

Sustainability Accounting Standards Board (SASB) Index

At H.B. Fuller, we are committed to continuously evaluating and enhancing our ESG and sustainability disclosures. In 2021, we developed our inaugural Sustainability Accounting Standards Board (SASB) index to expand our efforts to report on the environmental, social, and governance (ESG) topics that matter most to our stakeholders. We align our SASB index with the 2023 Chemicals SASB Standards, which fall under SASB's Resource Transformation sector classification. For the standards that we do not currently report, we continue to evaluate our internal reporting processes and governance to determine feasibility of future disclosure.

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

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Topic	Accounting Metric	Code	Disclosure/Location
Environment			
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1.	2023 CDP Climate Change , page 71 (55,412 MT CO2e) Year-end corrected 2022 Scope 1 emissions were 57,438 MT CO2e. Less than 1% of emissions sources are covered under emission-limiting regulations for GHG. Reported greenhouse gas metrics include emission and consumption data from all global facilities that were owned, operated or controlled as of December 31, 2022. The Company employs the methodology of operational and financial control, as defined in the World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, 2004 (GHG Protocol), to determine facilities within the organizational boundary.
	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	RT-CH-110a.2	2023 CDP Climate Change , pages 3-7, 26 - 49 2022 Sustainability Report , pages 9, 15
Air Quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	H.B. Fuller calculated 54,000 pounds of NOx emissions (24.5 MT), 1,600 pounds of SOx emissions (0.7 MT), and 5,600 lbs of VOC emissions (2.5 MT) in 2022 based on reported fuel burning data and IEA and USEPA emission factors. H.B. Fuller also tracks process emissions of VOCs and HAPs for sites where we have permits and/or

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			are under regulatory requirements to disclose such emissions.
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	RT-CH-130a.1	<p>2023 CDP Climate Change, pages 76-88</p> <p>2022 energy:</p> <ol style="list-style-type: none"> 1) Total energy consumed = 1782000 GJ (495 GWh) 2) Percentage grid electricity = 691200 GJ (192 GWh) = 38.7% 3) Percentage renewable = 1026 GJ/1782000 GJ X 100 = <1% (assumes only self-generated renewable or renewable under contract; does not include renewable energy portion of standard utility offering) 4) Total self-generated electricity = 254 MWh (includes on-site solar at St. Paul, MN USA and Pune, India). Electricity from limited use of emergency generators is not tracked.
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	RT-CH-140a.1	<p>We reported total water withdrawn and total water consumed (calculated) in 2022 on pages 12-14 of our 2023 CDP Water Security response. Our 2022 CDP Water Security response also includes the percent of water withdrawn from areas with water stress in 2022 on page 14, and volumes of water withdrawn/consumed from areas with water stress (by river basin) pages 44 – 56.</p> <p>H.B. Fuller reported 2022 total water demand (i.e., withdrawal/use) of 276 million gallons. See 2022 Sustainability Report page 10</p>
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	RT-CH-140a.2	H.B. Fuller internally tracks water compliance incidents and reports incidents to governing agencies as required by permits and regulations. Reported incidents of non-compliance include those that result in a formal enforcement action with administrative or civil penalties. No such actions have been reported for 2022-2023
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	2023 CDP Water Security , pages 28-44
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	RT-CH-150a.1	In 2022, H.B. Fuller 9,710 metric tons of hazardous waste and 31,169 metric tons of non-hazardous waste were generated and disposed. In 2022, 51,875 metric tons of total waste was recycled (53% of all waste) 4,388 metric tons of hazardous waste was recovered, (31% of hazardous waste) and 533 metric tons of hazardous waste was burned for energy recovery (4% of hazardous waste).
Social Capital			
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	We use Environmental and Social Impact Assessments to evaluate, manage and mitigate risks at our operating sites, when applicable.

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			<p>H.B. Fuller operates within over 70 communities around the world and actively engages with such communities. Our network of 38 Community Affairs Councils (CACs), composed of dedicated groups of employees who respond to local needs through volunteerism and financial donations is integral to our engagement strategy.</p> <p>2022 Sustainability Report, pages 35 - 39 H.B. Fuller Philanthropy webpage</p>
Human Capital			
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	<p>The TRIR is reported on page 23 of our 2022 Sustainability Report represent figures for all employees and contractors globally. We do not currently report employee and contractor safety metrics separately. H.B. Fuller applies the same health and safety policies, standards, and programs to both employees and contractors. There have been no work-related fatalities at H.B. Fuller during the reporting period.</p> <p>2022 Sustainability Report, page 23</p>
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	<p>The health and safety of our employees and contractors is our number one priority. We manage employee and contractor exposure to long-term health risks (as defined by the Occupational Safety and Health Administration (OSHA) Hazard Communication Standard (29 CFR 1910.1200) as part of our broader occupational health and safety strategy. Such risks may include exposure to corrosives, toxins, sensitizers and known or suspected carcinogens. All H.B. Fuller sites perform assessments of potential health impacts as part of our workplace risk assessment process. At sites where potential risks are identified, in-depth assessments are carried out by a global network of third-party industrial hygienists. Responses to identified risks may include without limitation replacing the material, engineering controls or automation to minimize exposure, PPE, and exposure monitoring.</p> <p>Pages 22-23 of our 2022 Sustainability Report and Page 20 of our Code of Business Conduct provide more information on our approach to occupational health and safety.</p>
Business Model & Innovation			
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	<p>H.B. Fuller is currently finalizing an enterprise-wide system for categorizing products that contribute to use-phase efficiency and lower sustainability-related impacts.</p> <p>2022 Sustainability Report pages 3, 17-20</p>

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Safety & Environmental Stewardship of Chemicals	<p>(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Hazardous Substances.</p> <p>(2) Percentage as the revenue from products that contain substances meeting the criteria of GHS Category 1 and 2 Hazardous Substances divided by total revenue from all products.</p> <p>(3) Percentage of products containing GHS Category 1 and 2 Hazardous Substances that have undergone a hazard assessment.</p>	RT-CH-410b.1	<p>We are making improvements to our enterprise-wide data system in order to better track materials and products that contain GHS Class 1 and 2 hazardous substances through improvement(s) that include linking our system that track product revenue and product specific formulations and classifications.</p> <p>Based on our preliminary calculations, the proportion of our revenue coming from products with applicable GHS <i>Health</i> classifications in 2021 was 38.7%, and in 2022 it was 36.6%. The proportion of our 2022 revenue coming from products with applicable GHS <i>Environmental</i> classifications was 5.7%, and in 2022 it was 4.1%.</p> <p>H.B. Fuller makes over 2,000 different products across 9 different markets for distribution and sale in over 100 countries. All H.B. Fuller products are evaluated for hazards during product development through our internal processes and in accordance with legal requirements. Where applicable, tools used for conducting hazard assessments include the American Chemistry Council's Responsible Care® Product Safety Code; REACH chemical safety assessments; and ISO/RC 14001. In 2022-23, we completed four hazard assessments for Responsible Care requirements, which translates to Responsible Care hazard assessments being completed for 3.2% of 2022 revenue from products with GHS Health hazards.</p>
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	<p>Our Global Regulatory Stewardship function is tracking and managing potentially hazardous substances throughout our current products and in the development of new products. We continuously refine methods to track and manage hazardous substances and chemicals of concern. During product development, when new regulations or customer requirements arise, and for high-risk products (e.g., consumer products), we evaluate environmental and health impacts to determine if products should be redesigned or discontinued. When necessary, decisions about redesigning or discontinuing products are raised to our Worldwide EHS (WEHS) Committee. Through a Chemical risk Management process, we have eliminated and/or are phasing out certain chemicals that we have determined to be an unacceptable risk to our customers, employees, and the environment. To align with industry best practice, H.B. Fuller participates in the American Chemistry Council's (ACC) Responsible Care Program, with which we align our strategy for managing chemicals of concern and adhere to the ACC's Product Stewardship Code.</p> <p>2022 Sustainability Report, Pages 3, 7, 12, 17</p>

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			We are in the process of calculating the percentage of products by revenue which contain Substances of Very High Concern (EU) and California Prop 65 components.
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Genetically modified organisms are not material or relevant to our business.
Leadership & Governance			
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	H.B. Fuller is an active member of numerous trade associations that advocate for our industry. These include, without limitation, the Adhesives and Sealant Council (ASC), American Chemistry Council (ACC), European Federation of Adhesives Manufacturers (FEICA). As a rule, H.B. Fuller does not take political positions nor lobby for legislation. Information about our management of the legal and regulatory environment and associated risks is disclosed in our annual reports and webpage. Please see the 2022 H.B. Fuller Annual Report and Form 10-K , pages 3, 9-10, 13 and our Statement on Political Advocacy .
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	H.B. Fuller internally tracks and manages process safety incidents globally using API 754 criteria. In 2022 we had 4 (four) Tier 1 process safety incidents (PSIC), a process safety total incident rate (PSTIR) of 0.134, and a process safety incident severity rate (PSISR) of 0.296 for all sites globally (PSTIR and PSISR calculated per 200,000 hours worked). We also report process safety incidents for our U.S. sites involved with the Responsible Care Management System (RCMS) through the American Chemistry Council (ACC) in 2022. We reported 2 (two) Tier 1 PSIC, a PSTIR of 0.249, and a PSISR of 0.441 for U.S. sites covered under Responsible Care.
	Number of transport incidents	RT-CH-540a.2	H.B. Fuller manages a small fleet in the United States; however, the majority of our products are shipped by third-party logistics companies. We track transportation incidents and manage transportation safety through our relationships with our logistics providers in the United States. As a member of the American Chemistry Council, we report transportation incidents in the United States for sites within the Responsible Care Management System. In 2022 we reported 20 incidents with a severity rating of 2.09

Table 2. Activity Metrics

Activity Metric	Code	Disclosure/Location
Production by reportable segment	RT-CH-000.A	H.B. Fuller Annual Report ; H.B. Fuller 10-K HBF does not disclose production by reportable segment. However, our annual financial reporting describes the size and scale of our operations against which ESG data can be compared, if desired.