

Global Reporting Initiative (GRI) Index

At H.B. Fuller, we are committed to continuously evaluating and enhancing our ESG and sustainability disclosures. This GRI index provides references to our current sustainability reporting and direct disclosures of topic-specific metrics and management practices. Additionally, we report a [Sustainability Accounting Standards Board \(SASB\) index](#) as well as our alignment with the [United Nations \(UN\) Sustainable Development Goals \(SDGs\)](#).

This GRI Content Index provides the reporting location of our reported disclosures. H.B. Fuller has reported the sustainability metrics cited in this GRI Content Index for the period January 1 through December 31, 2022 with reference to the GRI Standards. This GRI Content Index includes references to the following publicly available resources: 2022 Sustainability Report, CDP 2022 Climate Change and Water Security Responses, 2022 Annual Report, 2023 Proxy Statement, and various web pages, documents, and policies.

2021 GRI Universal Standards

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report 2022, pg. 4 Annual Report 2023 (10-k), pg. 3
	2-2 Entities included in the organization's sustainability reporting	Annual Report 2023 (10-k), pg. 3-7
	2-3 Reporting period, frequency and contact point	Sustainability Report 2022, pg. 6
	2-4 Restatements of information	2023 CDP Climate Change , pg. 51
	2-5 External assurance	H.B. Fuller does not currently receive external assurance for our sustainability metrics.
	2-6 Activities, value chain and other business relationships	Annual Report 2023 (10-k), pg. 3-7
	2-7 Employees	Sustainability Report 2022, pg. 22
	2-8 Workers who are not employees	H.B. Fuller does not publicly disclose metrics related to our contractors.
	2-9 Governance structure and composition	Sustainability Report 2022, pg. 33 Annual Report 2023 (10-k), pg. 6-7 Board of Directors Proxy Statement 2023, pg. 16-24
	2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines
	2-11 Chair of the highest governance body	Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2022, pg. 33 2023 CDP Climate Change , pg. 3-5
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2022, pg. 33 2023 CDP Climate Change , pg. 6-8
	2-14 Role of the highest governance body in sustainability reporting	2023 CDP Climate Change , pg. 6-8
	2-15 Conflicts of interest	2023 Proxy Statement 2023, pg. 16-24, 34

GRI Standard	Disclosure	Location
	2-16 Communication of critical concerns	Code of Business Conduct
	2-17 Collective knowledge of the highest governance body	Board of Directors 2023 CDP Climate Change , pg. 5-6 Proxy Statement 2023 , pg. 16-24
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement 2023 , pg. 19 Corporate Governance Guidelines
	2-19 Remuneration policies	Proxy Statement 2023 , pg. 21-57 Corporate Governance Guidelines
	2-20 Process to determine remuneration	Proxy Statement 2023 , pg. 21-57 Corporate Governance Guidelines
	2-21 Annual total compensation ratio	Proxy Statement 2023 , pg. 57
	2-22 Statement on sustainable development strategy	Sustainability Report 2022 , pg. 7, 33
	2-23 Policy commitments	Sustainability Report 2022 , pg. 30 Human Rights Policy
	2-24 Embedding policy commitments	Sustainability Report 2022 , pg. 30-33 Code of Business Conduct
	2-25 Processes to remediate negative impacts	Sustainability Report 2022 , pg. 31
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2022 , pg. 31 Code of Business Conduct
	2-27 Compliance with laws and regulations	Annual Report 2023 (10-k) , pg. 6
	2-28 Membership associations	H.B. Fuller participates in industry associations at global and regional level. Sustainability Report 2022 , pg. 17, 19 2023 CDP Climate Change , pg. 97-101
	2-29 Approach to stakeholder engagement	We engage with a diverse set of stakeholders on an on-going basis to assess relevant governance, environmental and social sustainability issues. We seek input on issues most relevant in our industry, material to the company and stakeholders, and aligned with our strategy. Our annual stakeholder-engagement process includes employees, investors, customers, suppliers and relevant external groups, such as trade and industry organizations
	2-30 Collective bargaining agreements	Annual Report 2023 (10-k) , pg. 4
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2022 , pg. 6 Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Sustainability Report 2022

GRI Topic-Specific Standards

Indicator Number	Indicator	Location
Economic		
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	2022 Annual Report (Summary), pg. 2
201-2	Financial implications and other risks and opportunities due to climate change	2023 CDP Climate Change , pg. 20-26
201-3	Defined benefit plan obligations and other retirement plans	Sustainability Report 2022, pg. 25 Our Rewards and Benefits Proxy Statement 2023, pg. 53
201-4	Financial assistance received from government	Annual Report 2023 (10-k), pg. 36
GRI 203: Indirect Economic Impacts		
203-2	Significant indirect economic impacts	Sustainability Report 2022, pg. 22 2023 CDP Climate Change , pg. 20-26
GRI 205: Anti-Corruption		
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report 2022, pg. 31 Code of Business Conduct
GRI 206: Anti-Competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Business Conduct
Environmental		
GRI 302: Energy		
302-1	Energy consumption within the organization	Sustainability Report 2022, pg. 10 2023 CDP Climate Change , pg. 72-82
302-3	Energy intensity	Sustainability Report 2022, pg. 9
302-4	Reduction of energy consumption	Sustainability Report 2022, pg. 9-10
302-5	Reductions in energy requirements of products and services	2023 CDP Climate Change , pg. 90-92
GRI 303: Water		
303-3	Water withdrawal	Sustainability Report 2022, pg. 9-10 2023 CDP Water Security , pg. 10-18
303-4	Water discharge	2023 CDP Water Security , pg. 10-14, 18-19
303-5	Water consumption	2023 CDP Water Security , pg. 10-14
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	2023 CDP Climate Change , pg. 58-59, 70-71
305-2	Energy indirect (Scope 2) GHG emissions	2023 CDP Climate Change , pg. 59-60, 71-73
305-3	Other indirect (Scope 3) GHG emissions	2023 CDP Climate Change , pg. 62-68
305-4	GHG emissions intensity	Sustainability Report 2022, pg. 9 2023 CDP Climate Change , pg. 69
305-5	Reduction of GHG emissions	Sustainability Report 2022, pg. 10 2023 CDP Climate Change , pg. 43-47
GRI 308: Environmental Assessment		

Indicator Number	Indicator	Location
308-1	New suppliers that were screened using environmental criteria	2023 CDP Climate Change , pg. 93-97
Social		
GRI 401: Employment		
401-1	New employee hires and employee turnover	Sustainability Report 2022, pg. 22
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2022, pg. 25 Our Rewards and Benefits
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	Sustainability Report 2022, pg. 23 Code of Business Conduct Worldwide Environment, Health, Safety, and Security Policy
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report 2022, pg. 24 Code of Business Conduct
403-3	Occupational Health Services	Sustainability Report 2022, pg. 24 Code of Business Conduct
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2022, pg. 24 Code of Business Conduct
403-5	Worker training on occupational health and safety	Sustainability Report 2022, pg. 24 Code of Business Conduct
403-6	Promotion of worker health	Sustainability Report 2022, pg. 24-25 Our Rewards and Benefits
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2022, pg. 24 Code of Business Conduct Worldwide Environment, Health, Safety, and Security Policy
403-9	Work-related injuries	Sustainability Report 2022, pg. 23
403-10	Work-related ill health	Sustainability Report 2022, pg. 23
GRI 404: Training and Education		
401-1	Average hours of training per year per employee	Sustainability Report 2022, pg. 22, 30
401-2	Programs for upgrading employee skills and transition assistance programs	Annual Report 2023 (10-k), pg. 5 Sustainability Report 2022, pg. 25-28
GRI 412: Human Rights Assessment		
412-2	Employee training on human rights policies or procedures	H.B. Fuller Company is committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Code of Business Conduct, which includes our Fair Treatment Core Policy, reflects our commitment to acting ethically and with integrity in all our business relationships. Ultimately, as part of this commitment, we will continue to implement systems and controls to mitigate potential slavery and human trafficking in our business or supply chain. Human Rights Policy
GRI 418: Customer Privacy		

Indicator Number	Indicator	Location
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Code of Business Conduct Confidential Information and Security Statement