

# GRI STANDARDS: CONTENT INDEX

H.B. Fuller completed its Environmental, Social and Governance (ESG) materiality assessment to form a baseline analysis of the most material issues to its business and associated stakeholders. The process involved a review of our currently reported ESG metrics, industry trends and best practices, peer benchmarking and internal and external stakeholder engagement with employees, investors, and customers. We seek to identify and prioritize sustainability topics that are important to our stakeholders, align with our company's and customers' key business drivers, and will report on these issues as required in our Form 10-K, proxy, sustainability website and annual Sustainability Report.

The GRI Content Index below provides the reporting location of our reported disclosures. H.B. Fuller disclosed on all GRI Standards that are relevant to its business and where the content was publicly available. Public resources referenced include: 2020 Annual Sustainability Report, CDP 2020 Climate Change and Water Security Responses, 2020 Annual Report, 2021 Proxy Statement, and various H.B. Fuller web pages.



## General Standard Disclosures

Indicator Number	Indicator Name	Reporting Location
<b>Organizational Profile</b>		
102-1	Name of the organization	Direct Response: H.B. Fuller Company
102-2	Activities, brands, products, and services	CDP Climate Change 2020 (C0.1)  Brands <a href="https://www.hbfuller.com/en/north-america/products-and-technologies/brands">https://www.hbfuller.com/en/north-america/products-and-technologies/brands</a> Product Applications <a href="https://www.hbfuller.com/en/north-america/products-and-technologies/markets-and-applications">https://www.hbfuller.com/en/north-america/products-and-technologies/markets-and-applications</a>
102-3	Location of headquarters	Direct Response: St. Paul, Minnesota, U.S. Annual Sustainability Report 2020 (p. 4)
102-4	Location of operations	CDP Climate Change 2020 (C0.1, C0.3)  Locations <a href="https://www.hbfuller.com/en/north-america/about-us/locations-map">https://www.hbfuller.com/en/north-america/about-us/locations-map</a>
102-5	Ownership and legal form	Annual Report 2020 (p.45)
102-6	Markets served	CDP Climate Change 2020 (C0.1) Annual Report 2020 (p. 4)
102-7	Scale of the organization	Annual Sustainability Report 2020 (p. 4) Annual Report 2020 (pp. 3, 4, 5, 13, 40, 42) CDP Climate Change 2020 (C0.1, SC0.1)
102-9	Supply chain	Our Supply Chain <a href="https://www.hbfuller.com/en/north-america/about-us/suppliers">https://www.hbfuller.com/en/north-america/about-us/suppliers</a>  Sourcing Vision, Mission, and Principles <a href="https://www.hbfuller.com/en/north-america/about-us/suppliers/sourcing-vision-mission-principles">https://www.hbfuller.com/en/north-america/about-us/suppliers/sourcing-vision-mission-principles</a>
102-12	External initiatives	CDP Climate Change 2020 (C0.1, C12.3c) Annual Sustainability Report 2020 (p. 7)
102-13	Membership of associations	Annual Sustainability Report 2020 (pp. 28, 29) CDP Climate Change 2020 (C12.3c) Direct Response: Participation in industry associations at global and regional level.
<b>Strategy</b>		
102-14	Statement from senior decision-maker	Annual Sustainability Report 2020 (p. 3) Annual Report 2020 (p. 6)
102-15	Key impacts, risks, and opportunities	CDP Climate Change 2020 (C2. Risks and Opportunities section)

## Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	<p>Connecting What Matters™  <a href="https://www.hbfuller.com/en/north-america/about-us/connecting-what-matters">https://www.hbfuller.com/en/north-america/about-us/connecting-what-matters</a>            Global Sustainability  <a href="https://www.hbfuller.com/en/north-america/sustainability">https://www.hbfuller.com/en/north-america/sustainability</a>            Legal Notices  <a href="https://www.hbfuller.com/en/north-america/campaign-pages/legal-notice">https://www.hbfuller.com/en/north-america/campaign-pages/legal-notice</a></p> <p>Annual Sustainability Report 2020 (p. 10, 21, 22, 23)            Annual Report 2020 (p. 7)</p>
102-17	Mechanisms for advice and concerns about ethics	<p>Code of Business Conduct (p. 7)  <a href="https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct">https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct</a></p>

## Governance

102-18	Governance structure	<p>Proxy Statement 2021 (p. 22)            CDP Climate Change 2020 (C1.2)</p> <p>Corporate Governance Guidelines  <a href="https://s26.q4cdn.com/617714526/files/gov_doc/gov_doc/Corporate-Governance-Guidelines-(October-2020)-4813-9411-3485-v.1.pdf">https://s26.q4cdn.com/617714526/files/gov_doc/gov_doc/Corporate-Governance-Guidelines-(October-2020)-4813-9411-3485-v.1.pdf</a></p>
102-19	Delegating authority	CDP Climate Change 2020 (C1.2a)
102-20	Executive-level responsibility for economic, environmental, and social topics	CDP Climate Change 2020 (C1.2a)
102-21	Consulting stakeholders on economic, environmental, and social topics	CDP Climate Change 2020 (C1.2a)
102-22	Composition of the highest governance body and its committees	<p>Board of Directors  <a href="https://investors.hbfuller.com/board-of-directors">https://investors.hbfuller.com/board-of-directors</a></p> <p>Corporate Governance Guidelines  <a href="https://s26.q4cdn.com/617714526/files/gov_doc/gov_doc/Corporate-Governance-Guidelines-(October-2020)-4813-9411-3485-v.1.pdf">https://s26.q4cdn.com/617714526/files/gov_doc/gov_doc/Corporate-Governance-Guidelines-(October-2020)-4813-9411-3485-v.1.pdf</a></p>
102-23	Chair of the highest governance body	<p>Board of Directors  <a href="https://investors.hbfuller.com/board-of-director">https://investors.hbfuller.com/board-of-director</a></p>
102-24	Nominating and selecting the highest governance body	<p>Corporate Governance Guidelines  <a href="https://s26.q4cdn.com/617714526/files/gov_doc/gov_doc/Corporate-Governance-Guidelines-(October-2020)-4813-9411-3485-v.1.pdf">https://s26.q4cdn.com/617714526/files/gov_doc/gov_doc/Corporate-Governance-Guidelines-(October-2020)-4813-9411-3485-v.1.pdf</a></p>
102-25	Conflicts of interest	<p>Proxy Statement 2021 (p. 22)</p> <p>Corporate Governance Guidelines  <a href="https://s26.q4cdn.com/617714526/files/gov_doc/gov_doc/Corporate-Governance-Guidelines-(October-2020)-4813-9411-3485-v.1.pdf">https://s26.q4cdn.com/617714526/files/gov_doc/gov_doc/Corporate-Governance-Guidelines-(October-2020)-4813-9411-3485-v.1.pdf</a></p>
102-26	Role of highest governance body in setting purpose, values, and strategy	CDP Climate Change 2020 (C1.1b)
102-27	Collective knowledge of highest governance body	CDP Climate Change 2020 (C1.1b)
102-29	Identifying and managing economic, environmental, and social impacts	CDP Climate Change 2020 (C2.2)
102-31	Review of economic, environmental, and social topics	CDP Climate Change 2020 (C2.1a, C2.2)
102-32	Highest governance body's role in sustainability reporting	CDP Climate Change 2020 (C15.1)
102-33	Communicating critical concerns	<p>Code of Business Conduct (p. 6-7)  <a href="https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct">https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct</a></p>
102-35	Remuneration policies	Proxy Statement 2021 (pp. 31 - 62)
102-36	Process for determining remuneration	Proxy statement 2020 (pp. 31 - 62)
102-37	Stakeholders' involvement in remuneration	Proxy Statement 2021 (p. 8)
102-38	Annual total compensation ratio	Proxy statement 2021 (p. 63)
102-39	Percentage increase in annual total compensation ratio	Proxy statement 2021 (p. 63)

<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	Annual Sustainability Report 2020 (p. 6)  Direct Response: We engage with a diverse set of stakeholders on an on-going basis, including employees, investors, customers, suppliers and relevant external groups, such as trade and industry organizations.
102-41	Collective bargaining agreements	Annual Report 2020 (p. 4)
102-42	Identifying and selecting stakeholders	Direct Response: We engage with a diverse set of stakeholders on an on-going basis, including employees, investors, customers, suppliers and relevant external groups, such as trade and industry organizations.
102-43	Approach to stakeholder engagement	Direct Response: 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.  Annual Sustainability Report 2010 (pp. 5-6)

<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	Annual Report 2020 (p. 45)
102-46	Defining report content and topic Boundaries	Direct Response: H.B. Fuller disclosed on all GRI Standards that are relevant to its business and where the content was publicly available. Public resources referenced include: 2020 Annual Sustainability Report, CDP 2020 Climate Change and Water Security Responses, 2020 Annual Report, 2021 Proxy Statement, and various H.B. Fuller web pages. H.B. Fuller intends to report on additional GRI Standards that are material to their business in the future.  Annual Sustainability Report 2020 (pp. 5-6)
102-47	List of material topics	Direct Response: H.B. Fuller identified the most material issues to its business and associated stakeholders, which influenced the content in this report. H.B. Fuller may publicly release these material topics in the future.  Annual Sustainability Report 2020 (pp. 5-6)
102-48	Restatements of information	Annual Sustainability Report 2020 (p. 9)
102-49	Changes in reporting	Direct Response: Material topics were defined for the first time in 2020. As a result, there were no opportunity for changes from the previous year.
102-50	Reporting period	Annual Sustainability Report 2020 (p. 1) CDP Climate Change 2020 (C0.2)
102-51	Date of most recent report	Annual Sustainability Report 2020 (p. 1)
102-52	Reporting cycle	Annual Sustainability Report 2020 (p. 1) CDP Climate Change 2020 (C0.2)
102-53	Contact point for questions regarding the report	Annual Sustainability Report 2020 (p. 30) CDP Climate Change 2020 (C15.1)
102-54	Claims of reporting in accordance with the GRI Standards	Direct Response: This Content Index references the GRI Standards.
102-55	GRI content index	Direct Response: All relevant and material GRI Standards are reported and links to where the information can be found, which is either the Annual Sustainability Report 2020, CDP 2020 Climate Change and Water Security Responses, 2020 Annual Report, 2021 Proxy Statement, or various H.B. Fuller web pages.
102-56	External assurance	CDP Climate Change 2020 (C10.1, C10.2)

# Topic-Specific Standards

Indicator Number	Indicator Name	Reporting Location
<b>Economic</b>		
<b>GRI 201: Economic Performance</b>		
201-1	Direct economic value generated and distributed	CDP Climate Change 2020 (SC0.1)
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Change 2020 (C2.3a, C2.4a)
201-3	Defined benefit plan obligations and other retirement plans	Annual Report 2020 (pp. 68-75) Annual Sustainability Report 2020 (p. 18)  Our Rewards and Benefits <a href="https://www.hbfuller.com/careers/our-benefits">https://www.hbfuller.com/careers/our-benefits</a>
201-4	Financial assistance received from government	Annual Report 2020 (pp. 24-25)
<b>GRI 203: Indirect Economic Impacts</b>		
203-2	Significant indirect economic impacts	CDP Climate Change 2020 (C2.3a, C2.4a)
<b>GRI 204: Anti-Corruptions</b>		
205-2	Communication and training about anti-corruption policies and procedures	Code of Business Conduct (p. 10) <a href="https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct">https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct</a>
<b>GRI 206: Anti-Competitive Behavior</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Code of Business Conduct (p. 28) <a href="https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct">https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct</a>
<b>Environmental</b>		
<b>GRI 302: Energy</b>		
302-1	Energy consumption within the organization	CDP Climate Change 2020 (C8.2a, C8.2c)
302-3	Energy intensity	Annual Sustainability Report 2020 (p. 9) CDP Climate Change 2020 (C4.2b)
302-4	Reduction of energy consumption	Annual Sustainability Report 2020 (p. 9-11) CDP Climate Change 2020 (C4.3a, C4.3b)
302-5	Reductions in energy requirements of products and services	Annual Sustainability Report 2020 (pp. 12-14) CDP Climate Change 2020 (C2.2a, C2.4a, C3.1d, C3.1e, C3.1f, C4.5a, C12.1b)
<b>GRI 303: Water</b>		
303-3	Water withdrawal	CDP Water Security 2020 (W1.2, W1.2b, W1.2d, W1.2h, W5.1)
303-4	Water discharge	CDP Water Security 2020 (W1.2, W1.2b, W1.2d, W1.2i, W5.1)
303-5	Water consumption	CDP Water Security 2020 (W1.2, W1.2b, W1.2d, W5.1)
<b>GRI 305: Emissions</b>		
305-1	Direct (Scope 1) GHG emissions	Annual Sustainability Report 2020 (p. 9) CDP Climate Change 2020 (C0.5, C5.1, C5.2, C6.1, C6.4a, C7.1a)
305-2	Energy indirect (Scope 2) GHG emissions	Annual Sustainability Report 2020 (p. 9) CDP Climate Change 2020 (C0.5, C5.1, C5.2, C6.3, C6.4a)
305-3	Other indirect (Scope 3) GHG emissions	CDP Climate Change 2020 (C6.5)
305-4	GHG emissions intensity	Annual Sustainability Report 2020 (p. 9) CDP Climate Change 2020 (C4.1b)
305-5	Reduction of GHG emissions	CDP Climate Change 2020 (C4.3b, C5.2, C7.1a)
<b>GRI 308: Supplier Environmental Assessment</b>		
308-1	New suppliers that were screened using environmental criteria	CDP Climate Change 2020 (C12.1a)

<b>Social</b>		
<b>GRI 401: Employment</b>		
401-1	New employee hires and employee turnover	Annual Sustainability Report 2020 (p. 16)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Rewards and Benefits <a href="https://www.hbfuller.com/careers/our-benefits">https://www.hbfuller.com/careers/our-benefits</a> Annual Sustainability Report 2020 (p. 18)
<b>GRI 403: Occupational Health and Safety</b>		
403-1	Occupational health and safety management system	Annual Sustainability Report 2020 (pp. 19-20)
403-2	Hazard identification, risk assessment, and incident investigation	Annual Sustainability Report 2020 (pp. 19-20) Worldwide Environment, Health, Safety, and Security <a href="https://www.hbfuller.com/-/media/global-responsibility-report/hbf_global-ehs-policy.pdf">https://www.hbfuller.com/-/media/global-responsibility-report/hbf_global-ehs-policy.pdf</a> Code of Business Conduct (pp. 7, 20) <a href="https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct">https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	Annual Sustainability Report 2020 (pp. 19-20)
403-5	Worker training on occupational health and safety	Annual Sustainability Report 2020 (pp. 16, 20, 22) CDP Climate Change 2020 (C2.3a)
403-6	Promotion of worker health	Our Rewards and Benefits <a href="https://www.hbfuller.com/careers/our-benefits">https://www.hbfuller.com/careers/our-benefits</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Code of Business Conduct (p. 20) <a href="https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct">https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct</a>
403-9	Work-related injuries	Annual Sustainability Report 2020 (p. 20)
403-10	Work-related ill health	Annual Sustainability Report 2020 (p. 20)
<b>GRI 404: Training and Education</b>		
404-1	Average hours of training per year per employee	Annual Sustainability Report 2020 (p. 16)
404-2	Programs for upgrading employee skills and transition assistance programs	Annual Sustainability Report 2020 (pp. 15-17) Diversity & Inclusion (New Employee Programs) <a href="https://www.hbfuller.com/en/north-america/sustainability/human-rights-and-workforce/diversity-and-inclusion">https://www.hbfuller.com/en/north-america/sustainability/human-rights-and-workforce/diversity-and-inclusion</a> Make a Difference Program (Volunteering Projects) <a href="https://www.hbfuller.com/en/north-america/news-and-events/glue-talk-blog/2021/february/make-a-difference-2020">https://www.hbfuller.com/en/north-america/news-and-events/glue-talk-blog/2021/february/make-a-difference-2020</a> You do not have to be a scientist to be an intern (Mentoring Skills) <a href="https://www.hbfuller.com/en/north-america/news-and-events/glue-talk-blog/2020/august/you-do-not-have-to-be-a-scientist-to-intern-at-hb-fuller">https://www.hbfuller.com/en/north-america/news-and-events/glue-talk-blog/2020/august/you-do-not-have-to-be-a-scientist-to-intern-at-hb-fuller</a>
<b>GRI 412: Human Rights Assessment</b>		
412-2	Employee training on human rights policies or procedures	Direct Response: 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 drive and commitment, we will continue to implement effective systems and controls to ensure that slavery and human trafficking are not taking place anywhere in our business or supply chain. Annual Sustainability Report 2020 (pp. 21-22)  Human Rights Policy <a href="https://www.hbfuller.com/-/media/files/legal/human-rights-policy-statement.pdf">https://www.hbfuller.com/-/media/files/legal/human-rights-policy-statement.pdf</a>

## GRI 418: Customer Privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Code of Business Conduct (p. 26) <a href="https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct">https://www.hbfuller.com/en/campaign-pages/legal-notice/code-of-business-conduct</a> Confidential Information and Security Statement <a href="https://www.hbfuller.com/-/media/files/community/statement-on-confidential-information-security-and-data-privacy.pdf">https://www.hbfuller.com/-/media/files/community/statement-on-confidential-information-security-and-data-privacy.pdf</a>
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