chronic impacts such as sea-level rise, desertification, and agriculture production and quality fluctuations. Physical risks ultimately include the disruption of operations across the value chain or destruction of property.
- **Transition Risks:** Risks related to the transition to a lower-carbon economy. These risks can be grouped into four categories: policy and legal risk; technological risk; market risk; and reputational risk. Transition risks include policy constraints on emissions, the imposition of carbon taxes, water restrictions, land-use restrictions or incentives, market demand and supply shifts, increased disclosure and other regulation, and shareholder activism.

We recognize that these types of risks may affect our business for differing amounts of time based on the varying life of our assets and infrastructure as well as geographic location. We have defined these time horizons as being relevant for our risk assessments:

- Short-term: 0–1 year
- Medium-term: 1–10 years
- Long-term: 10+ years

The tables on the following pages outline the specific risks identified and tracked by TreeHouse Foods.

Physical Risks

Escalating threat of climate change

Description	Strategy	Time Horizon
There is a general consensus that carbon dioxide and other greenhouse gas ("GHG") emissions are linked to global climate change, impact global temperatures, weather patterns and the frequency and severity of extreme weather and natural disasters, and that these emissions must be reduced dramatically to avert the worst effects of climate change. Climate change is becoming an acute threat for the food industry specifically, due to the impact it is having on crop production. This presents a significant risk for companies that rely on agricultural raw materials for production.	Our 2030 ESG Goals are focused on decreasing GHG emissions at all levels of our value chain. We have set specific goals to reduce our Scope 1 and 2 emissions, evaluate and plan how to reduce our Scope 3 emissions and reduce the GHG emissions from our landfill and food loss and waste ("FLW"). These goals directly support the identified urgent global need to reduce GHG emissions. In 2023, we reduced our Scope 1 & Scope 2 emissions by 4.4% from our 2022 baseline. These reductions were due in large part to facility-based improvements to increase resource efficiency. TreeHouse Foods must now address decreasing availability or less favorable pricing for certain raw materials that are necessary for our products, including but not limited to: casein, cheese, cocoa, coconut oil, coffee, corn and corn syrup, cucumbers, eggs, fruit, non-fat dry milk, oats, palm oil, peppers, soybean oil, sugar, tea, and wheat. This may require us to make additional unplanned capital expenditures, increase the prices of our products, increase our cost of transporting and storing raw materials, or disrupt our production schedules. Read more in our 2023 Annual Report, pg. 10.	Short-term to long-term

Acute physical risk

Description	Strategy	Time Horizon
A major business interruption caused by a disaster such as a tornado, fire, flood or major system failure at a shared service center, distribution center or key plant could threaten our capacity to continue operations or significantly impact profitability. These changing conditions could also negatively affect the reliability of our feedstocks.	Our strategy to manage the negative impacts on key natural resource inputs for food production, such as clean water and healthy soil, is incorporated into our existing supply chain management practices. In the fall of 2023, we rolled out our Responsible Sourcing Supplier survey, which assessed our strategic suppliers for potential risks or opportunities in their operations and management practices. Our goal is to ensure that our suppliers have a robust understanding of the ESG risks and opportunities facing their own business so that we can understand the maturity of their ESG programs and minimize our own risks in doing business with them.	Short-term to long-term
The implications of more aggressive and severe weather patterns can and will have a negative impact on supply chains, impacting both the availability and distribution of raw materials to customers.	We have set goals to increase the use of certified versions of our priority ingredients, and we will continue to work through certification bodies such as Roundtable on Sustainable Palm Oil (“RSPO”), Rainforest Alliance, and Fair Trade USA, which audit and verify the environmental and social practices of key ingredient suppliers. As natural resource scarcity increases, these relationships will become more vital to our long-term success. We will look to collaborate with additional third-party responsible sourcing organizations as part of our risk mitigation strategy.	
Additionally, our business success is inextricably linked to the welfare of our employees and the stability of local infrastructure. More frequent and intense weather poses a threat to our people and hard assets.	In 2023, our use of RSPO-certified palm oil increased from 59% to 64% year-over-year.	

Chronic physical risk

Description	Strategy	Time Horizon
The long-term changes to climatic conditions, including precipitation levels, mean temperatures and rising sea levels, are resulting in changes to the stability of growing regions across the globe. These regions rely on agricultural commodities to produce consistent feedstock for our operations. Chronic physical risks will make it difficult to predict the stability of supply and reinforce the need for a more diverse supply chain. Failure to accurately predict and plan production, source and purchase raw materials could result in distressed inventories or delays in meeting customer requirements. Chronic physical risks could also create volatility in commodity and crop costs, which has the potential to lower margins or trading losses. With the majority of our North American operations in the Midwest and Northeast, we do not have the same immediate physical risks from coastal flooding, hurricanes and wildfires as the Atlantic, Gulf and West Coast. However, the projected increase in average temperature and toxic algae blooms in the Midwest as well as the increased frequency and intensity of storms in the Northeast could have a negative impact on distribution, the	We recognize the potential severity of climate risks to our business, and we are working to specifically identify and plan for risks from long-term weather and climate changes at our facilities and across our value chain. Rising temperatures would require greater refrigeration in our facilities, which in turn could present additional costs and burdens on local power and water resources. We have set a 2030 ESG goal to reduce water usage across manufacturing facilities by 20% by 2030, which will make our operations more water efficient and less exposed to risk of water commodity changes. We also are evaluating other ways to reduce our external energy and water reliance such as procuring renewable energy for our operations and scaling water reclamation systems for our facility refrigeration units. In 2023, we reduced our water withdrawn by 16.9%. Changing global climate conditions could also affect our ability to package our ingredients. We are working to evaluate and improve our sustainable packaging offerings. We have conducted a Sustainable Packaging Assessment, which helped us better understand our baseline. The full set of results can be found in our 2022 ESG Report and a summary in our 2023 SASB Disclosure. Our packaging-related goals include: • Have 100% of packaging be recyclable, reusable, or compostable by 2030 • Eliminate problematic and unnecessary plastics in packaging where feasible by 2025 • Continue to maintain at least 20% post-consumer recycled content average across all packaging By choosing sustainable packaging, we aim for products to be flexible to changing global manufacturing conditions and less impactful on the environment. In 2023, our use of post-consumer recycled content increased from 24% to 32%.	Medium-term to long-term

Chronic physical risk (continued)

stability of the electric grid and overall business continuity. These risks could result in operational strain, losses due to unfulfilled deliveries and employee overtime pay to rectify unforeseen issues. Our operational costs may increase as a result of increasing energy and refrigeration needs to maintain food safety due to rising temperatures as well.

The impacts of these climate events may cause unpredictable water availability or exacerbate water scarcity. Water is critical to our businesses, including the businesses of the suppliers on whom we depend upon, and the lack of available water of acceptable quality may lead to, among other things, adverse effects on our operations.

The increasing concern over climate change and related environmental sustainability matters also has and is likely to continue to result in more federal, state, local and foreign legal requirements, including requirements to conserve and replenish water. Depending on the nature of such laws, we may experience significant increases in our compliance costs, capital expenditures, and other financial obligations to adapt our business and operations to meet new regulations and standards.

Our capital plan includes intended projects to achieve our broader environmental goals. These climate-related projects are for investments in energy and water efficiency as well as waste reduction initiatives. Our investments in these areas are expected to total approximately \$18 million in 2024.

Our efforts to manage water risks include increased water efficiency efforts, proactive evaluation of wastewater discharges, and we are looking to significantly reduce the use of single-pass cooling water.

In 2023, we completed three water projects estimated to result in over 100 million gallons of water savings per year, primarily achieved through a single pass cooling water elimination effort at our Dixon, IL, facility. Additionally, we are looking to significantly increase water efficiency through projects at our facilities in Green Bay, WI, Manawa, WI, and Cedar Rapids, IA.

Multiple projects to install new or improved wastewater treatment systems were initiated in several plants in 2023 to ensure compliance with local, state, and federal requirements and ensure cleaner wastewater discharge. Wastewater treatment projects were completed in Princeton, PA, and Tonawanda, NY, in 2023. Our Lancaster, PA, wastewater project was partially completed in 2023 and the second phase is in progress. Our Cambridge, MD, wastewater project is currently under construction and anticipated to be operational later in 2024.

In 2023, we established the Wastewater Roundtable, a cross-functional team to proactively review our wastewater operations for ways to monitor discharges, improve performance, and anticipate impacts from production changes as they relate to wastewater compliance.

Transition Risks

Policy and legal

Description	Strategy	Time Horizon
2023 was a landmark year in climate-related policy around emissions, disclosure, and packaging. The announcement of California’s climate risk reporting law (SB 261) and emissions disclosure law (SB 253), the European Union’s Corporate Sustainability Reporting Directive (“CSRD”), and movement with the SEC climate change regulations all herald the need for strong and transparent disclosure processes. In addition, policy-driven changes in energy prices and carbon taxes have the potential to affect our operating costs. The number of proposed carbon regulations in the U.S. has increased significantly in recent years. States have also introduced regulations around packaging that will require resources and time to ensure compliance for ourselves and our customers. Changing laws and regulations could impact our competitive position, practices, assets, labor pool, business partners or business model, and our capacity to efficiently conduct business.	A subset of our 2030 ESG Goals aims to reduce our environmental footprint by aspiring to reduce Scope 1 & 2 GHG emissions by 25%, and to work with suppliers to assess baseline Scope 3 emissions in order to establish a reduction goal by 2025. In 2023, we reduced our Scope 1 & 2 emissions by 4.4%. These goals move us toward a lower-carbon and more sustainable operating model. By reducing our direct and indirect emissions, we may be less exposed to the financial risk of a carbon tax. We are proactively reporting on our GHG emissions and climate change risks through our annual Sustainability Accounting Standards Board (“SASB”) and TCFD disclosures, as well as the CDP Climate Change Survey. By gathering, validating and reporting this information now, we are better prepared to report this information to the SEC. Our 2030 ESG Goals concerning packaging work to reduce our risk around emerging policy regulations, such as those set in New Jersey, Washington, Maine, California and Canada. Our packaging strategy includes efforts to reduce problematic and unnecessary plastics and increase use of post-consumer recycled material. We also participate in various trade associations that provide us with regulatory updates at the international, federal and local levels. This enables us to anticipate and plan for any significant policy changes in the markets in which we operate. Our supplier base collaborates with us to share relevant information from a product-, geographic- or customer-channel standpoint. Our customers also keep us updated with relevant policy changes. By reporting in line with TCFD, SASB, and the CDP Climate Change Survey, we are increasing our sustainability aspirations and transparency to provide our stockholders, customers, and other stakeholders more visibility into our planning and management of climate-related issues.	Short-term

Market

Description	Strategy	Time Horizon
Consumer demand for nutritious, responsibly produced food products has grown exponentially in the past decade. Failure to effectively identify and prioritize products and opportunities to expand and align our portfolio with this growing consumer demand could result in a reduction in orders for our products. Increased energy and water costs due to changing market conditions would increase our operating costs. Indirect costs from suppliers are also being passed on to retailers. Decarbonization is a focus for retailers when considering the additional costs around how and what they provide to consumers and how it arrived. Suppliers unable or unwilling to meet the new conditions will struggle to meet retailer demands.	Expanding our product portfolio with more responsibly sourced food ingredients will reduce our risk in this area. In 2022, we implemented a Responsible Sourcing Policy, which has specific requirements around environmental sustainability, priority ingredients, deforestation, human rights and food safety and quality, among other areas, to clearly communicate our expectations to suppliers and other third-party partners so we can offer more options that uphold our customers' standards. We have a 2030 ESG Goal to expand this policy to include animal welfare expectations. We manage the impact of increases in the costs of raw materials, wherever possible, by locking in prices on quantities required to meet our production requirements. We will continue to monitor the inflationary environment and its economic impact on pricing and consumer trends to determine if future pricing actions will be necessary. We do so by maintaining ongoing dialogue and collaborating with our customers, thereby strengthening our relationships as we operate in this extraordinarily challenging macro-economic environment. We actively engage with our customers to understand their objectives in regard to climate mitigation and risk so we can create strategic approaches to meet and exceed their expectations. Whenever possible, we look for opportunities to partner with customers to advance more effective climate solutions. In response to increased customer interest in third-party certified responsibly sourced ingredients, we have set the following 2030 ESG Goals: 1) Direct source 100% physical RSPO-certified palm oil by 2030; 2) Increase offerings of third-party certified responsibly sourced cocoa by 2030.	Short-term to long-term

Reputation

Description	Strategy	Time Horizon
Not addressing climate change in a meaningful way represents a reputational risk. Decline in customer trust could result in loss of business. Loss of investor confidence could impair our ability to efficiently raise capital for future investments or result in declining share value. Failure to attract, motivate and retain talent could threaten our ability to execute our business strategy and achieve key ESG and financial objectives.	Our 2030 ESG Goals demonstrate to our stakeholders how we plan to act on climate change. We will continue to report on our progress, successes and learnings throughout our ESG journey, which includes progress toward our climate change goals. This information is readily available in our latest ESG report, which can be accessed on our dedicated ESG web page.	Short-term to long-term

Climate-related Opportunities

Resource efficiency

Description	Strategy	Time Horizon
Improving energy and water use efficiency can help reduce our risks associated with climate change, and result in direct cost savings to our operations.	Executing on our 2030 ESG Goal of reducing water usage across manufacturing facilities by 20% will also lower our spending on water. We are working to improve our energy consumption and efficiency so that we can reduce our usage costs and GHG emissions. Sustainability Treasure Hunts conducted at our facilities are designed to seek out opportunities for resource efficiency and associated cost reduction. Solutions sourced from our Sustainability Treasure Hunts are implemented by our facility, engineering, and environmental sustainability teams. In partnership with our suppliers, we are committing to co-creating solutions across our supply base to reduce the carbon footprint of our products. We have completed an initial Scope 3 Assessment and plan to set a Scope 3 reduction goal by the end of 2025.	Medium-term to long-term

Energy source

Description	Strategy	Time Horizon
The transition to low-emission energy sources such as wind and solar presents an opportunity to lower our annual energy costs. It will also reduce our exposure to future fossil fuel price increases and reduce our sensitivity to a potential carbon tax.	As part of our 2030 ESG Goals, we aim to reduce Scope 1 & 2 GHG emissions by 25% by 2030 compared to 2022 levels. We are evaluating increasing our energy usage from low-emissions sources through sourcing renewable energy. This would lower our Scope 2 emissions and reduce our reliance on fossil fuels.	Short-term to medium-term

Products and services

Description	Strategy	Time Horizon
Consumer preference and demand are shifting toward more nutritious and responsibly produced food products. There is a greater emphasis on a product's carbon footprint across the value chain, including sourcing, production, distribution, marketing and labeling. By reducing the GHG emissions associated with our products, we will be able to meet consumer demand and remain competitive in our industry.	Our 2030 ESG Goals include four targeted directly at reducing our direct and indirect GHG emissions. These goals include reducing our operational and energy use emissions, the emissions associated with our waste sent to landfills, food waste, and increasing sustainable packaging options. By executing on these goals, we would be able to show our climate progress and meet the consumer demand for lower-emissions food products. As an example, one of our 2030 ESG Goals is to direct source 100% physical RSPO-certified palm oil by 2030. This would help us reduce the climate-related risks of a higher-risk ingredient, and demonstrate to our customers that an ingredient has been responsibly sourced in accordance with this third-party standard. Additionally, in June 2023, we acquired a manufacturing facility in Northlake, Texas, adding roasting, grinding, flavoring, and blending capabilities to enhance vertical integration within our coffee business. The addition of the Northlake facility has expanded the breadth and depth of private brand coffee offerings in our portfolio, and introduced more direct sourcing relationships with farmers.	Short-term to long-term

Resilience

Description	Strategy	Time Horizon
Climate resilience is the adaptive capacity of an organization to respond to the changes, risks and opportunities from climate change. By increasing the reliability of our supply chain and diversifying our resources, we will be able to maintain our reliable operations and distribution and deliver food to our customers and the communities they serve.	Our Responsible Sourcing Policy intends for us to diversify our supply chain and work with suppliers that share our climate and sustainability goals. This is intended to increase the dependability of our supply through possible severe weather conditions or natural resource scarcity. We are evaluating cost-competitive renewable energy and associated tax incentives to further reduce our costs and ensure that our business model and infrastructure are climate resistant. These efforts will reduce our overall environmental footprint and allow us to maintain our competitive advantage in the industry. The combination of energy sources will also give us the ability to leverage renewable power should the electrical grid be damaged by the physical impacts of climate change.	Long-term

Risk Management

TreeHouse Foods follows an established Enterprise Risk Management ("ERM") model for identifying and managing risks. This model includes a Risk Matrix for identifying risks to our business, ranking those risks, and setting plans and targets to monitor and mitigate them.

The Risk Matrix is divided into three categories:

- 1. Business and Operating Risks:** Includes risks from our direct operations, including environmental, health and safety and supply chain risks, as well as risks from our internal organization and structure.
- 2. Market and Other External Risks:** Includes external factors that may pose risks to our business, including acute physical risks and regulation risks from climate change and market transition risks.
- 3. Strategic Risks:** Includes risks to our overall operating model and macro strategic portfolio such as portfolio disruption or business model disruption.

As part of the annual enterprise risk assessment, we engage key stakeholders across the organization through surveys, interviews and facilitated conversations. Risks are ranked and categorized based on impact, likelihood and actionable opportunity. Risks that could prevent or enable the achievement of strategic objectives are assigned a risk owner who is responsible for setting plans and targets to monitor and mitigate the risks, which are presented quarterly to the Board of Directors. The ERM model, in combination with our ESG strategy, guides our overall risk management. We will ensure that ESG-related risks, including climate change, are adequately incorporated into the ERM model.

Scenario Planning

Scenario planning allows us to assess our climate-related issues and gain a better understanding of the implications of how we operate and distribute our goods. Scenarios lay out systems that could be deployed or enacted when a stress event occurs, making triaging the situation less likely. The Task Force believes scenario analysis is important for organizations to consider incorporating into their strategic planning or risk management practices.

We are analyzing specific impacts for our Company, business model and stakeholders. Potential risks and opportunities that could arise from projected climate change scenarios could be integrated into our ERM program. We integrate SASB metrics into enterprise data collection, monitoring and reporting, and evaluate the long-term potential business impacts and mitigation strategies on our product categories and geographic locations.

As we make progress toward our 2030 ESG Goals and beyond, we plan to conduct a thorough climate risk analysis to ensure better scenario planning.

Metrics and Targets

We measure and monitor our climate-related risks and opportunities across the TreeHouse Foods organization. We publicly report on these metrics annually in our ESG report to allow stakeholders to assess our progress in adapting to climate-related issues.

2030 ESG Goals

In 2023, we updated our ESG Goals as part of our ESG strategy for the next several years. The establishment of these goals was guided by our ESG Steering Committee. Achieving the key goals and tracking our progress against climate-related risks and opportunities relating to GHG emissions, water usage and sustainability is the responsibility of our four ESG subcommittees. The table below highlights our targets and the climate-related risks and/or opportunities. For our status on each of these, please see our latest ESG Report, available on our website.

	2030 ESG Goal	Risk Addressed	Opportunities Addressed
Climate	• Reduce Scope 1 & 2 GHG emissions by 25% by 2030 • Assess baseline Scope 3 calculations and establish reduction goal by 2025	• Escalating threat of climate change • Policy and legal risk • Reputation risk	• Energy source • Products and services
Water	• Reduce water usage across manufacturing facilities by 20% by 2030	• Chronic physical risk • Reputation risk	• Resource efficiency
Waste	• Increase company-wide landfill diversion to 90% by 2030 • Reduce food loss and waste from plant operations and warehouses by 50% by 2030	• Escalating threat of climate change • Policy and legal risk • Reputation risk	• Products and services

2030 ESG Goals (continued)

2030 ESG Goal		Risk Addressed	Opportunities Addressed
Packaging	- By 2030, have 100% of packaging be recyclable, reusable, or compostable - Strive to eliminate problematic and unnecessary plastics in packaging by 2025 - Continue to maintain at least 20% post-consumer recycled content average across all packaging	- Chronic physical risk - Reputation risk	Products and services
Sourcing	- Direct source 100% RSPO physical certified palm oil by end of 2030 - Increase offerings of third-party certified responsibly sourced cocoa by 2030	- Market risk - Reputation risk - Chronic physical risk	- Resilience - Products and services

GHG Emissions

We report our current Scope 1 & 2 emissions on an absolute basis in our ESG reports and our 2024 CDP Climate Change Survey. Historical emissions can be found in historic ESG Reports, which are available on our website at <https://www.treehousefoods.com/esg/>. We have also set our 2030 reduction goals on an absolute basis.



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