

Sustainability Accounting Standards Board (SASB) Index

Below are the Hormel Foods responses to the SASB Processed Foods and Meat, Poultry & Dairy Standards. Unless otherwise noted, the data and responses provided below represent performance in the fiscal year 2024 that started on Oct. 30, 2023, and ended on Oct. 27, 2024.

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.
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Topic	Metric	Code	Response
Energy Management	(1) Total energy consumed, (2) percentage of grid electricity and (3) percentage of renewable energy	FB-PF-130a.1 FB-MP-130a.1	(1) 11,072,799 gigajoules (2) 99% (3) <1%
Greenhouse Gas Emissions	Gross global Scope 1 emissions	FB-MP-110a.1	527,671 MT CO2e
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	FB-MP-110a.2	Hormel Foods actively pursues opportunities to reduce emissions through renewable energy sourcing and energy efficiency improvements. For more information, please refer to the Hormel Foods Global Impact Report .
Water Management	(1) Total water withdrawn and (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	FB-PF-140a.1 FB-MP-140a.1	(1) 16,226 cubic meters (2) 16,226 cubic meters; 5% was from areas with high water stress
	Number of incidents of noncompliance associated with water-quality permits, standards and regulations	FB-PF-140a.2 FB-MP-140a.3	In 2024, Hormel Foods received one notice related to a wastewater permit. Corrective actions were promptly made after the issue was discovered.
	Description of water management risks, and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3 FB-MP-140a.2	Water management risks are assessed annually by third-party experts and included in the enterprise risk management review process. Hormel Foods engages top suppliers through surveys to gather water risk information. For more information, please refer to our most recent CDP Questionnaire .

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Topic	Metric	Code	Response
Land Use & Ecological Impacts	Amount of animal litter and manure generated, percentage managed according to a nutrient management plan	FB-MP-160a.1	Hormel Foods has a robust manure and litter management plan in place that the company is legally required to follow. Our grower partners are encouraged via contractual agreements to implement nutrient management plans.
	Percentage of pasture and grazing land managed to conservation plan criteria	FB-MP-160a.2	Data is not available at this time of disclosure.
	Animal protein production from confined animal feeding operations	FB-MP-160a.3	Data is not available at this time of disclosure.
Food Safety	Global Food Safety Initiative (GFSI) audit (1) nonconformance rates and (2) associated corrective action rates for (a) major and (b) minor nonconformances	FB-PF-250a.1 FB-MP-250a.1	Nonconformance and corrective action rates are considered confidential to our business. Upon request, we provide audit reports to our customers for the purchased product. For more information about our food safety assurance programs, please refer to the Hormel Foods Global Impact Report .
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a program of food safety from the Global Food Safety Initiative (GFSI)	FB-PF-250a.2	Data is not available at this time of disclosure.
	Percentage of supplier facilities certified to a program of food safety from the Global Food Safety Initiative (GFSI)	FB-MP-250a.2	Data is not available at this time of disclosure.
	(1) Total number of notices of food safety violation received and (2) percentage corrected	FB-PF-250a.3	(1) Instances of regulatory noncompliance are publicly available. These findings are primarily used to communicate opportunities for improvement by our respective regulatory authorities, and the vast majority are not representative of an imminent food safety risk to our operations or products. All instances of citation are remediated to meet or exceed all regulatory guidelines and requirements. (2) 100%
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4 FB-MP-250a.3	(1) 1 (2) 7,504 pounds Hormel Foods Sales, LLC voluntarily recalled a limited number of two <i>Planters</i> ® products that were produced at one facility in April 2024. The recall was issued to address a potential contamination issue impacting two retailers in five states. There were no consumer complaints, illness reports or filed safety concerns associated with the case.

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Topic	Metric	Code	Response
	Discussion of markets that ban imports of the entity's products	FB-MP-250a.4	At any time throughout any given year, countries may issue import bans due to tariff concerns or the outbreak(s) of animal disease such as highly pathogenic avian influenza. Hormel Foods consistently monitors and seeks to comply with all pertinent import rules, restrictions and regulations in the United States as well as the receiving countries.
Health & Nutrition	Revenue from products labeled or marketed to promote health and nutrition attributes	FB-PF-260a.1	Data is considered confidential to our business.
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2	Hormel Foods is dedicated to providing consumers with a wide array of high-quality, safe and convenient products. To support diverse consumer groups and their dietary preferences and choices, we continue to advance our efforts to reduce added sugar and sodium in our products. In addition, we seek out opportunities to shorten or simplify the ingredient statements of our retail and foodservice products through the removal or replacement of ingredients, all while delivering the great taste shoppers expect. For more information, please refer to the Hormel Foods Global Impact Report .
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children in the process of promoting products that meet dietary guidelines	FB-PF-270a.1	Hormel Foods is committed to marketing our products responsibly. However, data is not available at this time of disclosure.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF-270a.2	Data is considered confidential to our business.
	Number of incidents of noncompliance with industry or regulatory labeling and/or marketing codes	FB-PF-270a.3	Hormel Foods had no U.S. Food and Drug Administration (FDA), U.S. Department of Agriculture (USDA) or U.S. Federal Trade Commission warnings, penalties or fines associated with product labeling and/or marketing regulations during 2024. We take compliance seriously and have internal teams that evaluate our labels and marketing for compliance with all relevant legal and regulatory requirements.
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	FB-PF-270a.4	Hormel Foods is and has been a party to legal proceedings challenging various product claims made in its product labeling and/or marketing. We may, from time to time, agree to a settlement of certain of those legal proceedings solely for the purposes of avoiding the burden, expense, risk and uncertainty of litigation.

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Topic	Metric	Code	Response
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable or compostable	FB-PF-410a.1	(1) 330,567,132 pounds (2) Approximately 36% of our packaging by weight was made from recycled materials. (3) Approximately 83% of our product packaging by weight was technically recyclable. This includes materials that are recyclable in few communities.
	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	FB-PF-410a.2	Hormel Foods invests in weight-reduction and sustainable packaging projects to lessen the environmental impacts of product packaging. For more information, please see the Hormel Foods Global Impact Report .
Antibiotic Use in Animal Production	Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	FB-MP-260a.1	Please see metrics available on our Antibiotic Stewardship webpage .
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	FB-MP-320a.1	(1) 1.8 (2) 0
	Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	FB-MP-320a.2	Hormel Foods currently does not offer specific programs around chronic respiratory health conditions. Through our Hormel Foods Health Center, team members have access to a wide variety of health and wellness services, including primary care, acute care, annual physical exams, preventive exams and condition management. For more information, please refer to the Hormel Foods Global Impact Report .
Animal Care & Welfare	Percentage of pork produced without the use of gestation crates	FB-MP-410a.1	The Hormel Foods wholly owned subsidiary Applegate (Bedminster, New Jersey) has committed to 100% open sow housing in its supply chain. Applegate farmers use an open-pen system designed for free movement. Pigs raised pursuant to organic standards have outdoor access.
	Percentage of cage-free shell egg sales	FB-MP-410a.2	We do not engage in direct sales of eggs. However, we strive to purchase cage-free egg components in the use of our products.

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	Percentage of production certified to a third-party animal welfare standard	FB-MP-410a.3	<p>The applicable Hormel Foods company-owned properties and Applegate subsidiary, as well as all applicable facilities throughout our supply chain, are 100% certified to animal welfare standards through National Pork Board's Pork Quality Assurance (PQA) Plus program, Transport Quality Assurance (TQA) certification and/or National Turkey Federation (NTF) guidelines. Additionally, the Applegate supply chain is audited by a third-party animal welfare verification program: Certified Humane® or Global Animal Partnership®.</p> <p>All individuals who transport hogs to Hormel Foods must have the National Pork Board's TQA certification. All sites where a producer raises hogs supplied to Hormel Foods must achieve PQA Plus Site Status as defined by the National Pork Board's PQA Plus program. This is attained through an on-farm assessment that evaluates compliance with welfare and well-being principles as part of the PQA Plus framework.</p> <p>For turkeys specifically, we require all independent and contract suppliers to follow a two-step process designed to ensure high animal welfare standards, as described in our Animal Stewardship Policy, are applied when handling turkeys. Results of internal and third-party audits conducted at company hatcheries, grower farms and processing facilities show adherence to NTF's animal welfare guidelines.</p>
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	FB-PF-430a.1	At our wholly owned Justin's (Colorado) subsidiary, 100% of cocoa is Rainforest Alliance Certified, and 100% of palm oil is certified through the Roundtable on Sustainable Palm Oil (RSPO). Hormel Foods will continue to review additional sourcing certifications and plans to provide further information in subsequent Global Impact Reports.
	Suppliers' social and environmental responsibility audit (1) nonconformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	FB-PF-430a.2	While Hormel Foods does not publish nonconformance data in this space, the company has a supplier code of conduct that all suppliers within the global supply chain must follow. Issues that arise in violation of the company's policies pertaining to social or environmental responsibility are investigated and, where deemed appropriate, result in disciplinary action up to and including termination of agreements.
Environmental & Social Impacts of Animal Supply Chain	Percentage of livestock from suppliers implementing conservation plan criteria	FB-MP-430a.1	Data is not available at this time of disclosure.
	Percentage of supplier and contract production facilities verified to meet animal welfare standards	FB-MP-430a.2	The applicable Hormel Foods company-owned properties, and Applegate and Jennie-O subsidiaries, as well as all applicable facilities throughout our supply chain, are 100% certified to animal welfare standards through National Pork Board's PQA Plus and TQA programs, NTF guidelines or higher standards.

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Topic	Metric	Code	Response
Ingredient Sourcing	Percentage of food ingredients sourced from regions with high or extremely high baseline water stress	FB-PF-440a.1	In 2024, 0% of the company's pork, turkey and domestic peanut supplies came from areas identified as high or extremely high water risk. Data concerning other ingredients is not available at this time of disclosure.
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	FB-PF-440a.2	Hormel Foods assesses key-ingredient suppliers that are most significant to our global impact profile for risks pertaining to performance and disclosure. Those ingredients are: pork, beef, broiler chickens, liquid and shell eggs, peanuts, cocoa and palm oil.
Animal & Feed Sourcing	Percentage of animal feed sourced from regions with high or extremely high baseline water stress	FB-MP-440a.1	In 2024, 0% of animal feed sourcing for Jennie-O was from high or extremely high baseline water stress regions. Data is not available at this time of disclosure for pork, beef or chicken.
	Percentage of contracts with producers located in regions with high or extremely high baseline water stress	FB-MP-440a.2	In 2024, 0% of contract growers and grower partners were located in high or extremely high baseline water stress regions. Data is not available at this time of disclosure for pork, beef or chicken.
	Discussion of strategy to manage opportunities and risks to feed sourcing and livestock supply presented by climate change	FB-MP-440a.3	The Applegate Certified Regenerative Program is designed to source livestock raised on farmland with verified regenerative practices and tracked ecological outcomes. This helps track and promote regenerative farming practices designed to help improve soil biodiversity and the water-holding capacity of soil.
Activity Metrics	Weight of products sold	FB-PF-000.A	1,945,911 metric tons
	Number of processing and manufacturing facilities	FB-PF-000.B FB-MP-000.A	Hormel Foods owns 41 manufacturing facilities, including processing and production sites.
	Animal protein production, by category; percentage outsourced	FB-MP-000.B	The majority of protein supplies provided to Hormel Foods are outsourced. The Jennie-O subsidiary uses a variety of contract growers in addition to company-owned turkey farms and facilities. Our Applegate subsidiary uses third-party-supplied proteins for the majority of its products.