

GRI INDEX

The Kraft Heinz Company reports this information with reference to the Global Reporting Initiative (GRI) Standards for the fiscal year ending December 28, 2024.

Disclosure	Description	FY2024 Response	
General Disclosures			
2-1	Organizational details	2024 10-K page 1, 2025 Proxy Statement page 5, 2024 ESG Report page 6	
2-2	Entities included in the organization's sustainability reporting	2024 10-K page 1, 2025 Proxy Statement page 5	
2-3	Reporting period, frequency and contact point	We are reporting on FY2024 (December 31, 2023 – December 28, 2024) as we report annually on a fiscal year basis. We welcome feedback on our ESG strategy and goals. To share questions or comments, please contact sustainability@kraftheinz.com . Please refer to The Kraft Heinz Company SEC-Filings for further information.	
2-4	Restatements of information	Please note that some historical data has been updated from previous reports due to better data accuracy and due diligence. Please refer to the 2025 ESG Report Data Tables .	
2-5	External assurance	We have obtained limited level assurance by a third-party on select environmental metrics. The assurance statement can be found under reporting Verifications on our Resources & Downloads page.	
2-6	Activities, value chain and other business relationships	2024 10-K, 2024 ESG Report page 10	
2-7	Employees	Please refer to the 2025 ESG Report Workplace metrics for further employee data.	
		Employees by Zone	Number of Employees
		World Headquarters	2,035
		North America	18,130
		Europe and Pacific Developed Markets	5,881
		West and East Emerging Markets	7,569
		Asia Emerging Markets	3,642
		Total	37,257

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2-7	Employees Cont.	Employees by Gender	Number of Employees
		Women	14,052
		Men	23,108
		Nonbinary	20
		Gender Not Disclosed	77
		Total	37,257
		Employees by Type	Number of Employees
		Full-time	36,802
		Part-Time	455
		Total	37,257
2-9	Governance structure and composition	2025 Proxy Statement pages 29-43, 2024 ESG Report page 9	
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement pages 29-43, 2024 ESG Report page 9	
2-11	Chair of the highest governance body	2025 Proxy Statement pages 29-43, 2024 ESG Report page 9	
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement pages 29-43, 2024 ESG Report page 9	
2-13	Delegation of responsibility for managing impacts	2025 Proxy Statement pages 29-43, 2024 ESG Report page 9	
2-14	Role of the highest governance body in sustainability reporting	2025 Proxy Statement pages 7-8 and pages 29-43, 2024 ESG Report page 9	
2-15	Conflicts of interest	2025 Proxy Statement	
2-16	Communication of critical concerns	2025 Proxy Statement	
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement	

Disclosure	Description	FY2024 Response
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement
2-19	Remuneration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement
2-21	Annual total compensation ratio	2025 Proxy Statement
2-22	Statement on sustainable development strategy	Please refer to the Letter from the CSO in the 2025 ESG Report .
2-23	Policy commitments	Please refer to our Policies and Positions .
2-24	Embedding policy commitments	2024 ESG Report page 9, 2025 Proxy Statement
2-25	Processes to remediate negative impacts	2025 Proxy Statement
2-26	Mechanisms for seeking advice and raising concerns	<p>All Kraft Heinz employees have an obligation to speak up if they become aware of conduct by a Company employee or business partner that they believe may violate any law, regulation or Company policy, including the Code of Conduct. To help employees report potential misconduct, the Company provides several reporting channels, including: managers, Human Resources professionals, the Legal Department, and the Ethics & Compliance (E&C) team.</p> <p>In addition, the Company provides a confidential E&C Helpline, which is publicly available to anyone, including our business partners, for reporting an ethics or compliance concern.</p> <p>Please refer to our Ethics & Compliance, Supplier Guiding Principles, and 2024 ESG Report pages 12-13 for further information.</p>
2-27	Compliance with laws and regulations	Ethics & Compliance , 2024 ESG Report
2-28	Membership associations	<p>Kraft Heinz believes that trade association membership and participation provides a number of benefits to our business and employees, including the ability to engage on relevant issues and access a forum for sharing ideas and information. The Company's involvement with trade associations does not include engaging in political activity.</p> <p>Please refer to our CDP submission (question 4.11) and our Political Activity for significant membership associations identified.</p>

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2-29	Approach to stakeholder engagement	<p>To inform and continuously improve our ESG strategy, we engage a wide variety of stakeholders for input on our ESG matters, which helps us set associated priorities.</p> <p>Our global stakeholder network includes both the internal and external people and parties whose support is important to the long-term success of our business, and those who are materially impacted by our business operations.</p>
Material Topics		
3-1	Process to determine material topics	<p>To inform our ESG strategy and goal-setting, Kraft Heinz conducts a comprehensive ESG materiality assessment every three to five years, with respective smaller interim updates as appropriate. This assessment allows us to identify and prioritize the environmental, social, and governance issues that are of greatest concern to our stakeholders and relevant to the success of our business. We reevaluate these results on an ongoing basis to reflect any substantial changes in these priority issues and allow for the inclusion of new or emerging topics.</p> <p>Please refer to the 2024 ESG Report pages 10-11 for further information.</p>
3-2	List of material topics	2024 ESG Report pages 10-11
3-3	Management of material topics	Please refer to our material topics discussed in the 2024 ESG Report .
Economic Performance		
201-1	Direct economic value generated and distributed	2024 10-K , 2025 Proxy Statement
201-2	Financial implications and other risks and opportunities due to climate change	2024 10-K , 2025 Proxy Statement pages 10-11, CDP Module 3
201-3	Defined benefit plan obligations and other retirement plans	2024 10-K
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	2024 ESG Report pages 26-31
203-2	Significant indirect economic impacts	2024 ESG Report pages 26-31

Disclosure	Description	FY2024 Response
Anti-corruption		
205-1	Operations assessed for risks related to corruption	Global Anti-Bribery/Anti-Corruption Policy
205-2	Communication and training about anti-corruption policies and procedures	Kraft Heinz regularly conducts live trainings to high-risk markets on anti-bribery/anti-corruption topics. Please refer to the Global Anti-Bribery/Anti-Corruption Policy for further information on general communication and training.
Tax		
207-1	Approach to tax	Please refer to The Kraft Heinz Company SEC-Filings for further information.
207-2	Tax governance, control, and risk management	Please refer to The Kraft Heinz Company SEC-Filings for further information.
207-3	Stakeholder engagement and management of concerns related to tax	Please refer to The Kraft Heinz Company SEC-Filings for further information.
207-4	Country-by-country reporting	Please refer to The Kraft Heinz Company SEC-Filings for further information.
Materials		
301-1	Materials used by weight or volume	2025 ESG Report Materials metrics
301-2	Recycled input materials used	2025 ESG Report Materials metrics
301-3	Reclaimed products and their packaging materials	2025 ESG Report Materials metrics
Energy		
302-1	Energy consumption within the organization	2025 ESG Report Energy metrics, CDP Module 7
302-2	Energy consumption outside of the organization	2025 ESG Report Energy metrics, CDP Module 7

Disclosure	Description	FY2024 Response
302-3	Energy intensity	2025 ESG Report Energy metrics, CDP Module 7
302-4	Reduction of energy consumption	2025 ESG Report Energy metrics, CDP Module 7
302-5	Reductions in energy requirements of products and services	2025 ESG Report Energy metrics, CDP Module 7
Water and Effluents		
303-1	Interactions with water as a shared resource	2025 ESG Report Water metrics, CDP Module 9
303-2	Management of water discharge-related impacts	2025 ESG Report Water metrics, CDP Module 9
303-3	Water withdrawal	2025 ESG Report Water metrics, CDP Module 9
303-4	Water discharge	CDP Module 9
303-5	Water consumption	CDP Module 9
Emissions		
305-1	Direct (Scope 1) GHG emissions	2025 ESG Report Greenhouse Gas Emissions metrics, CDP Module 7
305-2	Energy indirect (Scope 2) GHG emissions	2025 ESG Report Greenhouse Gas Emissions metrics, CDP Module 7
305-3	Other indirect (Scope 3) GHG emissions	2025 ESG Report Greenhouse Gas Emissions metrics, CDP Module 7
305-4	GHG emissions intensity	2025 ESG Report Greenhouse Gas Emissions metrics, CDP Module 7
305-5	Reduction of GHG emissions	2025 ESG Report Greenhouse Gas Emissions metrics, CDP Module 7

Disclosure	Description	FY2024 Response
Waste		
306-1	Waste generation and significant waste-related impacts	2025 ESG Report Waste metrics, 2024 ESG Report pages 49-53
306-2	Management of significant waste-related impacts	2025 ESG Report Waste metrics, 2024 ESG Report pages 49-53
306-3	Waste generated	2025 ESG Report Waste metrics, 2024 ESG Report pages 49-53
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Our Supplier Guiding Principles (SGPs) apply to our upstream supply chain and define both requirements and aspirations for the conduct and operation of our supplier network. Kraft Heinz is committed to taking a holistic approach to climate action and environmental conservation under our strategic pillar of “Responsible Sourcing”. We commit to working with our suppliers to address risks and develop sustainable solutions and management practices with the aim of protecting and preserving the environment.
308-2	Negative environmental impacts in the supply chain and actions taken	Kraft Heinz is actively striving to conserve water and energy, reduce emissions, minimize waste, and make our packaging sustainable. Our environmental stewardship extends to activities within our supply chain where our suppliers also have a responsibility to minimize the environmental impact of their materials, products and operations. We monitor supplier compliance using a risk-based approach which may include completing a Self-Assessment Questionnaire (SAQs) on the Sedex platform or conducting Sedex Members Ethical Trade Audits (SMETA), where considered necessary. Please refer to the Supplier Guiding Principles and the 2024 ESG Report pages 57-61 for further information.
Employment		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer events, resources, and learning opportunities that inspire a physical, social, emotional, and financial well-being lifestyle for our employees and their families. Employees are able to participate in a variety of benefits and wellbeing programs that may vary by role, country, region, union status, and other employment status factors. Please refer to the 2024 ESG Report page 23 for further information.
401-3	Parental leave	Kraft Heinz provides competitive parental leave and ensures compliance with local regulations.

Disclosure	Description	FY2024 Response
Labor/Management Relations		
402-1	Minimum notice periods regarding operational changes	Notice periods vary by contract, legislation and/or local regulation. We comply with local laws and regulations.
Occupational Health and Safety		
403-1	Occupational health and safety management system	Kraft Heinz is committed to providing a healthy, safe, and secure workplace for employees, contractors, and all people who visit our facilities. Safety Management is built into our fully integrated Kraft Heinz Management System (KHMS), combining best-practice safety principles with other operational functions in a continuous improvement framework. Please refer to our Global Environmental, Health and Safety Policy , and Employee Code of Conduct for further information.
403-2	Hazard identification, risk assessment, and incident investigation	Environmental, Health and Safety Policy , Employee Code of Conduct
403-3	Occupational health services	Environmental, Health and Safety Policy , Employee Code of Conduct
403-4	Worker participation, consultation, and communication on occupational health and safety	Environmental, Health and Safety Policy , Employee Code of Conduct
403-5	Worker training on occupational health and safety	Environmental, Health and Safety Policy , Employee Code of Conduct
403-6	Promotion of worker health	Environmental, Health and Safety Policy , Employee Code of Conduct
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental, Health and Safety Policy , Employee Code of Conduct , Supplier Guiding Principles
403-8	Workers covered by an occupational health and safety management system	We value the health and safety of our employees, visitors and contractors and we are committed to preserving the environment by operating with respect and care. All employees are covered by an occupational health and safety management system. Please refer to our Environmental, Health and Safety Policy , and Employee Code of Conduct for further information.
403-9	Work-related injuries	2025 ESG Report Safety metrics

Disclosure	Description	FY2024 Response
Training and Education		
404-1	Average hours of training per year per employee	2025 ESG Report Learning & Development metrics
404-2	Programs for upgrading employee skills and transition assistance programs	2024 ESG Report pages 23-25
404-3	Percentage of employees receiving regular performance and career development reviews	All salaried employees receive annual performance reviews.
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Please refer to the 2025 Proxy Statement for further information on the Board of Directors. General employee metrics can be found in the 2025 ESG Report Data Tables.
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Kraft Heinz is an Equal Opportunity Employer that prohibits discrimination or harassment of any type. Please refer to Equal Employment Opportunity for further information.
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	2024 ESG Report pages 26-31
413-2	Operations with significant actual and potential negative impacts on local communities	No significant negative impacts identified.
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Our Supplier Guiding Principle (SGPs) apply to our upstream supply chain and define both requirements and aspirations for the conduct and operation of our supplier network. Our SGPs were developed using industry best practices and internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set forth in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

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414-2	Negative social impacts in the supply chain and actions taken	Kraft Heinz is committed to upholding responsible business practices and treating people with dignity and respecting their human rights. We request all supply chain, indirect and direct business partners complete Self-Assessment Questionnaire (SAQs) on the Sedex platform and conduct Sedex Members Ethical Trade Audits (SMETA), where considered necessary. Please refer to the Supplier Guiding Principle, Global Human Rights Policy and the 2024 ESG Report pages 57-61 for further information.
Public Policy		
415-1	Political contributions	Political Contributions
Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Global Nutrition Guidelines Please refer to the 2024 ESG Report page 36 for further information.
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	2024 ESG Report pages 36-38