



2022 Environmental, Social & Governance Report

Our Statement of Purpose

*Engage & Delight –
One Customer at a Time*



TreeHouse

A Letter from Our CEO & President



“At TreeHouse, we work to bring ESG concepts to life for our customers. 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.”

Dear Stakeholders:

I’m pleased to share our annual environmental, social and governance (ESG) report, which highlights our efforts throughout 2021 to further our ESG strategy and drive progress toward our 2025 goals across our prior two-division structure — Meal Preparation and Snacking & Beverages.

In August 2022, we announced the divestiture of a significant portion of our Meal Preparation division to Investindustrial and closed the sale in October 2022. We are excited about this transaction for many reasons as it simplifies our Company, sharpening our focus on our higher-growth, higher-margin private label snacking and beverage categories. The divestiture also has a meaningful impact on our ESG journey, reducing our manufacturing and distribution footprint and enabling us to accelerate growth and improve operational efficiency.

We are reevaluating our ESG goals to fit the new TreeHouse and will have more to share at a later

date, but I’m excited at the prospect of creating a more sustainable organization for all our stakeholders.

At TreeHouse, we work to bring ESG concepts to life for our customers. 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. Our ability to better identify and address risk, create value and improve our environmental and social performance is key to delivering long-term success.

During 2021, we navigated a challenging macro-environment that impacted the entire packaged food landscape. The continued impact of the COVID-19 pandemic, unprecedented inflation and meaningful labor shortages and supply chain disruption underscored the urgency to strengthen social aspects of our ESG efforts.

Despite the near-term headwinds, we invested in serving our customers and consumers, working diligently to

keep grocery shelves stocked and ensuring our people were safe and healthy. I’m incredibly proud of the work that we accomplished this year in an extraordinarily challenging operating environment. As a leading private-label food manufacturer, we remain committed to our ESG strategy with the same level of passion and dedication that we bring to serving our customers.

On behalf of the TreeHouse Board of Directors and Executive Leadership Team, I’d like to say thank you to our stockholders for their continued support of TreeHouse, to our customers for giving us the opportunity to engage and delight, and to the TreeHouse team members who make it all possible.



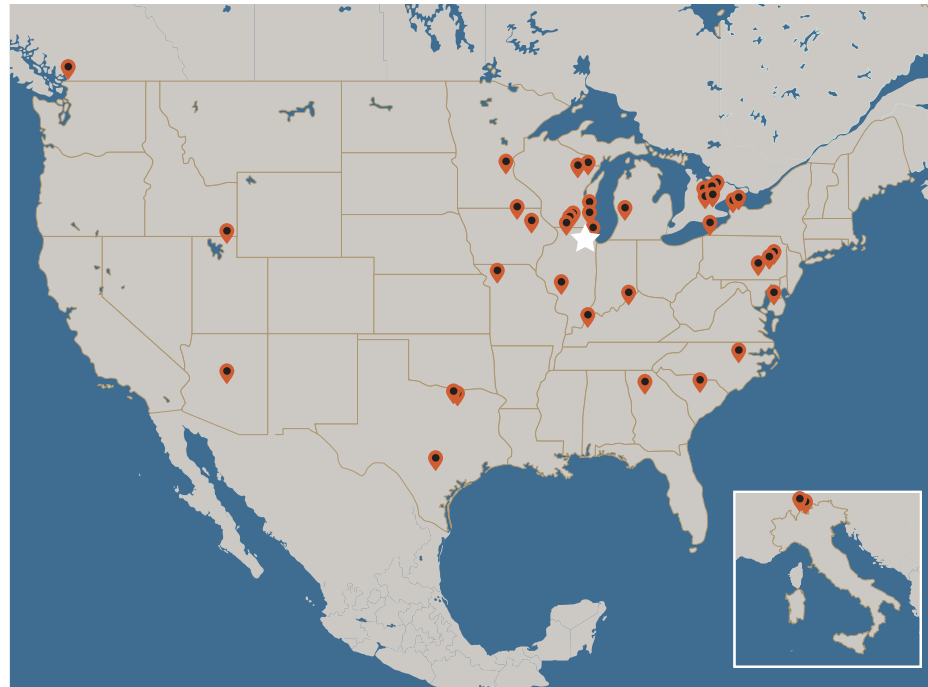
Steve Oakland
CEO & President,
TreeHouse Foods, Inc.

Company Overview

TreeHouse is a leading manufacturer and distributor of private-label packaged foods and beverages in North America.

TreeHouse by the Numbers

In 2021, we operated in 29 product categories across our Meal Preparation and Snacking & Beverages divisions and maintained approximately 40 production facilities across the United States, Canada and Italy.



40
facilities

≈10,000
Full-time employees
as of December 31, 2021

Headquarters
Oak Brook
Illinois

≈\$4.3B
2021 net sales

Fun Facts

- The first pickle in space was from a TreeHouse plant! In 1985, an astronaut on the Challenger Space Shuttle Mission, Dr. William Thornton, brought a pickle from the Faison, NC Cates Pickle plant all the way up with him as a symbol of the community. In 1987, this plant was acquired by Dean Foods, which later spun off into TreeHouse.
- On average, our Brantford, ON team makes enough waffles and pancakes each year to circle the Earth 3 times!



ESG at TreeHouse



At TreeHouse, our ESG journey formally began in 2016 when we set our 2020 environmental sustainability goals to improve the efficiencies and minimize impact of our manufacturing operations. Recognizing the importance of evolving our strategy, in 2020 we formed our ESG governance structure to review and support our 2025 ESG goals.

The information contained in this report is as of December 31, 2021 and covers our progress made since setting our 2025 ESG goals in 2020.

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



Commit to Excellence



Be Agile



Speak Up



Better Together



Serving Our Stakeholders

We work diligently to ensure we are delivering value to our stakeholders with every decision we make, in line with our ESG strategy. We operate with a continuous improvement mindset in the pursuit of our purpose — to engage & delight — one customer at a time. At our core, we are committed to exceeding the expectations of our customers, employees, stockholders, consumers and suppliers. In 2021, we collaborated and engaged with various stakeholders to deliver on our commitments.



Our Customers

We are committed to customer satisfaction, performance excellence and delivering high quality products and service. During 2021, we invested significantly to support our customers, bearing the near-term impact of rising inflationary costs to secure ingredients and transportation as we faced headwinds through industry-wide supply chain disruption and labor availability challenges. Our continued collaboration strengthens our relationships.



Our Employees

Our employees set TreeHouse apart from our peers. The dedication and resilience demonstrated by our TreeHouse team was nothing short of extraordinary. We continued to prioritize the health and safety of our workforce through the ongoing COVID-19 pandemic, and we launched programs to further position TreeHouse as an employer of choice in the communities we operate.



Our Stockholders

We seek to deliver stockholder value through a performance-based culture of commercial and operational excellence, people and talent, and an optimized portfolio. We frequently conduct stockholder outreach to ensure we are understanding issues of importance to our stockholders. In 2021, we actively engaged with approximately 64% of our stockholders to discuss our strategy, financial and strategic progress, governance, and sustainability efforts.



Our Consumers

We aspire to provide consumers with the highest level of food safety and quality at affordable prices. We demonstrate our commitment to our consumers through our rigorous food safety and quality procedures, as well as the purchase of the highest-quality ingredients at fair and reasonable prices.



Our Suppliers

We understand that to be successful, we must partner with our suppliers to uphold food safety and quality expectations, including ethically 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 innovation and focused quality leadership.



2025 ESG Goals and Progress

We recognize the importance of measurement and accountability as we make meaningful advances along our ESG journey. We are proud of the progress we have made since our ESG journey began in 2016, and we are determined to do more. Clear environmental and social performance targets are key to delivering long-term success to our stakeholders.

Our 2025 ESG goals and 2021 progress include:

	2025 Target ¹	2020 Baseline ²	2021 Progress ³
Climate and Energy	Reduce greenhouse gas (GHG) emissions intensity (Scopes 1 and 2 emissions) by 5% .	0.204 MT CO ₂ e/lb ⁴ of product	4% reduction For details, see GHG and Energy Management .
	Work with suppliers to complete a Scope 3 Emissions Assessment and set a reduction goal.	N/A	Commitment to quantify Scope 3 emissions by 2025.
Water Management	Reduce water intensity by 10% .	0.381 gallons/lb of product	4% increase. For details, see Water Management .
Waste Management	Achieve a company-wide landfill diversion rate of 85% .	84.4% ⁵	0.2% increase. For details, see Waste Management .
	Reduce food loss and waste from plant operations by 50% by 2030.	26,815 tons	7.5% increase. For details, see Waste Management .
Sustainable Packaging	Conduct a Sustainable Packaging Assessment by the end of 2021.	N/A	Achieved. For details, see Sustainable Packaging Assessment .
Health and Safety	Reduce the Total Recordable Incident Rate (TRIR) by 15% to continue toward the goal of zero injuries. ⁶	2.07	1.4% increase. For details, see Employee Health and Safety .

¹ Unless otherwise noted.

² The 2020 baselines were adjusted to include the St. Louis, MO facility acquired in December 2021 and the removal of the Lodi, CA and Fridley, MN facilities sold in April 2020.

³ Lancaster, OH and Sparks, NV were included in the 2021 performance data through May 2021.

⁴ Metric tons of carbon dioxide equivalent.

⁵ The Buckner, KY facility was not accounted for in the 2020 baseline previously. We have adjusted our 2020 baseline to include our Buckner, KY facility, ensuring that we are capturing waste streams appropriately.

⁶ 2020 Baseline reflects the TRIR accounting metric. See the Health and Safety section for more information.



	2025 Target	2020 Baseline	2021 Progress
Responsible Sourcing	Expand the responsible sourcing program to include a Responsible Sourcing Policy, ESG Screening Tool and Annual Supplier Survey.	Set the goal in 2020 and began action planning.	For details on progress, see Responsible Sourcing .
Diversity, Equity, and Inclusion (DEI)	Create a DEI Council by the end of 2021.	Set the goal in 2020 and began action planning.	Achieved. For details see Our People .
	Develop a DEI Strategic Plan by the end of 2021 with the objective of creating a diverse, equitable and inclusive workplace.	Set goal in 2020 to build the DEI Strategic Plan, conducted DEI trainings and established Employee Resource Groups.	Achieved. For details, see Our People .
Employee Engagement	Complete regular, ongoing employee engagement surveys .	Completed the annual engagement survey in 2020.	Achieved. For details, see Our People .
	Based on results, develop a plan by the end of 2021 to unlock a values-led, high-performance and customer-centric culture marked by meeting or exceeding peer employee engagement benchmarks.	Implemented localized actions plans at each facility.	Developing a centralized approach to employee engagement. For details, see Employee Engagement and Culture .
Business Continuity	Integrate climate change risks into our Business Continuity Plan.	Set the goal in 2020 and began action planning.	For details on progress, see Business Continuity .

ESG Goals for Our New TreeHouse

In 2020 when the COVID-19 pandemic began, our focus quickly shifted to keeping our essential workers safe and making strategic operational decisions in order to keep food stocked on the grocery store shelves. We are proud of the decisions we made in 2020 to support the health and safety of our employees, customers and consumers during the start of the COVID-19 pandemic, however it is clear now that our operations in 2020 may not have been a proper benchmark for a normal-course operating year. In 2021, we began a Board-led strategic review, and on October 3, 2022, we closed the sale of a significant portion of our Meal Preparation business. In light of the transaction, we are in the process of updating our strategic ESG goals to better align with the reduction in our footprint and operations. We plan to share our updated ESG goals at a later date.

Environment and Climate Strategy

Our decisions and business operations impact our planet. We expanded the scope of our climate strategy to not only focus on our operations, but to also look at our supply chain and packaging footprints. Our goal is to improve the sustainability of our products by setting targets in these key areas.

Greenhouse Gas (GHG) and Energy Management

Our 2025 ESG goals include a target to reduce our Scopes 1 and 2 GHG emissions by 5% and to quantify our Scope 3 emissions and set a Scope 3 reduction goal by the end of 2025. Also, we continue to explore additional opportunities to reduce our footprint while providing high-quality products to our consumers. In the last few years, we have made investments in how we operate our buildings and transport our products:

- **Sustainability Treasure Hunts:** 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 for feasibility and implementation. In 2021, we completed 66 projects identified through our sustainability treasure hunts, resulting





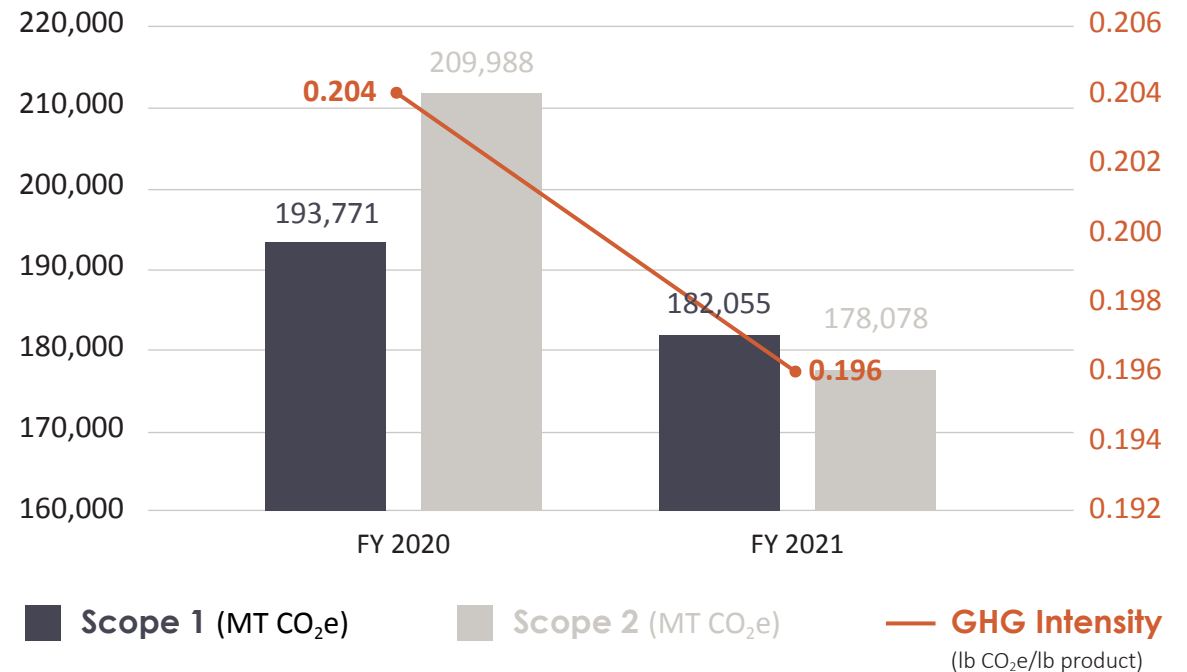
in approximately 2,000 metric tons of carbon dioxide equivalent (MT CO₂e) reduction. Common projects identified and completed through these treasure hunts include light-emitting diode (LED) lighting upgrades, eliminating single-pass cooling water systems, reducing flow in plant bottle washers, compressed air leak repair and implementing operational best practices to conserve energy in production and utility equipment.

- U.S. Environmental Protection Agency (EPA) Energy Star Certification and Partnership:** In 2021, we became an EPA Energy Star partner. Each year, we recertify our four EPA Energy Star facilities to ensure compliance. While several competitor properties lost their distinctions during the COVID-19 pandemic, we are proud that four of our facilities remain EPA Energy Star certified.
- 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 2021, we partnered with the EPA to track our details for future ranking.



GHG Data

In 2021, we significantly reduced our Scope 2 emissions, primarily due to an update of annual Scope 2 (electricity) emissions factors based on the World Resources Institute (WRI) GreenHouse Gas Protocol. Projects completed in 2021 accounted for a 0.5% reduction in our GHG emissions over the 2020 emissions intensity baseline.



GHG emission data includes all company-owned manufacturing facilities. The 2020 baseline was adjusted based on acquisitions and divestures which occurred in 2021. Scope 1 GHG includes natural gas only; other direct emission sources identified by the WRI GHG Protocol (refrigerants, diesel fuel, company-owned vehicles and airplane, etc.) are excluded.



Water Management

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, and our commitment to a safe and sanitary work environment for our employees. We are committed to reducing our water footprint and making our products and processes less resource intense. Our 2025 goal is to reduce our water intensity by 10%.

In 2021, we completed approximately 40 projects that are anticipated to result in an estimated savings of more than 111 million gallons of water per year.

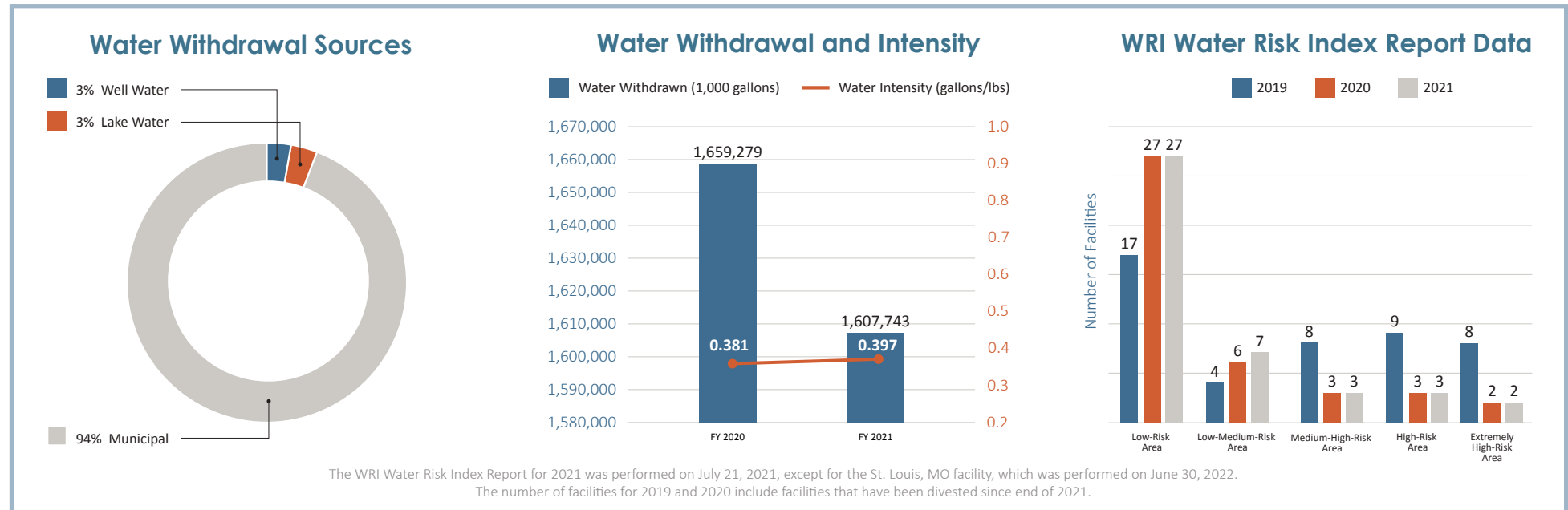
While we reduced our overall water usage, in 2021 we observed a 4% increase in water usage per pound of product. This was primarily due to an increase in product complexity from our baseline in 2020 to 2021, which drove an increase in equipment changeovers and cleaning cycles.

In 2021, we also completed the replacement of our single-pass, direct discharge water system with a closed-loop cooling system. By utilizing an ammonia-based refrigerant system to cool water, we will eliminate the need to purchase and discharge the water after a single pass. To date, this project has resulted in an estimated savings of 60 million gallons of water per year, with additional work underway with a goal to realize further water savings.

≈ 40 projects completed in 2021

↓

>111 million gallons of water saved per year





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 globally⁷. The importance of identifying and implementing opportunities to reduce operational food waste is undeniable.

In 2020, we expanded our waste-reduction efforts to enhance our focus on FLW within our operations and committed to reducing our FLW by 50% by

2030 as part of the WRI Food Loss and Waste Champions 10x20x30 initiative. In 2021, our total FLW was 28,969 tons, as calculated using the WRI Food Loss and Waste Accounting and Reporting Standard. This number does not include FLW that was diverted to animal feed, which totaled another 64,374 tons in 2021. While our FLW increased in 2021, our total waste decreased from 102,871 tons in 2020 to 94,224 tons in 2021, representing an approximately 9% reduction. This total waste reduction can be attributed to our successful landfill diversion efforts including composting, anaerobic digestion and land application. We will continue to identify efficiencies in our production and ordering processes to optimize our manufacturing operations, reduce waste, and produce consistent, high-quality and affordable products for our customers.

In 2021, we focused our resources on reducing our waste impact and identifying opportunities to divert waste from landfills, including food byproducts, driving progress toward our 2025 landfill diversion waste goal. We completed several landfill diversion projects in 2021, including:

4,559 tons

Approximately 4,559 tons were diverted from landfills in San Antonio, TX and Chicago, IL by sending food byproducts to compost.

695 tons

Our New Hampton, IA and Dixon, IL facilities launched programs that diverted approximately 695 tons of food byproducts from landfills by sending organic product waste to be used as animal feed.

90%

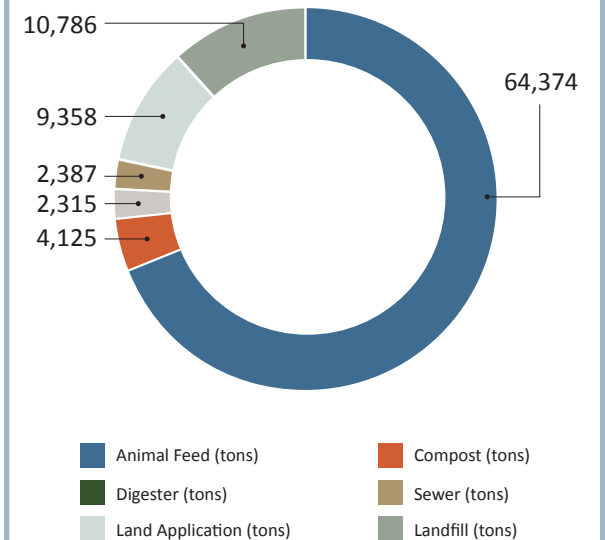
Our Medina, NY and Milwaukee, WI facilities implemented programs that sent most of the landfill waste to “waste-to-energy” facilities, helping the facilities achieve an average of 90% landfill diversion rate.

2020 Total Waste
102,871 tons

9%
reduction

2021 Total Waste
94,224 tons

Food Loss Waste (FLW) Weights by Destination



⁷Roka, K. (2020). Environmental and Social Impacts of Food Waste. In: Leal Filho, W., Azul, A.M., Brandli, L., Özuyar, P.G., Wall, T. (eds) Responsible Consumption and Production. https://link.springer.com/content/pdf/10.1007/978-3-319-95726-5_17.pdf.

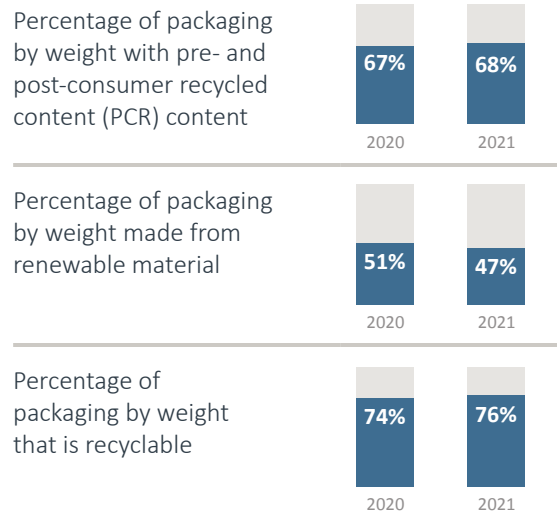


Sustainable Packaging

Plastics and packaging are one of the key areas of focus in our ESG program as we address the growing customer expectations and evolving regulations on packaging that represent a significant cost to our bottom-line and a key risk to our business. As a private label supplier for many well-known retail grocery brands across the industry, our objective of integrating more sustainable packaging options into our operations is part of our responsibility to society at large.

Sustainable Packaging Assessment

In 2020, we set a goal to complete an assessment of our primary and secondary packaging to better understand our baseline and supplier capabilities. In 2021, we conducted a Sustainable Packaging Assessment across all TreeHouse Foods categories. The results of this assessment are detailed below:



The information from the assessment serves as the basis for planning, testing and modifying our packaging where we need changes to align with industry recyclability goals. We are working with customers and packaging suppliers to achieve these goals. Going forward, we will continue to identify, evaluate, and test potential packaging solutions that will improve our overall environmental impact.

Reducing our Packaging Footprint

We continue to work with our suppliers to navigate supply chain interruptions while identifying potential solutions that we can deliver to our customers to meet their needs. 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 is recyclable to promote recovery of materials.

We also collaborate with other third-party partners to help us stay well-informed of industry expectations and advancements, including engagement in committees in the following organizations:



In 2021, we were able to implement multiple light-weighting projects, including:

178,000 lbs
of plastic per year

We implemented a new design reducing the weight of non-dairy creamer plastic caps. This improvement is anticipated to result in a reduction of approximately 178,000 pounds of plastic per year. The decrease in cap weight also reduces the number of trucks needed to deliver the same amount of product.

230,000 lbs
of PET per year

Consolidating polyethylene terephthalate (PET) bottles in one of our categories allowed for a material reduction accounting for a 20% reduction in weight per bottle and an overall reduction of approximately 230,000 pounds of PET on an annual basis.

Our People

As one of largest private label food companies, we understand that to achieve long-term success around our mission of providing high quality food and beverages affordable to all, we need to be responsible for the well-being of our team members and good stewards of the environment and its natural resources.

Employee Health and Safety

Keeping our employees safe is a key priority at TreeHouse and we continuously work to develop and enhance our health and safety program. In 2021, our Health and Safety Team focused on several initiatives to reduce risk and prevent incidents, including COVID-19 preventive measures, employee engagement activities, and risk reduction projects. 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 continued deployment of COVID-19-related personal protective equipment, including masks, frequent sanitation and physical barriers, in addition to implementing social distancing and travel protocols, has been effective, which to date have resulted in

very low infection rates for our work environment. In 2021, we facilitated free COVID-19 vaccination clinics at our corporate offices and certain facilities. Two free COVID-19 test kits were also provided to TreeHouse employees, along with ongoing support to employees to navigate the rapidly evolving Centers for Disease Control and Prevention guidance and protocols.

In 2021, our facilities focused on raising safety awareness by hosting various activities throughout the year to ensure safety was top of mind, and to reinforce good safety behaviors. For example, our Hanover, PA facility holds an annual health and safety event for employees to make learning about safety fun and memorable.

“Our Hanover Team prides itself on its agility. Our Safety Committees are the bed rock of our continuous improvement. These folks create training materials, lead annual safety events and quarterly learning initiatives, and serve as a conduit between their shift teams, the Plant Steering Team and Safety Council. We have made improvements in ergonomics, slip/trip/fall reductions, and climate control. By rotating membership every 2 months, we have made more than 40% of our plant population part of our Safety leadership.”



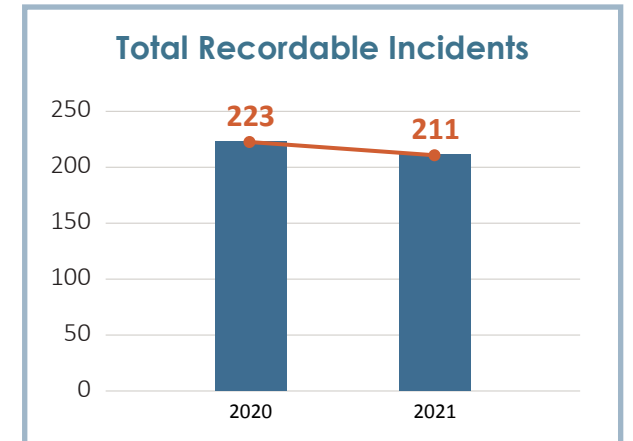
Christina Waltz
Hanover, PA Plant Manager Tier 2



In 2020, we set our health and safety goal to reduce our Occupational Injury Rate by 15% by 2025 to continue toward our ultimate goal of zero injuries at our facilities. After evaluating our metrics and program strategy, we updated our tracking of health and safety metrics to the Total Recordable Incident Rate (TRIR) in January 2022, aligning our facilities to the U.S. Occupational Health and Safety (OSHA) definition of a recordable incident. Our baseline TRIR for 2020 was 2.07 injuries per 100 people with the target of 1.76 by 2025. In 2021, our TRIR increased by 1.4% to 2.10 injuries per 100 people. While our TRIR calculation increased, our total number of recordable incidents dropped from 223 in 2020 to

211 in 2021. As a result of certain facility divestitures which took place in 2021, we reduced the total number of hours worked by our employees, a key element of the TRIR calculation.

Going forward, we have made robust operational plans to further integrate health and safety in our TreeHouse Management Operating System. Our health and safety program is focused on mastering the fundamentals, risk assessments, EHS standards, incident management, and behavioral observation. Our strategy is based on measuring the improvement of regulatory compliance, engagement, and effective communication.





Diversity, Equity, and Inclusion (DEI)

Fostering a diverse, equitable, and inclusive environment is essential in attracting and retaining great talent. We succeed when everyone belongs, because we truly are Better Together. Our world is more diverse than ever, and it is important that our workforce represents the communities we operate in. By building a team with breadth of background, experience, and perspective, we enable our teams to find success and purpose in their roles and to better address the needs of customers and consumers.

At TreeHouse, we are committed to building a diverse team, fostering an inclusive culture and investing in equity across our organization. We are taking several steps on our journey to build a more diverse, equitable and inclusive organization. We are focused on aligning our talent processes to better recruit and retain underrepresented minorities to ensure we are finding and fostering the best talent at TreeHouse.

DEI Council

In 2021, to help guide our pursuit of a diverse, inclusive and equitable workplace, we launched our DEI Council. Our DEI Council is a tapestry of various levels and functions throughout the organization, working together to advance our DEI commitments. Two members of our Executive Leadership Team sponsor the DEI Council, and it includes leaders from each of our Employee Resource Groups (ERGs) to further our progress toward our DEI priorities and advocate for DEI in the workplace.

DEI Strategic Road Map

Our DEI Strategic Road Map is a multiyear, enterprise-wide approach to accelerating our DEI journey. Through the work of our DEI Council, we recently set the pillars that guide our DEI Strategic Plan: Represent, Educate & Employee Experience. We have invested time and resources to ensure our workforce is representative

of the communities in which they are located, and we utilize best practices to recruit and retain our diverse talent. Our leaders and employees are educated on how best to contribute to an inclusive culture through continuing education and training to increase DEI awareness and to create a great *employee experience* where everyone feels a sense of belonging.



Represent

- Ensure our workforce is representative of the communities in which we are located.
- Standardize recruitment processes.
- Develop partnerships to help us recruit more diverse talent.



Educate

- Build capabilities needed to create and support an inclusive culture.
- Provide education and training to increase DEI awareness and knowledge.

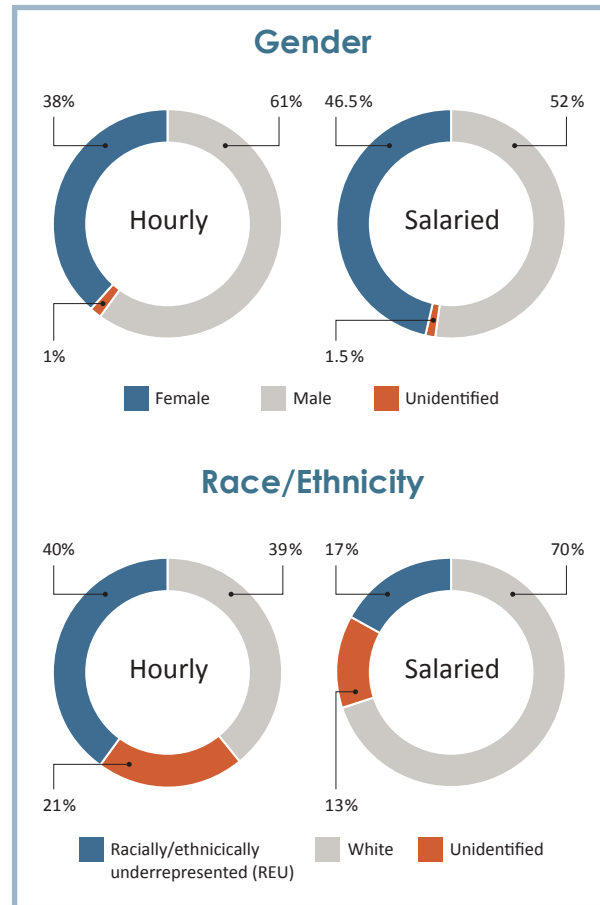


Employee Experience

- Ensure our employees have a meaningful experience where everyone feels a sense of belonging.
- Expand our ERG footprint.
- Ensure policies and processes provide equitable opportunities.

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 DEI programs and resources that will support our employees. In 2021, our workforce demographics for our regular employees were:



Women in Leadership Focus

In 2021, our executives' compensation targets were tied to both financial and strategic objectives. One of the strategic objectives was to drive DEI efforts, specifically focused on increasing and retaining female talent. We made several efforts to increase the representation of women in our workforce including working with the following organizations:

- Women Impacting Store Brand Excellence (WISE):**
 WISE's mission is to foster diverse collaboration and provide leadership that drives the continued success of the store brands industry.
 
- Network of Executive Women (NEW):**
 NEW's mission is to advance women, grow business, and transform our workplaces through the power of our community.
 

We sponsored employee membership in both organizations to provide women with unique and targeted networking, mentoring, and skill development. We also partnered with an external diversity-focused recruiting firm to expand our reach and advertise our open jobs to a broader network of women, minority, veterans, and individuals with disabilities. Through this partnership, we also have access to local community organizations to help assist us with our recruiting efforts. We will continue to evaluate partner organizations that align with our DEI strategy and goals to ensure we are finding and fostering the best talent at TreeHouse.

Diversity, Equity, and Inclusion Education

In 2021, we developed a training module focused on defining DEI for TreeHouse and how DEI aligns with our strategy and values. We facilitated training sessions across our approximately 40 plant locations to help plant leadership teams recognize unconscious biases and acquire actionable ways that they can break unconscious biases at work. We also embedded unconscious bias education into performance management training sessions for all people managers to raise bias awareness and provide actionable tips to reduce any potential biases.





Employee Resource Groups (ERGs)

In 2020, TreeHouse launched our first ERG, the Parent and Caregivers Network (PCN) due to the unique challenges brought about to working parents and women during the COVID-19 pandemic. In 2021, we launched two additional ERGs, Women at TreeHouse, and the Black Employee Resource Group (BERG). Our ERGs help us make progress on our DEI Strategy to represent, educate, and provide a great employee experience. We supported employee participation to provide better opportunities for networking, mentoring, and skill development.



The PCN was established in 2020 and provides working parents and caregivers with an inclusive and supportive community. The PCN provides resources and tools that help parents and caregivers navigate their professional purpose while balancing their personal commitments. In 2021, the PCN provided its online community with relevant resources and informational sessions about our benefits, with a special focus on Care@Work, back-to-school events, and celebrations such as Mother’s Day, Father’s Day and Caregiver month.

“DEI is an important focus at TreeHouse Foods which allows us to offer an equitable place of employment for our valued resources. The Parents & Caregivers Network works hard in fostering an environment where we can bring our authentic self to work and create a sense of belonging for all of our members. Cultivating a work environment based on authenticity is a critical step toward building a sense of community and support.”



Patrycja Lukaszczyk
Internal Audit Senior Manager



TreeHouse’s BERG aims to promote a diverse and inclusive environment with a focus on Black employees. The BERG provides tools and activities to help advance and inspire Black employees achieve their full potential through training, education, exposure, mentoring and sponsorship efforts. The BERG officially launched on Juneteenth in 2021 with a celebration and a panel, to help our employees understand the history and importance of Juneteenth. In 2021, the BERG hosted a variety of events including an education campaign about Black History Month and sessions focused on professional development.

“The BERG has enabled the organization to learn, grow, empathize and celebrate our differences. It has also given me the opportunity to provide the same counsel, mentorship and network that others have provided me throughout my career. The events we have sponsored since our inception have enabled us to bring to life our “Better Together” value, as the candid conversations, smiles, and the celebration of culture these events have driven have been invaluable.”



Sean Lewis
SVP, Chief Customer Officer



Women at TreeHouse

The mission of Women at TreeHouse is to champion a positive and inclusive environment that empowers female employees. Women at TreeHouse provides tools for women to develop and achieve their professional purpose. In 2021, Women at TreeHouse hosted a variety of professional development activities that included book clubs, coaching circles and quarterly professional development activities. This ERG officially launched on International Women’s Day with a hosted panel session where four women from our Board of Directors shared stories about their journeys as women leaders and the importance of DEI. They provided valuable insights into their experiences at different phases of their careers and how these experiences shaped their leadership styles today.

“DEI is an important topic for TreeHouse to focus on to help bring awareness to different biases that individuals may have. Not only does education and awareness around DEI topics help employees succeed in their individual roles, it also helps with team dynamics and most importantly helps shapes our leaders throughout our organization. W@THS has developed a committee structure which provides leadership roles to help our employees grow. We have provided tools for them to develop and achieve their professional purpose.”



Alexis Ward
VP, Customer Service



Employee Benefits

At TreeHouse, 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 heavily in providing employees with comprehensive, market-competitive benefits that support our employees' health, wealth and balance.



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



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



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



We offer generous paid time off and wellness programs such as an Employee Assistance Program, that focus on the physical, emotional, social and financial wellbeing of our employees.



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



Employees are provided basic life and supplemental life insurance; short-term, long-term and supplemental long-term disability coverage; and supplemental accidental death coverage at no or low cost.



Our 401(k) Retirement Plan provides a generous company match. All employees have access to a membership in Care@Work, which includes subsidized adult, child, and pet backup care as well as access to the Care@Work platform.

Employee Engagement and Culture

Employee engagement plays a key role in making TreeHouse an employer of choice. We also recognize its importance in driving employee performance, and we will continue to invest in creating a healthy environment for our employees.

Employee Engagement Surveys

Consistent with our 2025 ESG goals, in 2021 we conducted our annual Employee Engagement Survey. Leaders in each facility were asked to analyze their survey results, identify their three greatest opportunities, develop action plans and monitor improvement on a regular basis. At an enterprise level, the Employee Engagement Survey identified three areas of focus:

- **Strategy:** Aligning, executing and communicating on our corporate and ESG strategies so that employees at all levels understand and can actively participate in our strategic direction.
- **Collaboration:** Helping our teams work together to focus on common goals and initiatives and build trust within and across our teams.
- **Career Growth:** Supporting our talent by building and strengthening core business and leadership capabilities through development programs and resources.

We will conduct the Employee Engagement Survey again in 2022, continuing to refine our employee engagement process and analytics to ensure we are improving the employee experience, work culture, and programs.

Learning & Development

Learning and development is an important driver in engaging and retaining employees and providing them with the skills and capabilities they need to succeed at work. At TreeHouse, we are committed to developing our employees and leaders. In 2021, we continued to expand the Learning and Growing program, which provides employees with the tools and resources they need to learn and grow their career at TreeHouse with clarity around the behaviors, experiences, and expectations of our employees. We established an internal SharePoint site that provides access to these tools to have productive, action-oriented discussions about their career including both short- and long-term aspirations. It also offers resources focused on the performance management cycle, including a formalized process for the discussion of goal setting and performance check-ins.

In 2021, we also launched the TreeHouse Leadership Community (TLC) Leadership Development program to provide four modules to support the development of critical capabilities needed for success, along with career coaching. The TLC Leadership Development program includes cohorts consisting of the Executive Leadership Team, senior leadership and all plant managers.

We also strive to develop new talent. Our summer internship program offers our interns the opportunity

to gain work experience in their field of interest and creates a window into new talent for our business. Our summer interns contribute to various departments across our business and offer a fresh perspective. The internship program also includes interaction with senior leadership, networking opportunities and a tour of a manufacturing facility. Our interns conclude their summer with a management presentation describing their work throughout their employment.





Community

We have a responsibility to deliver safe and quality ingredients to our customers and consumers with the support of our suppliers and employees.

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

Food Safety and Quality

A strong culture of food safety and quality is ingrained in our company purpose — to engage & delight — one customer at a time. Along with our customers and our regulatory and supplier partners, we have worked diligently from a reactionary focus to a preventive focus on food safety and quality concerns. In order to ensure our product standards, we ask our suppliers to adhere to our validation processes and our Supplier

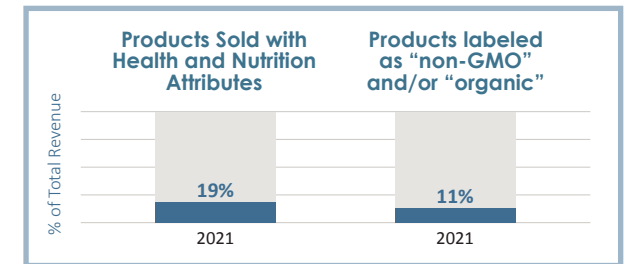


Expectations Manual, which includes parameters around food safety certification, production quality, supply chain traceability, regulatory compliance, social responsibility, and accurate and transparent labeling. In 2021, we continued to maintain high food safety and quality standards, with 97% of total direct food suppliers certified to the Global Food Safety Initiative (GFSI). In addition, we did not receive any food safety violations in 2021.

In 2021, we enhanced our food safety culture and built awareness across the business by celebrating World Food Safety Awareness Day and National Food Safety Education Month, launching Food Fact Fridays, and hosting a Back to School Tips, Tricks, and Myth Busters event.

Health and Nutrition

Providing healthy and nutritious food options to our customers and consumers is a key part of our ESG strategy. Consumer demand is shifting toward more transparency around food and increased awareness around diet and its effect on long-term health. Consumers want to know that the foods they are eating contain nutritious, safe ingredients. Consumer expectations are an important driver in our product formulation.



To help our customers meet the growing demand for transparency around ingredients, animal welfare, and food sensitivities, we offer the following certifications:

- Gluten-Free Certification Organization and Gluten-Free Certification Program
- Cage-free, Global Animal Partnership, and Vegan
- Non-GMO and Organic

In 2021, our total revenue increased to \$850 million, or 19% of total revenue from 18% in 2020 for products sold in North America with health and nutritional attributes. These products include the better-for-you and/or organic alternatives. Additionally, our revenue related to sales of products labeled as "non-GMO" and/or "organic" increased from 9% to 11%, to approximately \$493 million in 2021.

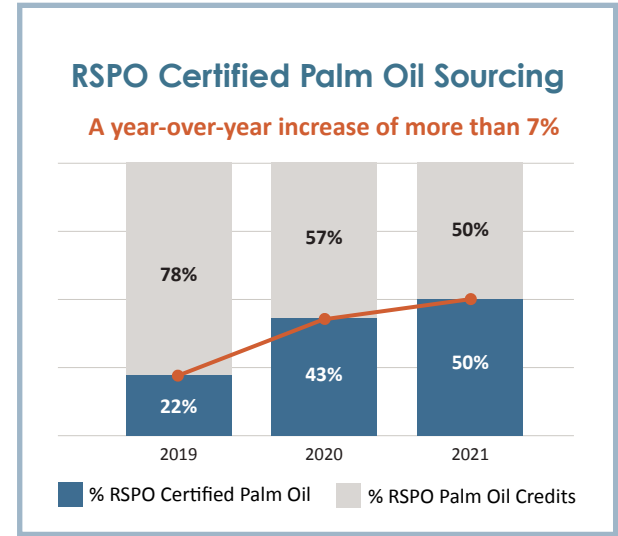


Responsible Sourcing

Expanding our responsible sourcing program was one of our key focus areas when setting our 2025 ESG goals. We continue to consider environmental and social ingredient sourcing risks as part of our procurement of priority ingredients. We utilize various third-party certification bodies to meet our customers' needs and minimize supply chain risks. When practical, we work with suppliers that also engage with these organizations, especially for those ingredients that are unique to specific climates and geographies and not typically produced domestically, such as cocoa, coffee, and palm oil.

In 2015, we became members of the Roundtable on Sustainable Palm Oil (RSPO), a global initiative

to make sustainably produced palm oil the market norm to reduce global deforestation. We submit an Annual Communication of Progress report with RSPO to publicly disclose information around our use of palm oil. We source our certified food ingredients primarily to the Mass Balance and Book and Claim RSPO supply chain standards, with a small percentage certified to the Identity Preserved standard. Our use of physical certified palm oil reached 50% in 2021, a year-over-year increase of more than 7%. We work to support our customers' sustainability goals with the use of RSPO certified palm oil in their own brand items. Additionally, we offer select products that are certified to Fair Trade USA for cocoa, coffee, and tea; or Rainforest Alliance for cocoa and coffee.





Some of the principal ingredients for our products include, but are not limited to cocoa, coconut oil, coffee, corn, cucumbers, palm oil, peanut butter, soybean oil, sugar, tomatoes, 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. Below is a breakdown of the WRI report to better understand water related risks for these ingredients.

Ingredient / Commodity	Country or Region the Ingredient is sourced from	Water Stress Classification 2022
Coconut Oil	Philippines	Low- Medium
Coffee	Colombia	Low
	New York, US	Low
	Oregon, US	Low- Medium
	Texas, US	Medium- High
Cocoa	Canada	Low
	France	Medium- High
	Germany	Medium- High
	Malaysia	Low
	New Jersey, US	Medium- High
	Pennsylvania, US	Low- Medium
	Vermont, US	Low- Medium
Corn	Illinois, US	Low
	Iowa, US	Low
	Ohio, US	Low- Medium
Cucumbers	Florida, US	Low
	Mexico	High
	Wisconsin, US	Low- Medium

Ingredient / Commodity	Country or Region the Ingredient is sourced from	Water Stress Classification 2022
Palm Oil	Malaysia	Low
Peanut Butter	North Carolina, US	Medium- High
Soybean Oil	Iowa, US	Low
	Nebraska, US	High
	Ohio, US	Low- Medium
Sugar	Canada	Low
	Florida, US	Low
	Idaho, US	Low- Medium
	Minnesota, US	Low- Medium
Tomatoes	California, US	High
Wheat (includes durum)	Arizona, US	High
	Canada	Low
	Illinois, US	Low
	Indiana, US	Low- Medium
	North Dakota, US	Low- Medium
	Ohio, US	Low- Medium

Legend Improvement No Change Decline



Community Engagement

We view philanthropic and charitable contributions as an opportunity to connect with and enhance our corporate mission and ESG strategy. In 2021, we donated an estimated \$7.9 million dollars to charitable organizations, which included 8 million pounds of food to aid those in need and support food accessibility. We have long-standing partnerships with various nonprofit organizations to which we make food and financial contributions, including the American Heart Association, 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 the ERGs have led our efforts to improve our communities in which we work and live.



In 2021, we donated
\$7.9 million
to charitable organizations
including
8 million lbs
of food to those in need

Dress for Success Event

In 2021, the Women at TreeHouse ERG organized 11 teams of more than 100 TreeHouse employees to lace up their shoes to raise money and awareness for Dress for Success, a not-for-profit organization dedicated to empowering women. The partnership with Dress for Success champions a positive and inclusive environment that supports female employees and provides tools for women to develop and achieve their professional purpose. TreeHouse team members raised approximately \$12,500 for the organization during a virtual walking event, putting in a collective 980 miles.



Governance

We are governed by our values and ethics established by our Board of Directors and Executive Leadership Team.

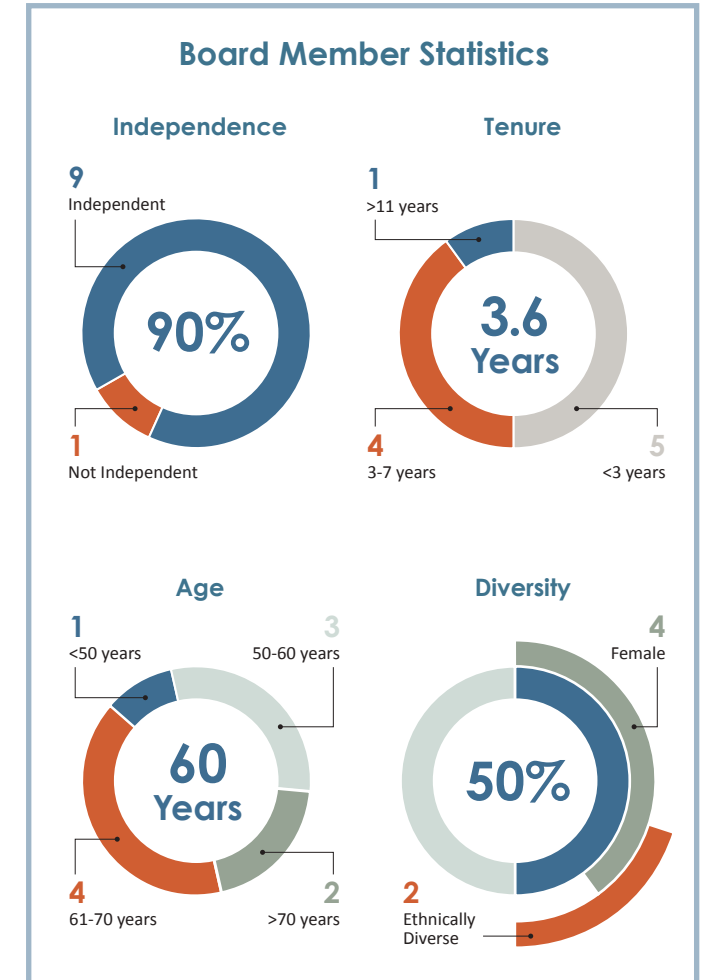
We are committed to high standards of business integrity and corporate governance. Accordingly, we have developed a corporate structure and culture that promotes the highest ethical standards and compliance with all applicable laws and regulations.

Our Board of Directors

Our Board of Directors (the “Board”) oversees the management of the Company, fundamental operating, financial and strategic plans enterprise-wide risk management and business performance, as well as our ESG approach. Our Board is comprised of 10 members, all of whom are independent, apart from our President & CEO, Steve Oakland. We are committed to having a Board that reflects diverse perspectives. The Board and the Nominating and Corporate Governance Committee actively seek to achieve a diversity of occupational and personal backgrounds on the Board, including self-identified characteristics such as gender, ethnicity and national origin, geography, age and sexual orientation.

The Board conducts its business through meetings as a whole and through its committees: the Audit Committee, Compensation Committee and the Nominating and Corporate Governance Committee. Each committee has an approved written charter that is reviewed and revised annually, as needed.

Our Nominating and Corporate Governance Committee regularly reviews our ESG strategy, developments, goals and objectives, including the Company’s ESG programs and disclosures, to ensure that our efforts are appropriately resourced and consistent with broader business planning and objectives. Additionally, our 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. The Board receives regular updates on ESG performance.⁸



⁸For more information on our Board, committees, and approach to corporate governance, please see our website at: <https://www.treehousefoods.com/investors/investor-overview/default.aspx>

Our Board of Directors



Ann M. Sardini
Chair of the Board
Term Expires 2023



Mark R. Hunter
Term Expires 2025



Linda K. Massman
Term Expires 2025



Steven Oakland
Term Expires 2024



Jason J. Tyler
Term Expires 2025



Scott D. Ostfeld
Term Expires 2023



Jill A. Rahman
Term Expires 2024



Joseph H. Scalzo
Term Expires 2024



Jean E. Spence
Term Expires 2023



Kenneth I. Tuchman
Term Expires 2023

Our Executive Leadership Team

In addition to our Board, we have an Executive Leadership Team composed of our Named Executive Officers.



Steven Oakland
Chief Executive
Officer and President



Kristy N. Waterman
Executive Vice President,
Chief Human Resources Officer,
General Counsel, and
Corporate Secretary



Steve Landry
SVP, Chief Operations
Officer



Amit R. Philip
SVP, Chief Strategy
Officer



Sean Lewis
SVP, Chief Customer
Officer



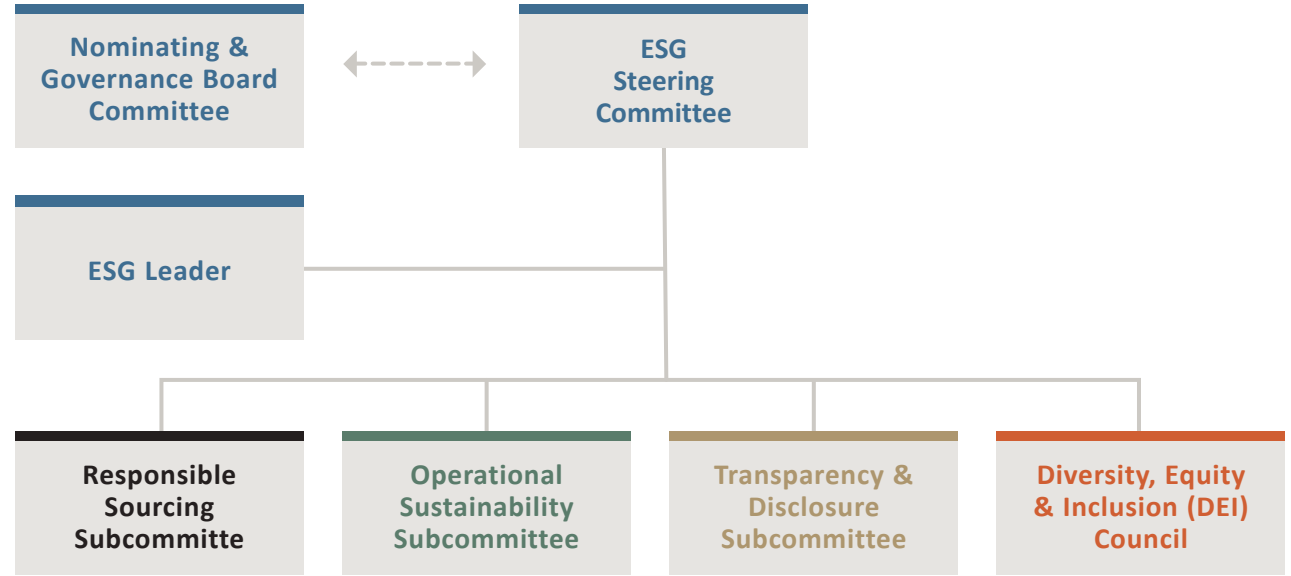
Tim Smith
SVP, Division President,
Snacking & Beverages

ESG Reporting Structure

We understand the importance of embedding ESG strategy into our business and employing that strategy to ensure we are mitigating potential risks, protecting business continuity, identifying opportunities for value creation, and advancing more effective environmental and social action. We continue to seek and identify ways to do the right thing for our stakeholders, and we believe it is essential to fully embed ESG into our business activities and structure.

To that end, we have created an ESG Governance Structure comprised of an ESG Steering Committee supported by four subcommittees and our ESG team. The ESG Steering Committee is composed of the members of our Executive Leadership Team, including our CEO & President.

Each subcommittee is led by chair and is made up of a cross-functional team of subject matter experts from the business. The ESG subcommittees are responsible for setting the action plan needed to achieve our ESG goals, to provide subject matter guidance to the company on ESG issues, and to assist with ESG reporting and disclosure.





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 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.⁹ We require our employees to review and acknowledge the Code of Ethics annually.



⁹Our Code of Ethics, which incorporates many of our policies and procedures can be found at: <https://www.treehousefoods.com/investors/governance/governance-documents/default.aspx>

Business Continuity

It is integral to our business and stakeholders that we increase our resiliency to adverse risks, including unplanned events. In 2021, we continued to build a standardized approach to support and evolve our business continuity planning. To guide our business continuity planning efforts, we have set a target to address risks exacerbated by climate change by 2025 and launched the rollout of a business continuity planning tool across select facilities.

Cybersecurity

Data breaches and system disruptions present risk. Our Board is engaged in the oversight of our cybersecurity risk program, and our Audit Committee receives quarterly cybersecurity updates. We share our cybersecurity plans with the Board and report key performance indicators, which measure 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.



Appendix

Sustainable Accounting Standards Board (SASB) Processed Foods Disclosure

In an effort to provide our stakeholders with relevant sustainability-related information, Treehouse Foods, Inc. 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.

Accounting Metrics

Topic	Accounting Metric	SASB Code	Category	FY 2021 Performance	Additional Context & Analysis
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-PF-130a.1	Quantitative	1) 5,073,472 gigajoules (GJ) 2) 30% 3) 0%	For additional information, including YoY metrics, please refer to the Greenhouse Gas (GHG) and Energy Management section.
Water Management	(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) 6,086 thousand cubic meters (m3) (2) 12% water withdrawn ¹	For additional information, including year-over-year metrics, please refer to the Water Management section.
Water Management	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-PF-140a.2	Quantitative	Two (2) incidents of water-related noncompliances. Wastewater treatment projects are underway to address noncompliances.	For additional information, please refer to the Water Management section.

¹ The WRI Water Risk Index Report was performed on July 21, 2021, except for the St. Louis, MO, facility, which was performed on June 30, 2022.



Accounting Metrics | continued

Topic	Accounting Metric	SASB Code	Category	FY 2021 Performance	Additional Context & Analysis
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	Discussion and Analysis	<p>The availability and quality of water in water-stressed regions where we have manufacturing facilities are the most significant water risks associated with our operations. TreeHouse is dependent upon good-quality fresh water in numerous applications throughout our operations. If we were to lose access to good-quality water, it would severely disrupt our operations.</p> <p>Wastewater discharges and compliance with local, state and federal requirements pose a risk as regulatory pressures push for cleaner wastewater discharges in light of capacity limitations, growing populations and evolving regulatory requirements.</p> <p>Efforts to manage water and wastewater risks include increased water-efficiency efforts and proactive evaluation of wastewater discharges.</p> <p>In 2021, a corporate team was established to review our wastewater operations for ways to monitor discharges, improve performance and anticipate impacts from production changes as they relate to wastewater compliance.</p> <p>Water and wastewater projects have had favorable life-cycle impacts. Most projects result in more efficient/less water use. The elimination of single-pass cooling results in additional energy use for the associated equipment; however, water savings outweigh the modest energy increase.</p>	For additional information, please refer to the Water Management section.



Accounting Metrics | continued

Topic	Accounting Metric	SASB Code	Category	FY 2021 Performance	Additional Context & Analysis
Food Safety	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. 0.024 b. 3.80 2) a. 100% b. 100% These rates exclude the Sparks, NV, facility, as its GFSI audit occurred after the sale on June 1, 2021. The Lancaster, OH, facility's GFSI audit results are included in the 2021 rate, along with the St. Louis, MO, facility.	For additional information, please refer to the Food Safety and Quality section.
Food Safety	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 97% of direct food suppliers are certified to GFSI-recognized food safety certification. ²	For additional information, please refer to the Food Safety and Quality section.
Food Safety	(1) Total number of notices of food safety violation received, (2) percentage corrected	FB-PF-250a.3	Quantitative	1) 0 2) Not applicable	For additional information, please refer to the Food Safety and Quality section.
Food Safety	(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4	Quantitative	1) 1 2) 0.03 metric tons In 2021, the voluntary recall was due to inaccurate labeling. No legal proceedings or fatalities were reported.	For additional information, please refer to the Health and Nutrition section.
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-PF-260a.1	Quantitative	Approximately \$850 million, or 19% of our total revenue, came from products with health and nutrition claims. ³	For additional information, please refer to the Health and Nutrition section.

² This metric does not include direct suppliers to our two Italian manufacturing plants. However, these suppliers are still held to stringent and equivalent food safety and quality management standards that meet TreeHouse's expectations.

³ This metric does not include products sold outside of North America.



Accounting Metrics | continued

Topic	Accounting Metric	SASB Code	Category	FY 2021 Performance	Additional Context & Analysis
Health & Nutrition	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 Product 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 Business Leads answer customer requests and share 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.	For additional information, please refer to the Health and Nutrition section.
Product Labeling & Marketing	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-label company, and it is directed to adults who make the household purchasing decisions.	For additional information, please refer to the Health and Nutrition section.
Product Labeling & Marketing	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF-270a.2	Quantitative	1) We are working on quantifying this metric internally. 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. TreeHouse 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. 2) \$493 million, or 11% of total revenue	For additional information, please refer to the Health and Nutrition section.



Accounting Metrics | continued

Topic	Accounting Metric	SASB Code	Category	FY 2021 Performance	Additional Context & Analysis
Product Labeling & Marketing	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 noncompliance and legal proceedings associated with them. Our Regulatory Affairs Team monitors governmental regulations and changes to promote compliance. We address any potential notices of noncompliance with regulatory labeling and marketing codes and work with agencies to correct issues immediately.	For additional information, please refer to the Health and Nutrition section.
Product Labeling & Marketing	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 2021 Annual Report for the fiscal year ending on December 31, 2021.	For additional information, please refer to the Health and Nutrition section.
Packaging Lifecycle Management	(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) 296,644 metric tons 2) 47% of packaging made from renewable material 3) 76% of packaging is recyclable	For additional information, please refer to the Sustainable Packaging section.
Packaging Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2	Discussion and Analysis	See the 2022 ESG Report, pg. 13 .	For additional information, please refer to the Sustainable Packaging section.



Accounting Metrics | continued

Topic	Accounting Metric	SASB Code	Category	FY 2021 Performance	Additional Context & Analysis
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	FB-PF-430a.1	Quantitative	<p>We leverage certifications to address the following concerns and preferences over ingredients, additives and allergens, as requested by our customers:</p> <ol style="list-style-type: none"> 1. A gluten-free certification addresses gluten as a sensitivity and/or allergen. 2. Cage-free, Global Animal Partnership and Vegan certifications address concerns regarding animal welfare. 3. Organic and non-GMO certifications address preferences toward non-GMO-containing ingredients. 4. RSPO, Rainforest Alliance and Fair-Trade USA certifications address concerns regarding environmental and social impacts. <p>We are working to track specific percentages of each.</p>	For additional information, please refer to the Responsible Sourcing section.
Environmental & Social Impacts of Ingredient Supply Chain	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 social responsibility policy that outlines supplier behavior on human rights (including, without limitation, human trafficking and slavery and conflict mineral sourcing), environmental protection, sustainable development and bribery and corruption.	For additional information, please refer to the Responsible Sourcing section.



Accounting Metrics | continued

Topic	Accounting Metric	SASB Code	Category	FY 2021 Performance	Additional Context & Analysis
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-PF-440a.1	Quantitative	We review the WRI water risk assessment for priority ingredients and principal ingredients on an annual basis.	For additional information, please refer to the Responsible Sourcing section.
Ingredient Sourcing	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	FB-PF-440b.2	Discussion and Analysis	Our priority ingredients are coffee, cocoa and palm oil.	For additional information, including use of third-party certifications, please refer to the Responsible Sourcing section.

Activity Metrics

Activity Metric	SASB Code	FY 2021 Performance
Weight of products sold	FB-PF-000.A	1,893,589 metric tons
Number of production facilities	FB-PF-000.B	42 ⁴

⁴Lancaster, OH, and Sparks, NV, were included in the 2021 performance data through May 2021.



Task Force on Climate-Related Financial Disclosures (TCFD)

Executive Summary

TreeHouse Foods, Inc. is a leading manufacturer and distributor of private-label packaged foods and beverages 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 2-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.

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, 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. 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 CEO and President.

The execution of our ESG strategy is led specifically by our Deputy General Counsel and Assistant Secretary, ensuring we have a single individual overseeing our ESG efforts and interfacing with key departments and staff who are developing and deploying ESG initiatives.

ESG Subcommittees

TreeHouse has four ESG subcommittees — Operational Sustainability; Transparency and Disclosure; Responsible Sourcing, and Diversity, Equity and Inclusion — which focus on providing specific subject matter leadership in areas of importance to TreeHouse 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. Several subcommittees oversee our ESG strategy and goals, all governed by relevant business leaders.

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

Strategy

Risks and Opportunities

Climate change has the potential to impact the food and beverage industry in several ways. We categorize the key risks to be 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, drought 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 and market demand and supply shifts.

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 following table outlines the specific risks identified and tracked by TreeHouse:

Physical Risks

Description	Strategy	Time Horizon
<p>Escalating threat of climate change</p> <p>The International Panel on Climate Change (IPCC) Sixth Assessment Report indicates that we are at “code red” for humanity. The report shows that we are perilously close to the 1.5°C global warming threshold, past which acute and chronic physical climate risks are certain. The report highlights the urgent need for massive reduction or cessation of GHG emissions to stabilize the climate and prevent irreparable damage. Countries, and therefore companies like us that operate within them, will need to set aggressive goals to reduce our GHG emissions.</p> <p>Climate change is becoming an acute threat for the food industry specifically, due to the impacts it is having on crop production. This presents a significant risk for companies that rely on agricultural raw materials for production.</p>	<p>Our 2025 ESG goals are focused on decreasing GHG emissions at all levels of our value chain. We have set specific goals to reduce our Scopes 1 and 2 emissions intensities, evaluate and plan how to reduce our Scope 3 emissions and reduce the methane emissions from our landfill and FLW. These goals directly support the identified urgent global need to reduce GHG emissions.</p> <p>TreeHouse must now address decreasing availability or less favorable pricing for certain raw materials that are necessary for our products, including but not limited to: Coconut oil, coffee, corn and corn syrup, cucumbers, fruit, oats, palm oil, peppers, rice, soybean oil, sugar, tea, tomatoes and wheat (including durum wheat).</p> <p>This may require us to make additional unplanned capital expenditures, increase the prices of our raw materials due to sourcing from other locations, increase our cost of transporting and storing raw materials or disrupt our production schedules.</p> <p>Read more in our 2021 Annual Report, pg. 18.</p>	<p>Short-term to long-term</p>



Physical Risks | continued

Description	Strategy	Time Horizon
<p>Acute physical risk</p> <p>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.</p> <p>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.</p> <p>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.</p>	<p>We recognize the potential severity of climate risks to our business and set a goal to integrate climate change risks into our Business Continuity Plan by 2025. This will include specifically identifying and planning for risks from increasing severe weather events at our facilities and across our value chain.</p> <p>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. Our strategy will become increasingly focused on climate change management and resilience in 2021 as we roll out our ESG supplier survey. 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 minimize our own risks in doing business with them and collaborate during emergencies.</p> <p>We will continue to work through sourcing bodies such as 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 only 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.</p>	<p>Short-term to long-term</p>



Physical Risks | continued

Description	Strategy	Time Horizon
<p>Chronic physical risk</p> <p>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.</p> <p>Chronic physical risks could also create volatility in commodity and crop costs, which allows us to lower margins or trading losses.</p> <p>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, we are aware of 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. These changes could have a negative impact on distribution, the 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.</p>	<p>We recognize the potential severity of climate risks to our business and set a goal to integrate climate change risks into our Business Continuity Plan by 2025. This will include specifically identifying and planning for risks from long-term weather and climate changes at our facilities and across our value chain.</p> <p>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 goal to reduce our water intensity by 10% by 2025 compared to 2020 levels, 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. For more information on our water management strategy, please see page 11.</p> <p>Changing global climate conditions could also affect our ability to package our ingredients. We are working to evaluate and improve our sustainable packaging offerings and we have conducted a Sustainable Packaging Assessment. By choosing sustainable packaging, we are ensuring that products will be flexible to changing global manufacturing conditions and are less impactful on the environment themselves.</p>	<p>Medium-term to long-term</p>



Transition Risks

Description	Strategy	Time Horizon
<p>Policy and legal</p> <p>Policy-driven changes in energy prices and carbon taxes would affect our operating costs. The number of proposed carbon regulations in the U.S. has increased significantly in recent years, with the U.S. Securities and Exchange Commission (SEC) calling for “qualitative and quantitative climate risk disclosures, including the financial impacts of severe weather events and other natural conditions and transition activities on line items of the financial statements” in March of 2022. 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.</p> <p>In addition, the recent Inflation Reduction Act will have more than \$350 billion invested toward climate change solutions and justice projects. Potential benefits range from funding provided to low-income families to upgrade their home efficiency; additional job opportunities in clean technology industries; and tax credit accessibility.</p>	<p>Our 2025 ESG goals that aim to reduce our environmental footprints include: reducing Scopes 1 & 2 GHG emissions intensity by 5%, and working with suppliers to complete a Scope 3 Emissions Assessment and set a reduction goal.</p> <p>These goals move us toward a lower-carbon and more sustainable operating model. By reducing our direct and indirect emissions, we will be less exposed to the financial risk of a carbon tax.</p> <p>We are proactively reporting on our GHG emissions and climate change risks through our annual SASB and TCFD disclosures. By gathering, validating and reporting this information now, we will be better prepared if regulated climate change disclosures become mandatory.</p> <p>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 we operate in. 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 policy changes relevant to TreeHouse.</p>	<p>Short-term</p>



Transition Risks | continued

Description	Strategy	Time Horizon
<p>Market</p> <p>Consumer demand for nutritious, responsibly produced food products has grown exponentially in the past decade. Failure to effectively identify and prioritize products and acquisition targets that would expand our portfolio in line with this growing consumer awareness could result in reduced demand for our products.</p> <p>Increased energy and water costs due to changing market conditions would increase our operating costs.</p> <p>Indirect costs from suppliers are also being passed down to retailers. Decarbonization is a focus for retailers when considering the additional costs on how and what they provide to consumers and how they got it there. Suppliers unable or unwilling to meet the new conditions will struggle to meet retailer demands.</p>	<p>Expanding our product portfolio with more responsibly sourced food ingredients will reduce our market risk in this area. As part of our 2025 ESG goals, we are working to expand our current supplier policies to implement a Responsible Sourcing Policy, which will ensure that our supply chain is diverse and focused on the ESG issues our stakeholders care about. This policy will have 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.</p> <p>During 2021, we invested significantly to support our customers, bearing the near-term impact of rising inflationary costs to secure ingredients and transportation as we faced headwinds through industry-wide supply chain disruption and labor availability challenges. We continue to execute pricing actions to recover the escalating inflation. We do so by maintaining ongoing dialogue and collaborating with our customers, thereby strengthening our relationships as we operate in this extraordinarily challenging macro environment. Read more from our 2021 Annual Report (pg. 4).</p> <p>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 their expectations. Whenever possible, we look for opportunities to partner with customers to advance more effective climate solutions.</p>	<p>Short-term to long-term</p>
<p>Reputation</p> <p>Not acting on climate change in a meaningful way is 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 acquisitions or sustain share value. Failure to attract, motivate and retain talent could threaten our ability to execute on our business model and achieve key ESG and financial objectives.</p>	<p>Our 2025 ESG goals show our investors and customers 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 annual ESG report that can be accessed on our dedicated ESG web page.</p>	<p>Short-term to long-term</p>



Climate-related Opportunities

Description	Strategy	Time Horizon
<p>Resource efficiency</p> <p>Improving energy and water use efficiency can not only reduce our risks associated with climate change, but also result in direct cost savings to our operations.</p>	<p>Executing on our 2025 goal of reducing our water intensity by 10% compared to 2020 levels will also lower funds spent on water.</p> <p>We are working to improve our power consumption and intensity so that we can reduce our usage costs and GHG emissions. In partnership with our suppliers, we are committing to co-creating solutions across our supply base to reduce the carbon footprint of our products' life cycle. We will be working with suppliers to complete a Scope 3 Assessment and set a reduction goal by the end of 2025.</p>	<p>Medium-term to long-term</p>
<p>Energy source</p> <p>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 make our business less sensitive to the carbon tax.</p>	<p>As part of our 2025 ESG goals, we set a goal to reduce our Scopes 1 and 2 emissions by 5% by 2025 compared to 2020 levels. We are evaluating increasing our energy usage from low-emissions sources through deploying renewable energy at our own operations. This would lower our Scope 2 emissions and reduce our reliance on fossil fuels.</p>	<p>Short-term to medium-term</p>
<p>Products and services</p> <p>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 the consumer demand and remain competitive in our industry.</p>	<p>Our 2025 ESG goals include five goals targeted directly at reducing our direct and indirect GHG emissions. These goals include reducing our operational and energy use emissions, reducing the emissions associated with our waste sent to landfill and food waste and developing a supplier survey that ensures we are working with those that align with our climate goals. By executing on and meeting these goals, we will be able to show our climate progress and meet the consumer demand for lower-emissions food products.</p> <p>As an example, we actively source RSPO-certified palm oil, which helps us to reduce the climate-related risks of a higher-risk ingredient.</p>	<p>Short-term to long-term</p>



Climate-related Opportunities

Description	Strategy	Time Horizon
<p>Markets</p> <p>New markets may emerge as the world transitions to the lower-carbon economy. New solutions and products may also be needed to combat the short- and long-term effects of climate change such as severe weather disruptions or changing local conditions. By anticipating these needs and developing products that meet them, we will be able to expand our portfolio into new markets and increase our profitability.</p>	<p>Climate change is already impacting every aspect of the global food system, and its consequences are becoming increasingly visible across the world. These changes will bring new market needs.</p> <p>For example, we believe that increasing climate change disruptions such as flooding or wildfires will leave many markets with decreased access to nutritious meals. Companies such as TreeHouse should be prepared to support these populations with meal replacement options, and lessen the devastating impact of these disasters.</p>	<p>Short-term to medium-term</p>
<p>Resilience</p> <p>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.</p>	<p>Our Responsible Sourcing Policy will ensure that we are diversifying our supply chain and working with suppliers that share our climate and sustainability goals. This will make our supply source more dependable through possible severe weather conditions or natural resource scarcity.</p> <p>We also established a goal to integrate climate-related risks into our business continuity planning by 2025, which will better position us to mitigate those risks, and improve our resilience to climate change.</p> <p>We are evaluating cost-competitive renewable energy and associated tax incentives to further drive down 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 when the electrical grid is damaged by the physical impacts of climate change.</p>	<p>Long-term</p>



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 plan to evaluate our Enterprise Risk Management (ERM) program in order to include more climate-related physical, market and regulatory risks impacting us, the global food supply chain and the food and beverage industry. We are analyzing specific impacts for our company, business model and stakeholders. We will identify potential risks and opportunities that could arise from projected climate change scenarios and integrate them into our ERM program. We will integrate SASB metrics in enterprise

data collection, monitoring and reporting and evaluate the long-term potential business impacts and mitigation strategies, product categories and geographic locations.

As part of our 2025 ESG goals, we are integrating climate change risks into our Business Continuity Plan, including conducting robust scenario analyses that are relevant to our business. As we progress toward these goals and beyond, we plan to conduct a thorough climate risk analysis in the coming year to ensure better scenario planning.



Risk Management

Risk management is critical to our business continuity and success in the face of climate change impacts. TreeHouse follows an established ERM model for identifying and managing risks. This model includes an enhanced 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 such as corporate governance and employee talent retention.
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 strategic portfolio such as portfolio disruption or business model disruption.

Each risk category is further broken down into sub-risks, which are assigned a weighting and an owner responsible for setting plans and targets to monitor and mitigate the risks. This ERM process ensures that we are evaluating all facets of our business and supply chain to identify and mitigate or eliminate those risks, thereby enhancing our business continuity.

To gather internal perspectives on risk, we engage key stakeholders across the organization through surveys, interviews and facilitated conversations. The perspectives discussed earlier inform the Risk Matrix, which ranks and categorizes based on impact, likelihood and opportunity. The results of this assessment are presented to our Board of Directors on an annual basis. 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.

In 2020, we began the development of an Enterprise Business Continuity Management System (EBCMS) policy and the formalization of a standardized approach to EBCMS across departments. Our EBCMS prepares our business to react to a wide range of manmade and natural events that threaten our own business and the businesses of our suppliers and customers, including those from climate change. Our EBCMS is designed to support quicker and more effective decision-making in times of crisis, the mobilization of collective action with relevant stakeholders to mitigate damage and the reduction of duplication and redundancy in our planning efforts.

In 2021, we continued to build a standardized approach to support and evolve our business continuity planning. We launched the rollout of a business continuity planning tool across select facilities.



Metrics and Targets

We measure and monitor our climate-related risks and opportunities across the TreeHouse 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.

2025 ESG Goals

In 2020, we developed our 2025 ESG goals as part of our strategy for the next several years. The establishment of these goals was guided by our ESG Steering Committee. Achieving the eight key goals and metrics for tracking our progress against climate-related risks and opportunities relating to GHG emissions, water usage, sustainability and business continuity is the responsibility of our four ESG subcommittees. The table below calls out our targets and the climate-related risks and/or opportunities as well as our progress.

Goal	Risk Addressed	Opportunities Addressed
Reduce GHG emissions intensity (Scopes 1 and 2) by 5% by 2025 from 2020 levels.	<ul style="list-style-type: none"> Escalating threat of climate change Policy and legal risk Reputation risk 	<ul style="list-style-type: none"> Energy source Products and services
Collaborate with suppliers to assess Scope 3 emissions and set a Scope 3 reduction goal by 2025.	<ul style="list-style-type: none"> Escalating threat of climate change Policy and legal risk Reputation risk 	<ul style="list-style-type: none"> Resource efficiency Products and services
Reduce water intensity by 10% by 2025 compared to 2020 levels.	<ul style="list-style-type: none"> Chronic physical risk Reputation risk 	<ul style="list-style-type: none"> Resource efficiency
Achieve a company-wide landfill diversion rate of 85% by 2025 from 2020 levels.	<ul style="list-style-type: none"> Escalating threat of climate change Policy and legal risk Reputation risk 	<ul style="list-style-type: none"> Products and services
Reduce FLW from plant operations by 50% by 2030 from 2020 levels.	<ul style="list-style-type: none"> Escalating threat of climate change Policy and legal risk Reputation risk 	<ul style="list-style-type: none"> Products and services
Conduct a Sustainable Packaging Assessment by the end of 2021.	<ul style="list-style-type: none"> Chronic physical risk Reputation risk 	<ul style="list-style-type: none"> Products and services
Expand the responsible sourcing program to include a Responsible Sourcing Policy, ESG Screening Tool and an Annual Supplier Survey prior to 2025.	<ul style="list-style-type: none"> Market risk Reputation risk 	<ul style="list-style-type: none"> Resilience
Incorporate climate change risks into business continuity planning by 2025.	<ul style="list-style-type: none"> Acute physical risk Chronic physical risk Reputation risk 	<ul style="list-style-type: none"> Resilience



GHG Emissions

We report our current and historical Scopes 1 and 2 emissions on an absolute basis in the [Greenhouse Gas \(GHG\) and Energy Management](#) section.

We chose to set our 2025 ESG goals based on emissions intensities, rather than absolute numbers, so that we can internally identify and compare performance between business segments and across the value chain. It also allows us to track the progress of our reduction efforts year over year, regardless of asset base or business activity fluctuations.

Conclusion

Identifying, monitoring, and mitigating climate-related risks is 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.

About this Report

The information contained in this report is as of December 31, 2021, 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. 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.



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