

Additional Questions Submitted During the 2024 Annual Shareowners Meeting, Not Answered Live

Q. How do we [a]ffect people facing food insecurity? Could you give a detailed example.

At the heart of our [Kellanova Better Days™ Promise](#) is the advancement of sustainable and equitable access to food. As part of that, we're committed to [feeding 400 million people facing food insecurity](#) by the end of 2030 (from a 2015 baseline) through food donations and feeding programs for children. Our approach takes shape through three main forms:

- [Partnering with food banks](#): We work closely with food banks on six continents in more than 30 countries to help feed people facing food insecurity.
- [Strengthening meal programs for children](#): We partner with various organizations to support breakfast clubs, summer meals and after-school programs around the world.
- [Responding when disaster strikes](#): We support nonprofit partners that provide important nourishment at times when people need it most.

Q. GAAP Earnings per share are going down from 2021 to 2023 but compensation is going up? Why this divergence?

- Compensation for our executives varies based on time in position, criticality of retention, and sustained performance, as well as other factors. Incentive compensation opportunities and payouts are based on performance against pre-determined goals that are designed to drive sustainable results and increase Shareowner value, including annual corporate financial goals such as organic net sales, operating profit, and free cash flow targets as well as non-financial objectives.