

Title: Kraft Heinz Environmental, Social and Governance (ESG) Program Oversight and Governance Structure	Policy Owner: Global General Counsel and Chief Sustainability and Corporate Affairs Officer
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Purpose

This document provides an overview of the oversight and governance structure for the Kraft Heinz Environmental, Social and Governance program.

Role of Kraft Heinz Board of Directors

The Kraft Heinz Board of Directors, in its role in setting strategic direction and providing oversight to management, oversees Kraft Heinz’s global ESG objectives and framework, including matters related to operations, our supply chain, animal welfare, climate change, the environment, nutrition and well-being, and social issues. Some ESG initiatives are reviewed and approved by full Board and some topics are referred for review to a Board subcommittee (either the Audit Committee, the Human Capital and Compensation Committee, or the Nominating and Corporate Governance Committee of the Board of Directors). See Appendix A for further details on which topics are referred to which part of the Board of Directors.

The Role of the Executive Leadership Team

The Kraft Heinz Executive Leadership Team, chaired by the Chief Executive Officer, provides oversight and executional leadership for Kraft Heinz’s global ESG strategy. The ESG team holds quarterly meetings with the Executive Leadership Team.

The Role of the ESG Team and ESG Steering Committee

The ESG Team is led by the Global General Counsel & Chief Sustainability and Corporate Affairs Officer and managed by the Global Head of ESG and KHC Foundation. The ESG Team directs the design, development, execution and continuous improvement of the ESG strategy, goals and initiatives. The ESG Team engages with key stakeholders for the ESG program including consumers, stockholders, employees, NGOs and community leaders, and leads the ESG Steering Committee.

The ESG Steering Committee is comprised of various leaders in various functions around the globe, including Zone Presidents, the Zone Chief Growth Officers, and representatives chosen by the Chief Procurement Officer and the Global Head of Operations. The ESG Steering Committee develops and oversees the corporate ESG strategy and mobilizes the organization and collaborates across departments to lead the development, implementation, continuous improvement and measurement of relevant ESG policies, procedures and programs. The ESG Steering Committee also oversees the funding process for all Kraft Heinz ESG initiatives. The ESG Steering Committee oversees escalation of ESG-related issues to the ELT and/or the Board of Directors.

The ESG Steering Committee oversees subcommittees that meet regularly in the following areas: Product Health, Sustainable Agriculture, Responsible Sourcing, Sustainable Manufacturing, Sustainable Packaging, Animal Welfare, Corporate & Government Affairs and Communications.

These subcommittees of the ESG Steering Committee develop key ESG initiatives, policies, processes, goals (including KPIs), and funding decisions. These initiatives are then brought to the ESG Steering Committee for review and approval, and where appropriate, presentation to the Kraft Heinz ELT or Board of Directors.

The Role of the ESG Disclosure Committee

The Environmental, Social, and Governance (ESG) Disclosure Committee assists the Kraft Heinz Chief Executive Officer, the Global Chief Financial Officer, and the Global General Counsel and Chief Sustainability and Corporate Affairs Officer in reviewing of the accuracy of public disclosures made by Kraft Heinz in relation to its ESG performance and goals. The ESG Disclosure Committee reviews and certifies that all content in the Kraft Heinz ESG reporting is materially accurate.

Kraft Heinz Environmental, Social and Governance (ESG) Program Oversight and Governance Structure

Appendix A

ESG Topic	ESG Pillar	Board	Audit Committee	Human Capital and Compensation Committee	Nominating and Corporate Governance Committee
ENVIRONMENTAL					
Climate Change Goals		✓			
Climate Change Risks			✓		
Deforestation		✓			
Operational Impact on Environment (Water, Energy, Electricity, Waste, GHG Emissions, and Carbon)		✓			
Sustainable Packaging		✓			
Sustainable Sourcing		✓			
SOCIAL					
Animal Welfare		✓			
Board Diversity					✓
Food Insecurity		✓			
Employee Diversity, Inclusion, and Belonging				✓	
Employee Engagement				✓	
Employee Health, Safety, and Wellness				✓	
Food Safety and Quality		✓			
Human Rights		✓			
Political Contributions and Lobbying Activities		✓			
Product Health and Nutrition		✓			
Responsible Marketing		✓			
Sustainable Agriculture		✓			
Talent Development				✓	
GOVERNANCE					
Board Governance and Structure					✓
Compensation Practices				✓	
Compliance with ESG Regulations			✓		
Cybersecurity			✓		
Director Qualifications, Director Pipeline, and Board Composition					✓
ESG-Related Litigation Risks			✓		

ESG Topic	ESG Pillar	Board	Audit Committee	Human Capital and Compensation Committee	Nominating and Corporate Governance Committee
ESG Data Collection and SEC Disclosure			✓		
ESG Strategy		✓			
Enterprise Risk Management			✓		
Stockholder Engagement					✓
Stockholder Rights					✓
Succession Planning for Management				✓	

 = Environmental Stewardship

 = Responsible Sourcing

 = Healthy Living & Community Support

Blue font indicates ESG area of focus.