Modern Slavery & Human Trafficking Statement 2024-2025

H.B. Fuller is opposed to all forms of exploitation and forced labour and 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. As part of this commitment, and bearing in mind the changing landscape globally (cultural shifts and enhanced expectations, as well as developing regulations around the world), we review, update and implement systems and controls to counter the risk of facilitating modern slavery or human trafficking.

Within our Conditions of Purchase, through which we do business with the majority of our suppliers, we make clear our position on modern slavery and human trafficking and other ethical/compliance requirements. We further emphasize this stance within a Supplier Expectations letter, which specifically forms part of new supplier contracts. To promote and to allow suppliers easier access to these expectations, we have a 'Supplier Resources' page on our company's website: https://www.hbfuller.com/en/about-us/supplier-resources.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to our employees and will continue to do so in the future. We regularly refresh and refine our training to ensure its effectiveness. Our HBFPath Helpline is a channel through which we aim to protect and support reporting by our employees and third parties.

Looking forward, our goal is to continue to deliver improvements on our ongoing assessment of risk areas in our supply chain, including regular supplier assessments. We will be ensuring that the H.B. Fuller group around the world (including more recently acquired businesses)is consistent in its approach and our work with the Sourcing group will be a key part of this drive towards delivering improvements.

This statement is made by H.B. Fuller Company on behalf of all its affiliates conducting business in the United Kingdom, particularly H.B. Fuller U.K. Manufacturing Ltd and H.B. Fuller U.K. Limited, pursuant to section 54(1) of the U.K. Modern Slavery Act 2015 and constitutes H.B. Fuller's modern slavery and human trafficking statement for the financial year ending November 29, 2025.

LAURA LORENZ

SENIOR VICE PRESIDENT, HUMAN RESOURCES