















# Global RESPONSIBILITY

## 2020 SUMMARY



# Highlights in 2019

At General Mills, we work to create holistic value throughout our supply chain, from agriculture and operations to our consumers and communities. Below are some highlights of our progress in fiscal 2019.

Food	Planet	People	Community
<p><b>100%</b></p> <p>of facilities worldwide audited and/or certified for food safety by independent third parties.</p> 	<p><b>1 million</b></p> <p>We will advance regenerative agriculture practices on <b>1 million</b> acres of farmland by 2030.</p> 	<p><b>80%</b></p> <p>Our overall employee engagement score reached <b>80%</b>, a 5% increase from 2018.</p> 	<p><b>\$93 million</b></p> <p>We gave <b>US\$93 million</b> to charitable causes in fiscal 2019, including General Mills Foundation grants, corporate contributions and food donations.</p> 
<p><b>45%</b></p> <p>of General Mills global volume met the company's criteria as Nutrition-Forward Foods.</p> 	<p><b>91%</b></p> <p>of our 10 priority ingredients sustainably sourced.*</p> 	<p><b>50%</b></p> <p>of professional positions and 35% of company officer positions are held by women globally.</p> 	<p><b>83%</b></p> <p>of our employees worldwide volunteered in their communities.</p> 
<p><b>2nd</b></p> <p>General Mills is the second-largest branded natural and organic food producer in the U.S.</p> 	<p><b>14%↓</b></p> <p>Our greenhouse gas emissions footprint decreased <b>14%</b> in 2019 compared to 2010.</p> 	<p><b>0.89</b></p> <p>Our global total injury rate was <b>0.89</b> injuries per 100 employees in fiscal 2019, significantly below food-industry averages.</p> 	<p><b>28 million</b></p> <p>Our product donations to food banks enabled <b>28 million</b> meals in 2019.</p> 

\*See the definitions of sustainably sourced for our 10 priority ingredients on page 40.

# Food

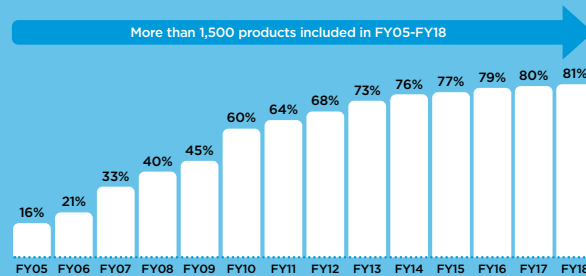
General Mills is committed to making food the world loves.



Over the years, General Mills has tracked our journey to improve the nutrition of our products through our U.S. Health Metric. Our updated health reporting system leverages established, transparent nutrition criteria grounded in regulations and dietary guidance and now measures across our global portfolio.

## From U.S. Health Metric

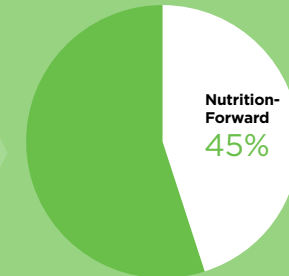
### U.S. Retail Health Metric\* achievement FY05-FY18



- \*U.S. Health Metric - foods must meet at least one of the following criteria:
- Reduce calories, fat, saturated fat, trans fat, sugar or sodium by 5% or more per serving.
  - Increase beneficial nutrients - including vitamins, minerals and fiber - by 10% or more per serving.
  - Formulate/reformulate products to include 8 grams of whole grain or at least a half-serving of fruit, vegetables, or low fat or nonfat dairy.
  - Formulate/reformulate products to meet specific internal requirements, including limiting calories, and health or nutrition claim criteria as defined by the U.S. FDA.

## To Global Nutrition Reporting

### General Mills products meeting Nutrition-Forward\*\* criteria FY19



In fiscal 2019, **45%** of General Mills global volume met the company's criteria as "Nutrition-Forward Foods."\*\*

- \*\*Nutrition-Forward Foods must meet the following criteria:
- Provide at least 8 grams of whole grain or 1/2 serving of fruit, vegetable, low fat or nonfat dairy, or nuts/seeds per labeled serving (22% met this criteria).
  - or
  - Meet U.S. FDA Healthy criteria per serving: 21 Code of Federal Regulations 101.65 (23% of products met this criteria).



## Meeting diverse consumer needs



Blue Buffalo is the **number one** natural pet food brand in America.



General Mills is the **second largest** branded natural and organic food producer in the U.S.



General Mills is the **fourth largest** producer of gluten-free products in the U.S.

# Planet

We are treating the world with care by helping to regenerate the planet's natural resources.

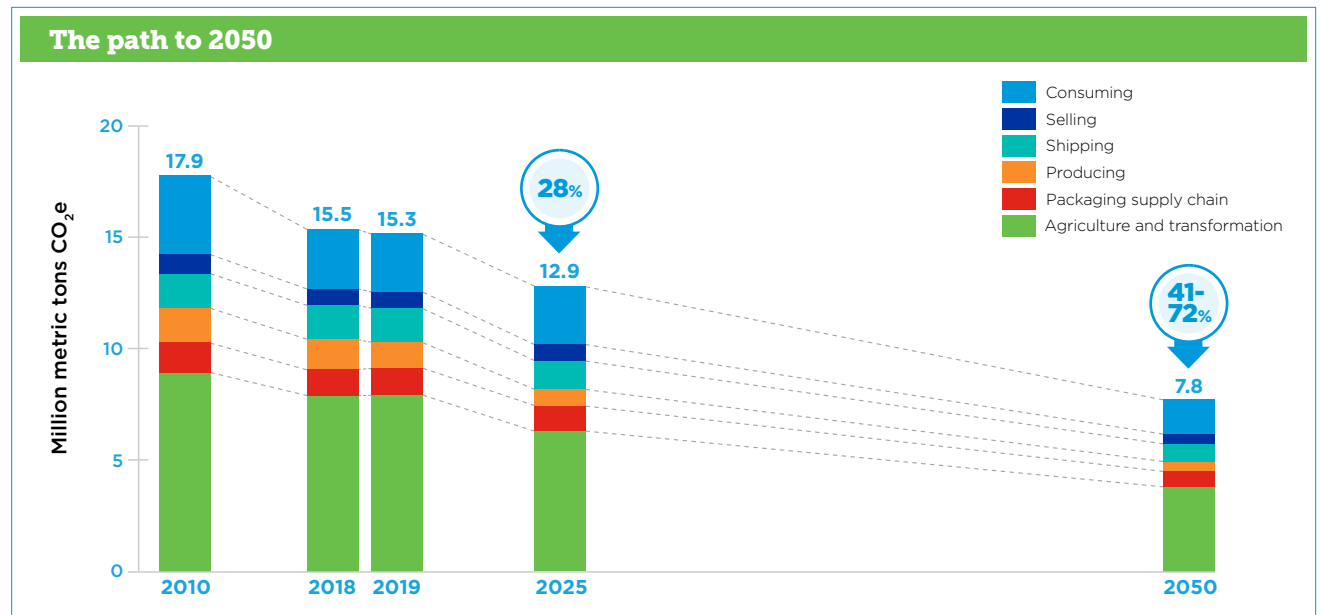


Our business is rooted in the earth and has the power to help restore it. We are focused on regeneration, a path to provide promising solutions for the planet, its resources and its people.



## Climate change

We are committed to combating climate change by working toward sustainable emissions levels by 2050 and reducing GHG emissions by 28 percent by 2025.\*

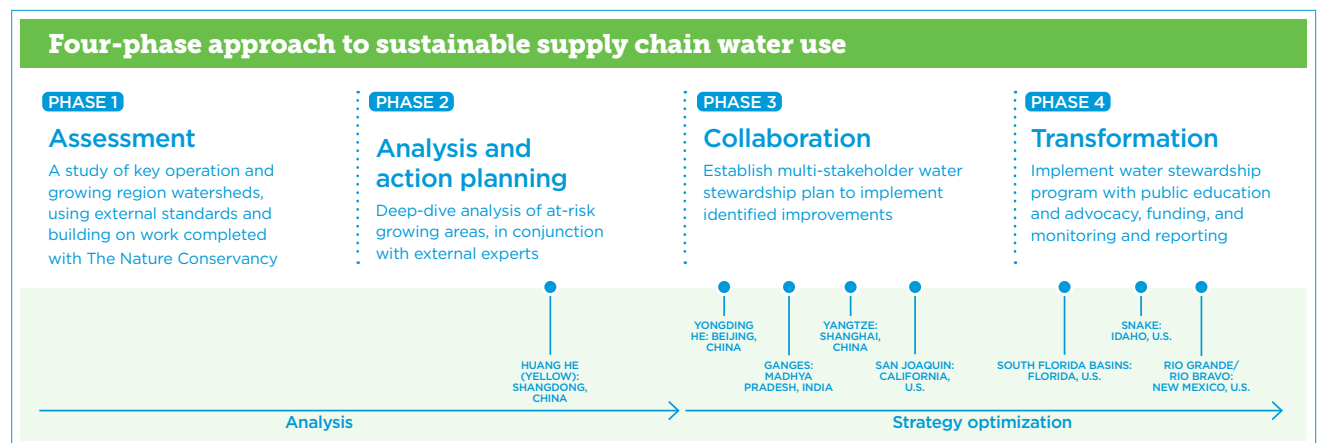


\* Compared to 2010.



## Water stewardship

We are championing the activation of water stewardship plans for the company's most material and at-risk watersheds by 2025.





## Regenerative agriculture

We are committed to advancing regenerative agriculture practices on 1 million acres of farmland by 2030.

### Regenerative agriculture outcomes



#### Farmer economic resilience



Regenerative agriculture can build farm fertility and resilience over time. This supports productivity and reduces reliance on inputs needed to combat system stressors like pests, nutrient deficiencies, and diseases.



#### Soil health



Soil plays an essential role in balancing the earth's ecosystem and our climate. Healthier soil can hold more water, increase resilience to floods and droughts, supply more nutrients to plants, and purify water.



#### Water



Regenerative agriculture helps maximize water use efficiency in rain-fed and irrigated systems and can reduce agriculture's impact on water quality.



#### Biodiversity



Diversity in plants, grazing animals, wildlife and insects helps to improve soil health and build resilience to pests and diseases in farm and ranch ecosystems.



## Sustainable sourcing

We are committed to sustainably sourcing 100 percent of our 10 priority ingredients by 2020, representing 40 percent of our annual raw material purchases, and supporting the livelihoods of smallholder farmers who grow our ingredients.

### Performance dashboard: Sustainable sourcing

Raw material/ingredient	FY2019 progress (% of volume sustainably sourced as of May 2019)	Strategy	Sustainability definition
Cocoa	93%	 Origin-direct investment	Direct investment at origin to improve smallholder farmer livelihoods and ingredient quality
Vanilla	75%		
Oats	97%	 Continuous improvement	Driving toward continuous improvement using industry-based environmental metrics with at least 25% of acres under measurement
U.S. wheat	86%		Driving toward continuous improvement using Field to Market framework or comparable metrics with at least 25% of acres under measurement
U.S. sugar beets	89%		
U.S. corn (dry milled)	91%		
U.S. dairy (raw fluid milk)	98%		Driving toward continuous improvement as outlined in the ICUSD's Stewardship and Sustainability Framework for U.S. Dairy*
Fiber packaging	99.5%		Recycled material or virgin wood fiber from regions not contributing to deforestation
Sugarcane	86%	 Verification	Sourced from independently verified low-risk regions, or compliance with Bonsucro or comparable standards in high-risk regions
Palm oil****	100%		Roundtable on Sustainable Palm Oil (RSPO) mass balanced, segregated sustainable palm or PalmTrace Credits



\*Measured using the National Milk Producers Federation's Farmers Assuring Responsible Management (FARM) Environmental Stewardship module (formerly called FarmSmart).

# People

General Mills is committed to putting people first, every day.



Our goal is to foster a safe, inclusive and rewarding workplace where all employees can thrive. People are our greatest resource in building our business and upholding our values, and we invest in them within and beyond our office walls.



## Performance dashboard (fiscal 2019)



### Workplace safety

Our global total injury rate was **0.89** injuries per 100 employees in fiscal 2019, significantly below food-industry averages.



### Global inclusion

**50%** of professional positions and **35%** of company officer positions are held by women globally.



### Employee development

Our overall employee engagement score\* reached **80%**, a 5% increase from 2018.



\*Annual engagement survey of salaried employees, March 2019.

## Honors, awards and accolades



**100 Most Just Companies**, *Forbes/* JUST Capital



**Best Places to Work for LGBTQ Equality**, Human Rights Campaign



**100 Best Companies**, Working Mother Media



**100 Best Corporate Citizens**, *Corporate Responsibility*



**World's Most Admired Companies**, *Fortune*

# Community

Our aim is to build strong, resilient and sustainable communities.



**Strong people, flourishing communities, a thriving planet:** Our philanthropic work is an extension of the company's purpose and ties closely to our core business and food systems knowledge. We work in innovative ways with partners to harness our collective impact in key areas, while engaging employees through volunteerism.

Performance dashboard	
GOALS	2019 PROGRESS & HIGHLIGHTS
 <b>Increasing food security</b>	
Leverage philanthropic partnerships to help enable <b>30 billion meals</b> for hungry people by 2030	Our philanthropic partners enabled an estimated <b>5.5 billion meals</b> worldwide in 2019
Expand the capacity of food bank networks to rescue and redistribute <b>10 billion pounds</b> of food per year by 2030	Provided funding in 2019 to expand food banking capacity in <b>more than 30 countries</b> . Our food bank partners collectively <b>redistributed 5.3 billion pounds of food in 2019</b>
Enable or improve <b>100 million school meals</b> for youth living in poverty	Globally more than <b>674,000 children at risk of hunger benefitted from 140 million school meals</b> in 2019 through General Mills' support
Invest to empower <b>50,000 food retailers and foodservice operators</b> in surplus food recovery by 2030	Our global investments in food recovery technology have empowered more than <b>35,000 retailers</b> worldwide to participate in systematic food rescue
Donate General Mills food to enable <b>250 million meals</b> for food-insecure people	General Mills' food donations have enabled more than <b>260 million meals</b> globally since 2010, including <b>28 million meals</b> in our fiscal 2019
 <b>Advancing sustainable agriculture</b>	
Improve the well-being of <b>30,000 people</b> in smallholder farming communities from which we source ingredients	NGO programs funded by General Mills helped improve the lives of <b>22,000 farmers and family members</b> in smallholder cocoa and vanilla-growing communities in 2019
Enable <b>100 farmers</b> in North America to access knowledge and training events that can support their adoption of regenerative agricultural practices	More than <b>125 farmers</b> from the USA and Canada participated in workshops and trainings focused on adopting regenerative agricultural practices in 2019
 <b>Strengthening hometown communities</b>	
Maintain an employee volunteerism rate of <b>80%</b> worldwide	<b>83%</b> of our employees worldwide volunteered in their communities
Exceed <b>US\$2.5 billion</b> in cumulative corporate charitable giving	More than <b>US\$2.4 billion</b> in cumulative corporate giving by General Mills and its Foundation since 1954*

\*This figure includes Foundation grants, Box Tops for Education giving, corporate contributions and the company's global food donations.



Making FOOD  
the World LOVES

Learn more at [GeneralMills.com](https://www.GeneralMills.com)



Dow Jones Sustainability  
Index Member



America's Most  
JUST Companies



100 Best  
Corporate Citizens



Newsweek's Most  
Responsible Companies



CDP Climate  
Change A List



CDP Water  
Security A List

Recognitions as of December 31, 2019



General Mills  
Number One General Mills Boulevard  
Minneapolis, MN 55426-1347

Printed on recycled paper.  
Contains 10 percent post-consumer waste.  
©2020 General Mills.

