

Global Reporting Initiative (GRI) Index

Statement of Use	Hormel Foods Corporation has reported the information cited in this GRI content index for the period from Oct. 30, 2023, to Oct. 27, 2024, with reference to the GRI standards.
GRI 1 used	GRI 1: Foundation 2021
Reporting Boundary	The information presented, discussed, referenced or otherwise included in this document or made available on or through this document or on our website does not cover all information about our business, and this report's boundary varies based on the topic. The reporting boundary for environmental matters and human capital census data includes company-owned locations and entities over which Hormel Foods exercises control, or has significant influence on financial and operating policies and practices. For other topics, this report's boundary is generally limited to company-owned locations and entities in the U.S. over which Hormel Foods exercises operational control or has significant influence on financial and operating policies and practices, unless otherwise noted. When relevant, information about joint venture partners may also be included and is generally noted as such.

GRI Standard	Disclosure	Location and Response
GRI 2: General Disclosures 2021	2-1 Organizational details	2024 Annual Report
	2-2 Entities included in the organization's sustainability reporting	Hormel Foods Global Impact Report 2024 About This Report
	2-3 Reporting period, frequency and contact point	Hormel Foods Global Impact Report 2024 About This Report
	2-4 Restatements of information	Hormel Foods does not have restatements in the Global Impact Report 2024.
	2-5 External assurance	The Hormel Foods Global Impact Report has been reviewed by our internal audit department. Information presented in the Global Impact Report 2024 is not externally assured.
	2-6 Activities, value chain and other business relationships	2024 Annual Report Hormel Foods Global Impact Report 2024 About This Report

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GRI Standard	Disclosure	Location and Response
	2-7 Employees	<p>Hormel Foods Global Impact Report 2024 About Our Team</p> <p>As of 2024, Hormel Foods had approximately 20,000 active team members. Team member breakdowns are provided as follows:</p> <p>Team members by employment contract:</p> <ul style="list-style-type: none"> • Salaried team members: 19%* • Hourly team members: 81%* <p><i>*Including:</i></p> <ul style="list-style-type: none"> • Part-time team members: 1% • Temporary team members: 4% <p>Team members by region:</p> <ul style="list-style-type: none"> • United States: 92% • Asia: 5% • Other countries: 3% <p>Team members by gender:</p> <ul style="list-style-type: none"> • Female: 38% • Male: 62% <p>Unless otherwise noted, employment data (e.g., employment type, gender) presented does not include international team members.</p>
	2-8 Workers who are not employees	Hormel Foods hires workers from temporary employment agencies across the business, including during peak production times at manufacturing facilities.
	2-9 Governance structure and composition	<p>Proxy Statement</p> <p>Hormel Foods Global Impact Report 2024 Corporate Governance</p>
	2-10 Nomination and selection of the highest governance body	<p>Proxy Statement</p>
	2-11 Chair of the highest governance body	<p>Proxy Statement</p>
	2-12 Role of the highest governance body in overseeing the management of impacts	<p>Proxy Statement</p> <p>Hormel Foods Global Impact Report 2024 Corporate Governance</p>
	2-13 Delegation of responsibility for managing impacts	Hormel Foods Global Impact Report 2024 Corporate Governance

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GRI Standard	Disclosure	Location and Response
	2-14 Role of the highest governance body in sustainability reporting	Hormel Foods Global Impact Report 2024 About This Report
	2-15 Conflicts of interest	Hormel Foods Global Impact Report 2024 Ethics and Compliance
	2-16 Communication of critical concerns	Hormel Foods Global Impact Report 2024 Ethics and Compliance
	2-17 Collective knowledge of the highest governance body	Hormel Foods Global Impact Report 2024 Ethics and Compliance
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement
	2-19 Remuneration policies	Proxy Statement Hormel Foods Global Impact Report 2024 Corporate Governance
	2-20 Process to determine remuneration	Proxy Statement Hormel Foods Global Impact Report 2024 Corporate Governance
	2-21 Annual total compensation ratio	Proxy Statement
	2-22 Statement on sustainable development strategy	Hormel Foods Global Impact Report 2024 Introduction
	2-23 Policy commitments	Hormel Foods Global Impact Report 2024 Ethics and Compliance Hormel Foods Global Impact Report 2024 Supply Chain Management Hormel Foods Global Impact Report 2024 Human Rights
	2-24 Embedding policy commitments	Hormel Foods Global Impact Report 2024 Ethics and Compliance Hormel Foods Global Impact Report 2024 Supply Chain Hormel Foods Global Impact Report 2024 Human Rights
	2-25 Processes to remediate negative impacts	Code of Ethical Business Conduct Hormel Foods Global Impact Report 2024 Ethics and Compliance
	2-26 Mechanisms for seeking advice and raising concerns	Code of Ethical Business Conduct Hormel Foods Global Impact Report 2024 Ethics and Compliance

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GRI Standard	Disclosure	Location and Response
	2-27 Compliance with laws and regulations	2024 Annual Report
	2-28 Membership associations	Hormel Foods Global Impact Report 2024 Appendix A: Stakeholder Engagement
	2-29 Approach to stakeholder engagement	Hormel Foods Global Impact Report 2024 Appendix A: Stakeholder Engagement
	2-30 Collective bargaining agreements	2024 Annual Report Hormel Foods Global Impact Report 2024 Human Rights As of 2024, approximately 20% of our U.S.-based team members were covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Hormel Foods Global Impact Report 2024 Key Topics Assessment
	3-2 List of material topics	Hormel Foods Global Impact Report 2024 Key Topics Assessment
	3-3 Management of material topics	Throughout the Hormel Foods Global Impact Report 2024
GRI 201: Economic Performance 2016	3-3 Management of material topics	2024 Annual Report
	201-1 Direct economic value generated and distributed	2024 Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Annual Report CDP Questionnaire
	201-3 Defined benefit plan obligations and other retirement plans	2024 Annual Report
GRI 301: Materials 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Packaging
	301-1 Materials used by weight or volume	Total weight of packaging materials: 330,567,132 pounds Total weight of nonrenewable materials used to produce or package products: 138,296,664 pounds Total weight or volume of renewable materials used to produce or package products: 192,270,468 pounds

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GRI Standard	Disclosure	Location and Response
	301-2 Recycled input materials used	Hormel Foods Global Impact Report 2024 Packaging Percentage of packaging made from recycled materials: Approximately 36% of packaging by weight was made from recycled materials.
GRI 302: Energy 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Energy
	302-1 Energy consumption within the organization	Hormel Foods Global Impact Report 2024 Energy CDP Questionnaire Total energy consumption: 11,072,799 gigajoules
	302-3 Energy intensity	Hormel Foods Global Impact Report 2024 Energy Normalized energy intensity: 0.94 gigajoules per \$1,000 (USD) of revenue
	302-4 Reduction of energy consumption	Hormel Foods Global Impact Report 2024 Energy Total energy saving as a result of efficiency improvement projects: 62,000 gigajoules
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Water
	303-1 Interactions with water as a shared resource	Hormel Foods Global Impact Report 2024 Water
	303-2 Management of water discharge-related impacts	Effective treatment of process water is an important part of our operations and a key focus of our environmental programs. Whether by direct discharge or indirect discharge via municipal wastewater systems, we follow applicable regulatory standards for effluent discharge.

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GRI Standard	Disclosure	Location and Response
	303-3 Water withdrawal	<p>Hormel Foods Global Impact Report 2024 Water CDP Questionnaire</p> <p>Total water withdrawal: 16,226 cubic meters</p> <p>Total water withdrawal by source:</p> <ul style="list-style-type: none"> • Surface water (%): 15% • Groundwater (%): 85% <p>Total water withdrawal from areas with water stress: 753,000 cubic meters</p>
	303-4 Water discharge	<p>Hormel Foods Global Impact Report 2024 Water CDP Questionnaire</p> <p>Total water discharge: 13,741 cubic meters</p>
	303-5 Water consumption	<p>Hormel Foods Global Impact Report 2024 Water CDP Questionnaire</p> <p>Total water consumption: 16,226 cubic meters</p> <p>Total water consumption from areas with water stress: 753,000 cubic meters</p>
GRI 305: Emissions 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Greenhouse Gas Emissions
	305-1 Direct (Scope 1) GHG emissions	<p>Hormel Foods Global Impact Report 2024 Greenhouse Gas Emissions CDP Questionnaire</p> <p>Total Scope 1 emissions: 527,671 metric tons of CO2e</p>
	305-2 Energy indirect (Scope 2) GHG emissions	<p>Hormel Foods Global Impact Report 2024 Greenhouse Gas Emissions CDP Questionnaire</p> <p>Total Scope 2 emissions (location-based): 395,278 metric tons of CO2e</p> <p>Total Scope 2 emissions (market-based): 27,987 metric tons of CO2e</p>

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GRI Standard	Disclosure	Location and Response
	305-4 GHG emissions intensity	Hormel Foods Global Impact Report 2024 Greenhouse Gas Emissions CDP Questionnaire Normalized Scope 1 and 2 (market-based) GHG emissions intensity: 0.046 metric tons of CO2e per \$1,000 (USD) of revenue
	305-5 Reduction of GHG emissions	Hormel Foods Global Impact Report 2024 Greenhouse Gas Emissions CDP Questionnaire Total GHG emissions reduction from manufacturing facilities as a result of corporate responsibility initiatives: 9,751 metric tons of CO2e
GRI 306: Waste 2020	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Waste
	306-1 Waste generation and significant waste-related impacts	Hormel Foods Global Impact Report 2024 Waste
	306-2 Management of significant waste-related impacts	Hormel Foods Global Impact Report 2024 Waste
	306-3 Waste generated	Total waste generated and directed to disposal: 41,168 tons
	306-4 Waste diverted from disposal	Total waste recycled: 53,328 tons Total waste sent for beneficial use: 143,069 tons
	306-5 Waste directed to disposal	Total waste sent to landfills: 38,491 tons Total waste sent to operations with energy recovery: 2,684 tons
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Supply Chain Management
GRI 401: Employment 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Learning and Development
	401-1 New employee hires and employee turnover	Hormel Foods Global Impact Report 2024 About Our Team Turnover rate of salaried team members: 6% Turnover rate of hourly team members: 26%
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Hormel Foods Global Impact Report 2024 Learning and Development

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GRI Standard	Disclosure	Location and Response
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Safety, Health and Wellness
	403-1 Occupational health and safety management system	Hormel Foods Global Impact Report 2024 Safety, Health and Wellness
	403-2 Hazard identification, risk assessment and incident investigation	Hormel Foods Global Impact Report 2024 Safety, Health and Wellness
	403-3 Occupational health services	Hormel Foods Global Impact Report 2024 Safety, Health and Wellness
	403-4 Worker participation, consultation and communication on occupational health and safety	<p>Hormel Foods Global Impact Report 2024 Safety, Health and Wellness</p> <p>An employee-led safety committee is in place at each production facility to promote effective safety communications and management. The committee, chaired either by a safety manager or co-chaired by a team member and a safety manager, monitors safety performance and management mechanisms, and supports audits and training programs for our production locations.</p>
	403-5 Worker training on occupational health and safety	Hormel Foods Global Impact Report 2024 Safety, Health and Wellness
	403-6 Promotion of worker health	Hormel Foods Global Impact Report 2024 Safety, Health and Wellness
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Hormel Foods Global Impact Report 2024 Safety, Health and Wellness
	403-8 Workers covered by an occupational health and safety management system	Hormel Foods Global Impact Report 2024 Safety, Health and Wellness
	403-9 Work-related injuries	<p>Hormel Foods Global Impact Report 2024 Safety, Health and Wellness</p> <p>Total case incident rate: 1.8</p> <p>Days away from work injury and illness: 0.4</p> <p>Days away, restricted or transferred: 0.7</p> <p>Number of fatalities from work-related injuries: 0</p>

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GRI Standard	Disclosure	Location and Response
GRI 404: Training and Education 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Talent and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Hormel Foods Global Impact Report 2024 Talent and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Hormel Foods Global Impact Report 2024 Talent and Development In 2024, we conducted performance reviews with 99% of our salaried team members, 98% of our office hourly workers and 100% of hourly team members in production facilities.
GRI 406: Non-discrimination 2016	3-3 Management of material topics	Code of Ethical Business Conduct
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Human Rights
	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Hormel Foods Global Impact Report 2024 Human Rights
GRI 408: Child Labor 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Human Rights
	408-1: Operations and suppliers at significant risk for incidents of child labor	Hormel Foods Global Impact Report 2024 Human Rights
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Human Rights
	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Hormel Foods Global Impact Report 2024 Human Rights
GRI 414: Supplier Social Assessment 2016	3-3: Management approach	Hormel Foods Global Impact Report 2024 Supply Chain Management
GRI 415: Public Policy 2016	3-3 Management of material topics	Code of Ethical Business Conduct
	415-1 Political contributions	Code of Ethical Business Conduct

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GRI Standard	Disclosure	Location and Response
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Food Safety and Quality
	416-1: Assessment of the health and safety impacts of product and service categories	The percentage of products assessed for safety improvements is currently not tracked. Food safety is a top priority in everything we do and is built into our Cultural Belief of Safety First. Our approach to product safety is constantly evolving, and it is built into our practices of incident prevention and continuous improvement.
	416-2: Incidents of noncompliance concerning the health and safety impacts of products and services	Hormel Foods Global Impact Report 2024 Food Safety and Quality Hormel Foods did not have incidents of noncompliance with regulations and/or voluntary codes concerning the health and safety impacts of products in 2024.
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Consumer Education and Information
	417-1: Requirements for product and service information and labeling	Hormel Foods Global Impact Report 2024 Consumer Education and Information
	417-2: Incidents of noncompliance concerning product and service information and labeling	Hormel Foods did not have incidents of noncompliance concerning product and service information and labeling in 2024.
	417-3: Incidents of noncompliance concerning marketing communications	Hormel Foods did not have incidents of noncompliance concerning marketing communications in 2024.
GRI 418: Customer Privacy 2016	3-3 Management of material topics	Hormel Foods Global Impact Report 2024 Cybersecurity and Data Privacy
	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Hormel Foods did not have substantiated complaints concerning breaches of customer privacy and losses of customer data in 2024.