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Independent Accountants' Review Report

To the Management of The Hershey Company

We have reviewed The Hershey Company's ("Hershey") Schedules of Select Sustainability Indicators (the "Subject Matter") included in Appendix A as of and for the year-ended December 31, 2023, in accordance with the criteria also set forth in Appendix A (the "Criteria"). Hershey's management is responsible for the Subject Matter in accordance with the Criteria. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. As such, a review does not provide assurance that we became aware of all significant matters that would be disclosed in an examination. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent of Hershey and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review engagement. Additionally, we have complied with the other ethical requirements set forth in the Code of Professional Conduct and applied the Statements on Quality Control Standards established by the AICPA.

The procedures we performed were based on our professional judgment. Our review consisted principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances.

As described in Appendix A, the Subject Matter is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

The information included in Hershey's ESG Report, other than the Subject Matter, has not been subjected to the procedures applied in our review and, accordingly, we express no conclusion on it.

Based on our review, we are not aware of any material modifications that should be made to the Schedules of Select Sustainability Indicators for the year-ended and as of December 31, 2023, in order for it to be in accordance with the Criteria.

Ernst & Young LLP

Philadelphia, Pennsylvania
May 15, 2024

Appendix A – The Hershey Company Schedules of Selected Sustainability Indicators

Schedule of
Select Environmental Metrics
for the year ended December 31, 2023

Indicator name[1]	Source	Reported value	Units of measure	Criteria	Reporting Boundary
Energy consumption within the organization	Coal	2,933	Gigajoules (GJ)	2016 GRI 302-1: a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption[2] ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold[3] e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used.[1] g. Source of the conversion factors used.[4]	Hershey selected an organizational boundary based on the company's operational control.[5]
	Fuel Oil 2	9,932			
	Gasoline	77,833			
	Jet Oil	57,978			
	Natural Gas	3,103,913			
	Propane	2,344			
	Biogas	58,231			
	Biomass	50,521			
	Electricity[6]	2,249,874			
	Total	5,613,559			

[1] For facilities that do not receive invoices or meter readings necessary to obtain actual energy consumption, Hershey utilizes an estimation methodology that considers historical and known data. This methodology is utilized for smaller offices and is not considered material to Hershey's reported energy and electricity consumption.

[2] Heating, cooling, and steam consumption are not applicable because Hershey only consumes electricity.

[3] Hershey does not report 2016 GRI 302-1d (total electricity sold, heating sold, cooling sold, and steam sold) because Hershey does not sell electricity, heating, cooling, and steam. Total energy consumption within the organization as defined by GRI 302-1e is therefore calculated without excluding sold energy.

[4] Refer to Note on Sources of conversion factors for sources used.

[5] The reporting boundary of the Subject Matter within the Schedule includes all global facilities and offices under the operational control of Hershey, including acquired manufacturing facilities from Weaver Popcorn Manufacturing.

[6] Sources include hydroelectric, renewable electricity contractual instruments, zero emissions contractual instruments, and traditional grid electricity.

Schedule of
Select Environmental Metrics
for the year ended December 31, 2023

Indicator name[1]	Reported value	Units of measure	Criteria	Reporting Boundary
Percent of total electricity consumption that is supplied as grid electricity[7]	20.2	Percentage (%)	Hershey calculates the percent of total electricity consumption that is supplied as grid electricity as the total purchased grid electricity consumption divided by total electricity consumption.	Hershey selected an organizational boundary based on the company's operational control.[2]
Percent of total electricity consumption that is identified as renewable electricity[8]	26.6	Percentage (%)	Hershey calculates the total electricity consumption that is identified as renewable electricity as the total renewable electricity purchased divided by total electricity consumption.	
Percent of total electricity consumption that is covered by the purchase of a zero-emissions energy based contractual instrument[9]	53.2	Percentage (%)	The Company calculates the total electricity consumption that is covered by the purchase of a zero-emissions energy based contractual instrument as the total energy purchased through zero-emissions energy based contractual instruments divided by total electricity consumption.	
Percent of total electricity consumption that is identified as renewable electricity and percentage of total electricity consumption that is covered by the purchase of a zero-emissions energy based contractual instrument[6,7]	79.8	Percentage (%)	The Company calculates this as the sum of percent of total electricity consumption that is identified as renewable electricity and percent of total electricity consumption that is covered by the purchase of a zero-emissions energy based contractual instrument.	
Energy intensity	5.26	GJ / Metric ton of product produced	2016 GRI Standard 302-3: Energy intensity ratio is calculated from the total energy consumption[10] within the organization divided by the total product produced in metric tons.	
Number of renewable energy contractual instruments generated through renewable energy Power Purchase Agreements	130,400	# of RECs	Hershey calculates the number of renewable energy-based contractual instruments generated through renewable energy Power Purchase Agreements (PPAs) as the number of Renewable Energy Credits generated through directly invested renewable energy Power Purchase Agreements during the reporting period.	

[7] Grid electricity is defined as electricity provided and consumed by the Company through connection with a third-party utility provider. This excludes third-party auxiliary power providers, such as direct line transmission from renewable sources of energy.

[8] Renewable electricity consists of both contractual instruments and electricity from renewable sources of energy provided through direct line transmission. The contractual instruments align with the WRI/WBCSD GHG Protocol Scope 2 Guidance Quality Criteria and are derived from renewable energy. Renewable energy is defined by the Company as sources that are replenished at a rate greater than or equal to their rate of depletion (i.e., geothermal, wind, solar, and hydro). In certain instances, the retirement of these contractual instruments may occur subsequent to the date of this report. When this is the case, the contractual instrument has a set date for retirement or is contractually obligated to be retired. Direct line renewable electricity is purchased by the Company directly as renewable electricity maintaining the related emissions attributes. The renewable energy based contractual instruments and the direct line renewable electricity used in this indicator are included in the Scope 2 MBM GHG emissions calculation.

[9] Zero-emissions energy based contractual instruments are defined as contractual instruments that align with the WRI/WBCSD GHG Protocol Scope 2 Guidance Quality Criteria but fail to meet the definition of renewable energy. Most commonly this energy is contractual instruments linked to nuclear energy. The zero-emissions energy based contractual instruments used in this indicator are included in the Scope 2 MBM GHG emissions calculation.

[10] Energy consumption includes natural gas, coal, gasoline, jet fuel, oil #2, coal, propane, biogenic sources, and electricity and aligns with the sources and energy consumption included in the calculation of energy consumption by source.

Schedule of
Select Environmental Metrics
for the year ended December 31, 2023

Indicator name[11]	Reported value	Units of measure	Criteria	Reporting Boundary
Scope 1 (Direct) Greenhouse Gas (GHG) Emissions[12,13,14]	178,001	Metric tonnes carbon dioxide equivalents (MT CO_2e)	World Resources Institute ("WRI") / World Business Council for Sustainable Development's ("WBCSD") The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) and WRI WBCSD GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard	Hershey selected an organizational boundary based on the company's operational control.[15]
Scope 2 (Indirect) GHG Emissions, market-based method[11,16,17]	61,592	MT CO_2e		
Scope 2 (Indirect) GHG Emissions, location-based method[11,14]	224,083	MT CO_2e		
Biogenic carbon dioxide emissions	7,214	MT CO_2e		
GHG emissions intensity	0.224	MT CO_2e / Metric ton of product produced	2016 GRI Standard 305-4: GHG emissions intensity ratio is calculated from the total Scope 1 and Scope 2 MBM emissions[10,14] divided by the total product produced in metric tons.	

[11] For facilities that do not receive invoices or meter readings necessary to obtain actual energy consumption, Hershey utilizes an estimation methodology that considers historical and known data. This methodology is utilized for smaller offices and is not considered material to Hershey's reported GHG emissions.

[12] Scope 1 GHG emissions includes natural gas, refrigerants, coal, gasoline, jet fuel, oil #2, coal, propane, and biogenic emissions for CH_4 and N_2O.

[13] The majority of the reported CO_2e emissions included in the reporting boundary are from CO_2 with the remainder being composed of CH_4 and N_2O, HFCs, PFCs, SF_6 and NF_3.

[14] Hershey calculates their Scope 1 GHG emissions inclusive of company-owned passenger vehicles. In certain regions, the exact fuel consumed as part of Hershey's operational boundary holds a degree of uncertainty. As a result, Hershey leverages estimation based upon known historical data in order to maintain a representative footprint of their Scope 1 GHG emissions.

[15] The reporting boundary of the Subject Matter includes all global facilities and offices under the operational control of Hershey, including acquired manufacturing facilities from Weaver Popcorn Manufacturing.

[16] Hershey applies The GHG Protocol Scope 2 Guidance for both the market-based and the location-based emissions by multiplying purchased electricity by the emissions factors indicated in the table in the notes section titled "Sources of emissions factors and global warming potentials."

[17] For some Hershey owned facilities, renewable energy attributes and zero-emissions attributes are purchased as contractual instruments. These attributes are registered and retired in an energy market's attribute tracking system. In certain instances, the retirement of these contractual instruments may occur subsequent to the date of this report. When this is the case, the contractual instrument has a set date for retirement or is contractually obligated to be retired. The company adjusts its Scope 2 MBM emissions as recommended by the GHG Protocol Scope 2 Guidance by treating the underlying power associated with the attributes as null power in the calculation of Scope 2 MBM emissions.

Schedules of
Select Diversity Equity and Inclusion Metrics
as of December 31, 2023

Metrics[18],[19]	Reported value			Units	Criteria
Gender and POC[20] by level: Executive team only	**Female (Global)**	**Male (Global)**	**POC (U.S. only)**	%	2016 GRI Standard 405-1 Diversity of governance bodies and employees: a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).
	18.2%	81.8%	36.4%		
Age group: Executive team	**< 30**	**30 - 50**	**> 50**		
	0.0%	36.4%	63.6%		
Gender and POC by level	**Female**	**Male**	**POC**	%	
Non-Management	49.6%	50.4%	30.7%		
Management	39.4%	60.6%	17.7%		
Senior Management	34.4%	65.6%	19.4%		
Age group by level	**< 30**	**30 - 50**	**> 50**		
Non-Management	27.6%	43.9%	28.4%		
Management	7.4%	66.2%	26.4%		
Senior Management	0.0%	57.4%	42.6%		

[18] Employees include both full-time and part-time employees.

[19] Employee gender and ethnicity are based upon employee self-identification data as of December 31, 2023.

[20] Other indicators of diversity are defined as Person Of Color. POC includes US employees identified as Black, African American, Hispanic/Latino, Asian/Asian Pacific Islander, Hawaiian Pacific Islander and those who identify as two of more races.

Note on Non-financial Reporting:
Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurements techniques may also vary. Certain subject matter is disclosed based on criteria definitions established by the Global Reporting Initiative (GRI) and is not meant to be interpreted as being in accordance with or with reference to GRI reporting requirements.

Note on Sources of emissions factors and global warming potentials:

Indicator name	Emissions factors	Global warming potentials
GHG emissions – Scope 1	2023 UK Department for Environment, Food and Rural Affairs (DEFRA)	2014 IPCC Fourth Assessment Report
GHG emissions – Scope 2 (market-based)	2022 Edison Electric Institute (EEI) Electric Company Carbon Emissions and Electricity Mix Reporting Database for Corporate Customers 2022 Constellation New Energy supplier-specific emission factors Mexico Emission Factor of the National Electrical System 2022 Hydro-Quebec CO_2 Emissions 2022 Malaysia Sustainable Energy Development Authority 2016 2023 CO2 Baseline Database for the Indian Power Sector Other supplier specific emission factors If above not available, the following: 2022 Data Year RE-DISS Residual Mix Emissions Rates for Europe 2022 Green-e Energy Residual Mix Emissions Rates[21] 2023 International Energy Agency (IEA) Data Services	
GHG emissions – Scope 2 (location-based)	2022 The Emissions & Generation Resource Integrated Database (eGRID) 2023 factors, International Energy Agency (IEA) Data Services	

Note on Sources of conversion factors:

Indicator name	Conversion factors
GHG emissions – Scope 1	Greenhouse gas reporting: Conversion factors as of September 20, 2022
Total energy Consumption	U.S. Energy Information Administration (EIA) Unit Energy Conversion Calculator U.S. Environmental Protection Agency (EPA) Natural Gas Conversions British Oil and Gas Company (BP) – Statistical Review of World Energy – Approximate Conversion Factors

[21] The emission factors applied to electricity consumption in the U.S. is the Green-e residual mix emission factor, which is an adjusted grid-average emission factor that accounts for all unique Green-e Energy certified sales. A complete adjusted emission factor (i.e., residual mix that accounts for all voluntary renewable energy claimed) is not available for the U.S. at this time.