

FOSTERING OUR UNIQUE, CARING CULTURE

JILL PENROSE

Senior Vice President, Human Resources and Corporate Communications

If you ask our employees what makes Smucker a special place to work, they will mention our culture and their colleagues. There are few things that make me prouder. Our leadership team is passionate about our people and continuing to create an atmosphere that makes people proud to work here.

Historically, we have focused on nurturing and preserving our unique culture. We've also been bold about evolving our business and how we do things to drive growth and ensure relevance. It is the combination of preserving our core values, while being open to changing everything else, that will enable the continued growth of our Company and people.

We're purposefully building on the foundation of our *Basic Beliefs*—Quality, People, Ethics, Growth, and Independence—and *Our Commitment to Each Other*—the guiding principles that define our expectations for all employees. We are also defining new capabilities and cultural attributes that are essential to leading our Company into the future.

We are fortunate to have exceptional talent across our business. That's why we invest in our people—from training and coaching our people managers to inspire those they lead—to providing opportunities for continuous learning to employees at all levels. Career growth is critical to today's professionals and we are committed to helping our employees realize the goals they have for themselves. We do this by

providing resources to help them develop their skills and enhance their experience, and, whenever possible, the support to ultimately take on roles of increasing responsibility.

As we engage with and develop our people, we focus on supporting the whole person, including their passions and lives beyond work. Today, that means more than just appreciating the need for work life integration—it means taking intentional steps to make it a reality for our employees. That's why we've invested in wellness resources and empowered our people managers to create a more flexible and agile work environment for employees.

We are proud of who we are as a Company, our people, and our unique culture. However, we are never satisfied and constantly strive to improve. We remain steadfast in our work to ensure that our employees—at every location—in every department—and on every team are experiencing the best of the Smucker culture. Like any business, we will always have room for improvement and growth. However, when we identify gaps within our culture, we embrace the opportunity for improvement with the same passion and rigor as any business challenge because we truly believe our culture and long-term business results are inextricably linked. We look to the future with optimism and confidence because of our valued employees and remain committed to fostering a unique environment where they can thrive and grow.

