

## NOTICE REGARDING USE OF ARTIFICIAL INTELLIGENCE

This Notice is provided by Conagra Brands (“**Conagra**”) to inform applicants and employees that Conagra uses certain artificial intelligence (“**AI**”) tools that may influence or facilitate certain employment-related decisions. Conagra provides this Notice to promote transparency regarding how AI is used in connection with decisions related to recruitment, hiring, promotion, discipline, discharge, tenure, and/or other terms and conditions of employment as described below.

### ***AI Tool Identification***

Conagra uses the following AI tool/system in connection with the employment decision(s) described in this Notice:

#### **Phenom Fit Score**

The tool is provided or developed by:

**Phenom People, Inc.**

### ***Employment Decisions Affected and How AI Is Used***

The AI tool influences or facilitates the following employment decisions (as applicable):

#### **Applicant Screening**

### ***Human Oversight***

Conagra’s use of Phenom Fit Score is always subject to human oversight.

### ***Purpose of the AI Tool and Personal Information Processed***

The purpose/function of the AI tool is: **Assist recruiters and hiring managers to efficiently review applications by suggesting or highlighting candidates for consideration.**

In connection with the Company’s use, the AI tool may process the following categories of personal information and/or applicant/employee data: **Application Information and Resume/CV data, including without limitation: Name, Email**

**Address, Phone Number, Mailing Address, Employment History; Education; and other Employment-related Information you submit to Conagra, as applicable.**

## ***Positions or Job Categories Involved***

The AI tool is used in connection with the following positions or job categories:  
**Phenom Fit Score may be used with any open position of employment at Conagra.**

## ***Questions about this Notice, Including Reasonable Accommodation Requests***

Questions about this Notice or the Company's use of the AI tool(s) discussed in this notice may be directed to: [LegalEthicsandCompliance@conagra.com](mailto:LegalEthicsandCompliance@conagra.com)

In addition, applicants and employees may request a reasonable accommodation related to Company's use of AI in employment decisions. To request an accommodation, contact: [diversityandinclusion@conagra.com](mailto:diversityandinclusion@conagra.com) and state that you are requesting an accommodation related to the use of AI in an employment decision.

## ***Statutory Reference***

It is a violation of the Illinois Human Rights Law ("IHRL"):

- with respect to recruitment, hiring, promotion, renewal of employment, selection for training or apprenticeship, discharge, discipline, tenure, or the terms, privileges, or conditions of employment, for an employer to use artificial intelligence that has the effect of subjecting employees to discrimination on the basis of protected classes under Article 2 of the IHRL or to use zip codes as a proxy for protected classes under such Article, or
- for an employer to fail to provide notice to an employee that the employer is using artificial intelligence.

## ***Effective Date and Updates***

Effective date of this Notice: **January 1, 2026.**

Conagra may update this Notice from time to time, including when adopting new AI tools or materially changing existing AI tools used for covered employment decisions. Where required, Conagra will provide updated notices within applicable timeframes.