



## 2024 Consolidated Index (GRI, UNGPRF)

The data in this report represents January to December 2024, unless otherwise stated. For a detailed explanation of the indicators, visit the Global Reporting Initiative (GRI) website: [globalreporting.org](https://globalreporting.org). This content report accompanies our 2024 Responsible Business Report, it has been prepared in accordance with the GRI Universal Standards and follows the reporting principles from GRI: Foundation 2021.

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
The organization and its reporting practices	2-1	Organizational details	<p><b>Legal name:</b></p> <ul style="list-style-type: none"><li>The Hershey Company</li></ul> <p><b>Nature of ownership and legal form:</b></p> <ul style="list-style-type: none"><li><a href="#">2024 Form 10-K</a>, pages 2-3</li></ul> <p><b>Location of the headquarters:</b></p> <ul style="list-style-type: none"><li>19 East Chocolate Avenue, Hershey, PA 17033</li></ul> <p><b>Countries of operation:</b></p> <ul style="list-style-type: none"><li><a href="#">2024 Form 10-K</a>, pages 2-7, Exhibit 21.1</li></ul>	
	2-2	Entities included in the organization’s sustainability reporting	<ul style="list-style-type: none"><li><a href="#">2024 Form 10-K</a>, pages 2-5</li></ul>	
	2-3	Reporting period, frequency and contact point	This report covers the 2024 calendar year, which is also our fiscal year, unless otherwise stated. We report on our sustainability progress annually. For queries regarding the report, contact <a href="mailto:sustainability@hersheys.com">sustainability@hersheys.com</a> .	
	2-4	Restatements of information	Throughout Hershey’s 2024 Responsible Business Report, restatements due to scope and/or methodology changes have been noted with footnotes where applicable. These changes are driven by Hershey’s merger and acquisition activities, as well as the increased rigor of our non-financial disclosures. Additionally, some data has been restated from past years as we expand our data-collection abilities to be more inclusive of the global scope of the company.	
	2-5	External assurance	<p>Select environmental data within Hershey's 2024 Responsible Business Report has been verified by Quantis, an independent verifier. Additional environmental and human capital data has received limited assurance by Ernst &amp; Young (EY).</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li><a href="#">EY Limited Assurance</a></li><li><a href="#">Quantis Verification Letter</a></li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
Activities and workers	2-6	Activities, value chain and other business relationships	<p>We are not aware of any of the products we manufacture being banned in the countries in which they are lawfully distributed. However, Hershey has been engaged in discussions with the United Kingdom's Food Standards Agency regarding the regulatory compliance of certain Jolly Rancher products, which Hershey voluntarily withdrew from the UK market in August 2024.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Our Company, pages 10-13</li><li>• Human Rights and Responsible Sourcing, pages 23-35</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• 2024 Form 10-K, pages 2-5; 10</li><li>• <a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	
	2-7	Employees	<p>We do not have a significant portion of activities performed by workers who are not employees. Global employee totals have not significantly fluctuated between reporting periods. Hershey Business Processes (HBP) team maintains and manages employee data and HR Analytics calculates these metrics.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Our People: Our Progress (data), pages 58-64</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">2024 Form 10-K</a>, pages 6-7</li><li>• <a href="#">Human Rights Policy</a></li><li>• <a href="#">Responsible Recruiting &amp; Employment Policy</a></li><li>• <a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	
	2-8	Workers who are not employees	<p>Requirement omitted: Entire disclosure Reason for Omission: Topic not material for Hershey Explanation of Omission: We do not have a significant portion of activities performed by workers who are not employees.</p>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
Governance	2-9	Governance structure and composition	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2025 Proxy Statement: Corporate Governance</a>, pages 12-23</li><li><a href="#">2025 Proxy Statement: Our Director Nominees</a>, pages 22-23</li><li><a href="#">Board of Directors</a></li><li><a href="#">Committees &amp; Charters</a></li><li><a href="#">Corporate Governance</a></li></ul>	
	2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"><li><a href="#">2025 Proxy Statement: Corporate Governance</a>—Board Composition, Criteria for Board Membership and Board Evaluations, pages 12-15</li><li><a href="#">Corporate Governance Guidelines</a></li><li><a href="#">Governance Committee Charter</a></li></ul>	
	2-11	Chair of the highest governance body	Michele Buck is the Chairman of the Board, President and Chief Executive Officer for The Hershey Company.  <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Our Leadership</a></li></ul>	
	2-12	Role of the highest governance body in overseeing the management of impacts	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: Double Materiality Assessment, page 6</li><li>Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2023 TCFD Report</a></li><li><a href="#">2025 Proxy Statement: The Hershey Company Purpose and Values</a>, pages 9-11</li><li><a href="#">2025 Proxy Statement: Corporate Governance</a>—Enterprise Risk Management, pages 19-20</li><li><a href="#">2025 Proxy Statement: Corporate Governance</a> — Communications with Directors, pages 23-24</li><li><a href="#">Corporate Governance Guidelines</a></li><li><a href="#">Progress on Priorities: Human Rights</a></li><li><a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	A1, A1.1, A1.3, A2, A2.1, A2.2, A2.4, B2, B3, C4.1
	2-13	Delegation of responsibility for managing impacts	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2025 Proxy Statement: The Hershey Company Purpose and Values</a> — Our Shared Goodness Promise — Board Oversight of ESG, pages 9-10</li><li><a href="#">Corporate Governance</a></li><li><a href="#">Human Rights Policy</a></li><li><a href="#">Supplier Code of Conduct</a></li></ul>	
	2-14	Role of the highest governance body in sustainability reporting	Michele Buck and Hershey’s Board of Directors review Hershey’s Responsible Business Report and the material topics covered therein.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2025 Proxy Statement: The Hershey Company Purpose and Values</a>, page 9</li></ul>	
	2-15	Conflicts of interest	<ul style="list-style-type: none"><li><a href="#">Code of Conduct</a></li><li><a href="#">Corporate Governance Guidelines</a></li><li><a href="#">Related Person Transaction Policy</a></li><li><a href="#">Supplier Code of Conduct</a></li></ul>	A1, A1.2, A2.3, C6

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
Governance	2-16	Communication of critical concerns	<p>In 2024, Hershey recorded one case that was deemed “critical” and five that were deemed “significant.” Any “critical” concerns are reported to the Ethical Business Practices Committee (EBPC) and the Audit Committee pursuant to our policies and procedures.</p> <p>Compliance concerns are reported through various channels, including but not limited to: Hershey’s Concern Line, business partners, Human Resources (HR), Ethics &amp; Compliance. All concerns are managed and followed closely by the Ethics &amp; Compliance department. Hershey applies severity codes to cases depending on certain parameters such as violation, potential fines and/or involvement of senior leaders. Critical concerns (red) and significant concerns (orange) are reported to the EBPC and Audit Committee for visibility. Issues reported to the Concern Line cover a wide array of topics, including conflicts of interest, general labor practices, employment-related concerns, potential fraud, security and requests for general advice.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future: Our Sustainability Approach, page 7</li><li>• Our People: Our Progress (data), page 58</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• 2025 Proxy Statement: Corporate Governance—Communications with Directors, pages 23-24</li><li>• <a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li></ul>	C6.1, C6.2, C6.3
	2-17	Collective knowledge of the highest governance body	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Corporate Governance Guidelines</a></li></ul>	
	2-18	Evaluation of the performance of the highest governance body	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Corporate Governance Guidelines</a></li></ul>	
	2-19	Remuneration policies	<ul style="list-style-type: none"><li>• <a href="#">2024 Form 10-K</a>, page 100</li><li>• <a href="#">2025 Proxy Statement: Compensation Discussion and Analysis</a>, pages 43-60</li><li>• <a href="#">Corporate Governance Guidelines</a></li><li>• <a href="#">Living Wage &amp; Income Position Statement</a></li></ul>	
	2-20	Process to determine remuneration	<ul style="list-style-type: none"><li>• <a href="#">2025 Proxy Statement: Compensation Discussion and Analysis</a>—Setting Compensation, page 51</li></ul>	
	2-21	Annual total compensation ratio	<ul style="list-style-type: none"><li>• <a href="#">2025 Proxy Statement: Compensation Discussion and Analysis</a>, pages 43-60</li><li>• <a href="#">2025 Proxy Statement: CEO Pay Ratio Disclosure</a>, page 78</li></ul> <p>Requirement omitted: 2-21-b.</p> <p>Reason for Omission: Information unavailable</p> <p>Explanation of Omission: the percentage increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees is not currently tracked.</p>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
Strategy, policies and practices	2-22	Statement on sustainable development strategy	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: A Message From Our CEO, page 4</li><li>Making Good for Our Future: A Message From Our Head of Sustainability, page 5</li><li>Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> See also: <ul style="list-style-type: none"><li><a href="#">Environmental Policy</a></li><li><a href="#">Supplier Code of Conduct</a></li></ul>	A1
	2-23	Policy commitments	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Our Company, pages 10-13</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2025 Proxy Statement: The Hershey Company Purpose and Values</a>, page 9</li><li><a href="#">2025 Proxy Statement: Corporate Governance</a> – Enterprise Risk Management, page 19</li><li><a href="#">Code of Conduct</a></li><li><a href="#">Reports, Policies, and Resources</a></li></ul>	C4.3
	2-24	Embedding policy commitments	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: Our Sustainability Approach, page 7</li><li>Human Rights and Responsible Sourcing: Our Human Rights Due Diligence Approach, pages 24-25</li><li>Human Rights and Responsible Sourcing: Responsible Sourcing Supplier and Recruitment Programs, page 26</li><li>Human Rights and Responsible Sourcing: Responsible Recruitment Program (data), page 31</li><li>Human Rights and Responsible Sourcing: Responsible Sourcing Supplier Program (Supplier Program) (data), page 32</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Reports, Policies, and Resources</a></li></ul>	A1.1, A1.2, A1.3, A2, A2.2, A2.3, A2.4, A2.5, B1, B2, B3, C1.1, C2.2, C3.2, C6, C6.3, C6.5
	2-25	Processes to remediate negative impacts	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: Partnerships, page 9</li><li>Human Rights and Responsible Sourcing: Our Human Rights Due Diligence Approach, pages 24-25</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	
	2-26	Mechanisms for seeking advice and raising concerns	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: Our Sustainability Approach, page 7</li><li>Human Rights and Responsible Sourcing: Grievance Mechanisms, page 25</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Code of Conduct</a></li><li><a href="#">Corporate Governance</a></li><li><a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li><li><a href="#">Palm Oil Grievance Procedure</a></li><li><a href="#">Procedures For Submission And Handling Of Complaints Regarding Compliance Matters</a></li><li><a href="#">Supplier Code of Conduct</a></li><li><a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	
	2-27	Compliance with laws and regulations	During calendar year 2024, The Hershey Company did not have material fines or non-monetary sanctions for noncompliance with laws and/or regulations in the environmental, social, and economic area.	
	2-28	Membership associations	Hershey engages with many different initiatives/organizations where we are also members.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future: Partnerships, page 9</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Living Wage and Income Position Statement</a></li><li><a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	C2.2

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
Stakeholder engagement	2-29	Approach to stakeholder engagement	<p><b>Our key stakeholder groups include:</b></p> <ul style="list-style-type: none"><li>• Communities where we operate</li><li>• Consumers</li><li>• Employees</li><li>• Farmers</li><li>• Government and policymakers</li><li>• Investors</li><li>• Non-governmental organizations</li><li>• Retailers</li><li>• Suppliers and other business partners</li></ul> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future: Double Materiality Assessment, page 6</li><li>• Making Good for Our Future: Partnerships, page 9</li><li>• Human Rights and Responsible Sourcing, pages 23-29</li><li>• Human Rights and Responsible Sourcing: Responsible Recruitment Program (data), page 31</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">2025 Proxy Statement</a></li><li>• <a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	
	2-30	Collective bargaining agreements	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Human Rights and Responsible Sourcing: 2024 Non-Compliance Issues By Category (data), page 34</li><li>• Our People: Our Progress (data), page 58</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">2024 Form 10-K</a>, page 6</li></ul>	
MATERIAL TOPICS				
Disclosures on Material Topics 2021	3-1	Process to determine material topics	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future: Double Materiality Assessment, page 6</li></ul>	
	3-2	List of material topics	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future: Double Materiality Assessment, page 6</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Sustainability Issues</a></li></ul>	B1, B2

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
ECONOMIC PERFORMANCE				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2024 Form 10-K</a>, page 24</li><li><a href="#">Corporate Governance Guidelines</a></li><li><a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Our Company: Financial Performance (data), page 13</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2024 Form 10-K</a>, pages 25-35</li></ul>	
	201-2	Financial implications and other risks and opportunities due to climate change	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Environment, pages 36-52</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2023 TCFD Report</a></li><li><a href="#">Environmental Policy</a></li></ul>	
	201-3	Defined benefit plan obligations and other retirement plans	a) Estimated value of U.S. qualified plan liabilities as of December 31, 2024: \$729 million. b) The Hershey Company has a Master Retirement Plan Trust that holds the investment funds for our Pension Plan. i. As of December 31, 2024, the U.S. qualified plans had a 105% funded status. ii. This is based on actuarial valuation reports used to support Hershey’s 2024 Form 10-K filing for fiscal year ending December 31, 2024. c) Hershey’s pension plan is funded entirely via employer contributions. Employee contributions are not required. d) Hershey’s pension plan is closed to new hires, but eligible participants continue to accrue benefits.  <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2024 Form 10-K</a>, pages 40-41</li><li><a href="#">Hershey Careers: Benefits</a></li></ul>	
	201-4	Financial assistance received from government	The Hershey Company is a publicly traded company on the NYSE, and as such, may have governmental entities (e.g. pension funds, state-owned banks) as investors/ shareholders in the ordinary course of business. The Hershey Company also invests in partnerships that make equity investments in projects eligible to receive federal historic and renewable energy tax credits.  <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2024 Form 10-K</a>, page 75-78</li></ul>	
MARKET PRESENCE				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2024 Form 10-K</a>, pages 2-7; 20-105</li><li><a href="#">Corporate Governance Guidelines</a></li><li><a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	A1, A1.2, A1.3, A2, A2.1, A2.2, A2.3
GRI 204: Procurement Practices 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Requirement omitted: Entire disclosure Reason for Omission: Information unavailable Explanation of Omission: Hershey does not currently monitor or report on employee wages relative to local minimum wage, and there is no established timeline to do so.	
	202-2	Proportion of senior management hired from the local community	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Our People: U.S. Workforce by Hershey Internal Job Category (data), page 59</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">2024 Form 10-K: Principal Properties</a>, page 18</li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
INDIRECT ECONOMIC IMPACTS				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Cocoa, pages 14-22</li><li>• Human Rights and Responsible Sourcing, pages 23-35</li><li>• Environment, pages 36-52</li><li>• Community, pages 69-75</li></ul>	A1.2, A1.3, A2.4, B3, B4, C6.3
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Cocoa: Cocoa For Good, page 15</li><li>• Community, pages 69-75</li></ul>	A1, A1.1, A1.2, A1.3, C2.2
	203-2	Significant indirect economic impacts	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Cocoa: Cocoa For Good, page 15</li><li>• Youth, pages 65-68</li><li>• Community, pages 69-75</li></ul>	
PROCUREMENT PRACTICES MATERIAL TOPIC: RESPONSIBLE SOURCING				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Cocoa: Cocoa For Good, page 15</li><li>• Cocoa: Children’s Well-being, page 18</li><li>• Human Rights and Responsible Sourcing, pages 23-35</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>• <a href="#">Our Shared Goodness Promise</a></li><li>• <a href="#">Progress on Priorities: Cocoa</a></li><li>• <a href="#">Progress on Priorities: Responsible Sourcing</a></li><li>• <a href="#">Reports, Policies, and Resources</a></li></ul>	A1, A1.1, A1.2, A1.3, A2, A2.1, A2.2, A2.3, A2.4, A2.5, B1, B2, B3, C1, C2, C2.2, C2.3, C3, C3.1, C3.2, C4, C4.1, C4.3, C5, C5.1, C6, C6.5
ANTI-CORRUPTION				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>• <a href="#">Audit Committee Charter</a></li><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li><li>• <a href="#">Supplier Code of Conduct</a></li></ul>	
ANTI-COMPETITIVE BEHAVIOR				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	Our Chief Risk Officer and Chief Compliance Officer are responsible for overseeing our management approach.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Making Good for Our Future: Our Sustainability Approach, page 7</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Procedures For Submission And Handling Of Complaints Regarding Compliance Matters</a></li><li>• <a href="#">Supplier Code of Conduct</a></li></ul>	
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti- competitive behavior, anti- trust, and monopoly practices	No instances of material noncompliance with regulations concerning antitrust occurred in 2024.	



GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
MATERIALS				
MATERIAL TOPIC: PACKAGING AND END-OF-LIFE				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Making Good for Our Future: Our Sustainability Approach, page 7</li><li>• Human Rights and Responsible Sourcing: Pulp and Paper, page 29</li><li>• Environment: Our Climate Strategy, page 37</li><li>• Environment: Packaging Progress, page 44</li></ul>	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: Packaging (data), page 49</li></ul>	
	301-2	Recycled input materials used	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future: Progress On Our Priority Goals, page 8</li><li>• Environment: Packaging (data), page 49</li></ul> <p>Requirement omitted: Entire disclosure outside of North America.</p> <p>Reason for Omission: Information unavailable</p> <p>Explanation of Omission: Recycled input materials are not currently tracked outside of North America. There are no current plans to include this data in our reporting.</p>	
	301-3	Reclaimed products and their packaging material	Hershey does not currently reclaim products or packaging.	
ENERGY				
MATERIAL TOPIC: ENERGY MANAGEMENT				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future: Double Materiality Assessment, page 6</li><li>• Making Good for Our Future: Our Sustainability Approach, page 7</li><li>• Environment: Our Climate Strategy, page 37</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">2023 TCFD Report</a></li><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Environmental Policy</a></li><li>• <a href="#">Supplier Code of Conduct</a></li></ul>	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: Emissions from Operations Under Our Control, page 40</li><li>• Environment: Energy Consumption and Electricity Mix (data), page 48</li></ul>	
	302-2	Energy consumption outside of the organization	While energy conservation is part of Hershey’s climate action strategy, greenhouse gas (GHG) emissions are the most meaningful indicator for Hershey, and is the metric used. The CO2 equivalent of energy consumption outside of the organization is calculated and accounted for in our GHG footprint as part of our Scope 3 (value chain) emissions data.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: GHG Emissions - Scope 3 (data), page 47</li></ul>	
	302-3	Energy intensity	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: Energy Consumption (data), page 48</li></ul>	
	302-4	Reduction of energy consumption	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: Emissions from Operations Under Our Control, page 40</li><li>• Environment: Energy Consumption and Electricity Mix (data), page 48</li></ul>	
	302-5	Reductions in energy requirements of products and services	Requirement omitted: entire disclosure. Reason for Omission: disclosure not applicable. Explanation of Omission: This disclosure is not applicable to Hershey as we do not sell any products or services involving energy requirements.	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
WATER AND EFFLUENTS MATERIAL TOPIC: WATER USE				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Environment: Water and Nature Stewardship, page 42</li><li>• Environment: Water Impact (data), page 50</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>• <a href="#">Environmental Policy</a></li><li>• <a href="#">Supplier Code of Conduct</a></li></ul>	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: Water and Nature Stewardship, page 42</li><li>• Environment: Water Impact (data), page 50</li></ul>	
	303-2	Management of water discharge-related impacts	We comply with the water quality standards for the quality of effluent discharge established by law for each location in which Hershey operates. The profile of the receiving water body is considered to the extent required by local laws.	
	303-3	Water withdrawal	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: Water and Nature Stewardship, page 42</li><li>• Environment: Water Impact (data), page 50</li></ul>	
	303-4	Water discharge	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: Water and Nature Stewardship, page 42</li><li>• Environment: Water Impact (data), page 50</li></ul>	
	303-5	Water consumption	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Environment: Water and Nature Stewardship, page 42</li><li>• Environment: Water Impact (data), page 50</li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
BIODIVERSITY MATERIAL TOPICS: BIODIVERSITY; DEFORESTATION				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Cocoa: Cocoa For Good, page 15</li><li>Cocoa: Creating a More Resilient Supply Chain, page 19</li><li>Human Rights and Responsible Sourcing, pages 23-35</li><li>Environment: Water and Nature Stewardship, Understanding our Biodiversity Footprint, pages 42-43</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Cocoa &amp; Forests Initiative</a></li><li><a href="#">Environmental Policy</a></li><li><a href="#">Deforestation and Conversion-Free Policy</a></li><li><a href="#">Responsible Palm Oil Sourcing Policy</a></li><li><a href="#">Responsible Pulp and Paper Sourcing Policy</a></li><li><a href="#">Supplier Code of Conduct</a></li></ul>	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Water and Nature Stewardship, Understanding our Biodiversity Footprint, pages 42-43</li><li>Environment: Biodiversity (data), page 51</li></ul> <p>Requirement omitted: Size of operational site. Reason for Omission: Confidential information. Explanation of Omission: We consider the requests relating to size of company properties to be confidential.</p>	
	304-2	Significant impacts of activities, products, and services on biodiversity	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Cocoa: Cocoa For Good, page 15</li><li>Human Rights and Responsible Sourcing: Responsibly Sourced Ingredients, pages 27-29</li><li>Environment: Our Climate Strategy, page 37</li><li>Environment: Water and Nature Stewardship, Understanding our Biodiversity Footprint, pages 42-43</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Palm Oil Grievance Log</a></li></ul>	
	304-3	Habitats protected or restored	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Cocoa: Cocoa For Good, page 15</li><li>Human Rights and Responsible Sourcing: Responsibly Sourced Ingredients, Palm Oil, page 29</li><li>Environment: Water and Nature Stewardship, Understanding our Biodiversity Footprint, pages 42-43</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Deforestation and Conversion-Free Policy</a></li></ul>	
	304-4	IUCN Red List species and 2016 national conservation list species with habitats in areas affected by operations	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Water and Nature Stewardship, Understanding our Biodiversity Footprint, pages 42-43</li><li>Environment: IUCN Red List Species (data), page 52</li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
EMISSIONS MATERIAL TOPICS: GHG EMISSIONS AND CLIMATE CHANGE				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	Accountability for ESG and sustainability at the management level resides with our Head of Sustainability, who reports to our Senior Vice President, General Counsel and Secretary.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Environment: Our Climate Strategy, page 37</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>2023 TCFD Report</li><li>Code of Conduct</li><li>Environmental Policy</li><li>Supplier Code of Conduct</li></ul>	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Our Climate Strategy, page 37</li><li>Environment: GHG Emissions (data), page 46</li></ul>	
	305-2	Energy indirect (Scope 2) GHG emissions	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Our Climate Strategy, page 37</li><li>Environment: GHG Emissions (data), page 46</li></ul>	
	305-3	Other indirect (Scope 3) GHG emissions	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Our Climate Strategy, page 37</li><li>Environment: GHG Emissions (data), page 46-47</li></ul>	
	305-4	GHG emissions intensity	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Our Climate Strategy, page 37</li><li>Environment: Emissions Intensity (data), page 47</li></ul>	
	305-5	Reduction of GHG emissions	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Our Climate Strategy, page 37</li><li>Environment: GHG Emissions (data), page 46</li></ul>	
	305-6	Emissions of ozone-depleting substances (ODS)	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Air Quality (data), page 49</li></ul>	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Air Quality (data), page 49</li></ul>	
EFFLUENTS AND WASTE				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Environment: Our Climate Strategy, page 37</li><li>Environment: Packaging Progress, Waste Reduction, page 44</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>Environmental Policy</li><li>Supplier Code of Conduct</li></ul>	C4.3, C5.1
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	No impact generated by any significant actual or potential waste-related impacts. Our sites manage the waste generated according to local regulations.	
	306-2	Management of significant waste-related impacts	Our sites manage the waste generated according to local regulations.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Packaging Progress, Waste Reduction, page 44</li></ul>	
	306-3	Waste generated	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Packaging Progress, Waste Reduction, page 44</li><li>Environment: Waste Management (data), page 49</li></ul>	
	306-4	Waste diverted from disposal	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Packaging Progress, Waste Reduction, page 44</li><li>Environment: Waste Management (data), page 49</li></ul>	
	306-5	Waste directed to disposal	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Environment: Packaging Progress, Waste Reduction, page 44</li><li>Environment: Waste Management (data), page 49</li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
SUPPLIER ENVIRONMENTAL ASSESSMENT MATERIAL TOPICS: RESPONSIBLE SOURCING; DEFORESTATION				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Cocoa: Cocoa For Good, page 15</li><li>• Cocoa: Creating a More Resilient Supply Chain, page 19</li><li>• Human Rights and Responsible Sourcing: Responsibly Sourced Ingredients, pages 27-29</li><li>• Environment: Our Climate Strategy, page 37</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>• <a href="#">Environmental Policy</a></li><li>• <a href="#">Progress on Priorities: Cocoa</a></li><li>• <a href="#">Responsible Palm Oil Sourcing Policy</a></li><li>• <a href="#">Responsible Pulp &amp; Paper Sourcing Policy</a></li><li>• <a href="#">Supplier Code of Conduct</a></li></ul>	A1, A1.2, A1.3, A2.4, B3, C1, C2.2
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	<p>Hershey uses standard contract language in its template agreements that requires suppliers to adhere to our Supplier Code of Conduct, which outlines our expectations with respect to environmental issues.</p> <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Human Rights and Responsible Sourcing: Responsibly Sourced Ingredients, pages 27-29</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>• <a href="#">Supplier Code of Conduct</a></li></ul>	
	308-2	Negative environmental impacts in the supply chain and actions taken	<p>We continue to enroll high-risk and high-priority suppliers into our Responsible Sourcing Supplier Program. Additionally, we engage with direct and upstream suppliers through our priority ingredients and material strategies. Assessing environmental impact is part of these programs’ due diligence.</p> <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>• Cocoa: Cocoa For Good, page 15</li><li>• Human Rights and Responsible Sourcing: Responsibly Sourced Ingredients, pages 27-29</li><li>• Human Rights and Responsible Sourcing: Responsible Sourcing Supplier Program (Supplier Program) (data), page 32</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>• <a href="#">Palm Oil Grievance Log</a></li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
EMPLOYMENT				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p>We have HR policies for each region in which we operate, which may vary based on local laws and regulations. Our HR Leadership team is responsible for reviewing all HR-related policies and our management approach regularly to ensure they provide an appropriate framework for the company and its employees on standards of behavior and other requirements consistent with Hershey’s practices and local requirements.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Human Rights and Responsible Sourcing: Living Wage and Income, page 25</li><li>• Our People, pages 53-64</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Living Wage and Income Position Statement</a></li><li>• <a href="#">Responsible Recruiting &amp; Employment Policy</a></li></ul>	A2.5
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Our People: New Employees Hired (data), page 63</li><li>• Our People: Employee Turnover (data), page 64</li></ul>	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The benefits Hershey provides vary depending on location and are based, in part, on local requirements with which we comply. See 202-2 for our definition of significant locations of operation.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Our People: Employee Well-being, page 56</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">2024 Form 10-K</a>, page 78</li><li>• <a href="#">Hershey Careers: Benefits</a></li></ul>	
	401-3	Parental leave	<p>We adhere to all relevant laws and regulations for maternity and paternity leave globally. Outside of the U.S. individual instances of parental leave are monitored; however, they are not aggregated. There are no current plans to aggregate this data.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Our People: Parental Leave (data), page 62</li></ul>	
LABOR/MANAGEMENT RELATIONS				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p>In our unionized environments, specific grievance procedures are documented in each of the respective collective bargaining agreements. In our non-unionized environments, similar dispute-resolution mechanisms are in place for employees. Specifically, in the United States, this includes a formal peer-review program where manufacturing employees can appeal certain employment decisions to the Plant Manager or to a panel of their peers.</p> <p>Our HR department and Legal department are responsible for evaluating the handling of labor/management relations.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">2024 Form 10-K</a>, page 100</li><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Corporate Governance</a></li><li>• <a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li><li>• <a href="#">Progress on Priorities: Human Rights</a></li></ul>	
402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	<p>We provide notification periods for significant changes. The exact length of time varies by the significance of the change. In unionized environments, we would meet and review with the labor representatives ahead of time.</p>	
OCCUPATIONAL HEALTH AND SAFETY				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Supplier Code of Conduct</a></li><li>• <a href="#">Progress on Priorities: Workplace Safety</a></li></ul>	A1.1, A1.3, A2.2, B4, C2.2, C3.1, C3.2, C4, C4.3, C5.1

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
TRAINING AND EDUCATION				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p>Our Chief Human Resources Officer has strategic oversight over Hershey’s HR policies and talent management.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Our People: Employee Well-being, page 56</li></ul>	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Our People: Development for All, page 55</li><li>• Our People: Pathways to GROW (data) and Average hours of training per year per employee (data), page 62</li></ul>	C4.3, C5.1
	404-2	Programs for upgrading employee skills and transition assistance programs	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Our People, pages 53-64</li><li>• Our People: Development for All, page 55</li><li>• Our People: Employee Well-being, page 56</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Hershey Careers: Benefits</a></li></ul>	
	404-3	Percentage of employees receiving regular performance and career development reviews	Salaried employees receive regular performance and career-development reviews.	
DIVERSITY AND EQUAL OPPORTUNITY MATERIAL TOPIC: TOGETHERNESS				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p>We believe our business is stronger when we practice our Company value of Togetherness. Our people-focused programs help advance innovation, business growth and create a strong company culture that is fair, which enables us to delight consumers with beloved snacking brands. Further, our eight employee-led Business Resource Groups, which include Abilities First, Black Heritage, Asian and Pacific Islander, GenH (Generations), Latino, Prism (LGBTQ), Veterans and Women’s, are open to all and play a critical role in providing mentoring and career development opportunities for all, delivering commercial business insights, and connecting people to the Company and the communities where we do business.</p> <p>In 2024, the Company was recognized among the World’s Most Ethical Companies as rated by Ethisphere, achieved global Great Place to Work certifications, and was recognized as a Best Place to Work for Disability Inclusion based on our Disability Equality Index score.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Cocoa: Cocoa For Good, page 15</li><li>• Human Rights and Responsible Sourcing: Our Human Rights Due Diligence Approach, page 24</li><li>• Our People: Employee Well-being, page 56</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Board of Directors</a></li><li>• <a href="#">Corporate Governance</a></li><li>• <a href="#">Equal Employment Opportunity (EEO) Policy</a></li><li>• <a href="#">Progress on Priorities: Our People</a></li><li>• <a href="#">Reports, Policies and Resources</a></li><li>• <a href="#">Sustainability Issues: Supplier Development</a></li></ul>	B4, C1, C2.3, C4.3
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employee	<p>Our gender representation includes women occupying many of the top positions in the Company, including Chief Executive Officer and Chairman of the Board, Chief Accounting Officer and President, Salty Snacks, and approximately 50% representation across the Company. Additionally, four of our 10 Board members are women (40% representation).</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Our People: Our Progress (data), pages 58-64</li></ul>	
	405-2	Ratio of basic salary and remuneration of women to men	<p>In 2024, we maintained fair and equitable pay achievements, including aggregate salary U.S. gender pay equity and aggregate U.S. salary people of color pay equity.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Our People: Employee Well-being, page 56</li><li>• Our People: Our Progress (data), pages 58-64</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Living Wage and Income Position Statement</a></li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
NON-DISCRIMINATION				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p>We expect all managers to maintain a safe, respectful and inclusive climate in accordance with our company values and behaviors. Managers are expected to promptly report any concerns or allegations of discrimination or harassment. Failure to do so may result in disciplinary action. All corporate employees are required to take our Discrimination and Harassment and Code of Conduct training every year. All corporate new hires complete this training during on-boarding. Our manufacturing employees are required to take the Code of Conduct training every other year, while certifying annually that they have read the Code of Conduct and that they understand and agree to abide by its requirements. Both trainings provide in-depth information around education and awareness of, and responsiveness to, discriminatory situations.</p> <p>We expect all employees who feel they may have experienced or witnessed discrimination to immediately report the incident(s) to their manager, another manager, HR or the Concern Line. Vendors or contractors can use the same methods for reporting. We monitor all employee issues through our compliance-reporting measures and documentation. This monitoring helps us determine any additional training or resources that may be needed.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Our Company: Ethics and Compliance, page 11</li><li>• Human Rights and Responsible Sourcing: Our Human Rights Due Diligence Approach, pages 24-25</li><li>• Human Rights and Responsible Sourcing: Responsibly Sourced Ingredients, pages 27-29</li><li>• Our People: Employee Well-being, pages 56</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Equal Employment Opportunity (EEO) Policy</a></li><li>• <a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li><li>• <a href="#">Human Rights Policy</a></li><li>• <a href="#">Supplier Code of Conduct</a></li></ul>	
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	<p>During 2024, in the U.S., Hershey did not have judicial or administrative determinations that it had committed any incidents of discrimination.</p> <p>At our operations in countries outside of the U.S., discrimination is treated differently under legal and cultural norms. These differences create challenges in collecting specific information to constitute a response to this disclosure. We have no record of any judicial or administrative findings of incidents of discrimination at any of our locations.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Human Rights and Responsible Sourcing: Responsible Sourcing Supplier Program (Supplier Program) (data), page 32</li><li>• Human Rights and Responsible Sourcing: Supplier Program Audit Results (data), page 33</li><li>• Human Rights and Responsible Sourcing: 2024 Non-Compliance Issues By Category (data), page 34</li></ul>	



GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p>Our HR and Legal departments are responsible for evaluating the management of freedom of association and collective bargaining.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">2024 Form 10-K</a>, page 6</li><li>• <a href="#">Corporate Governance</a></li></ul>	
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Hershey recognizes and respects our employees’ right to freedom of association and to collective bargaining consistent with federal and local laws and regulations.</p> <p>We maintain a Supplier Code of Conduct that sets forth our expectations of suppliers and contractors regarding key business practices, including the rights of workers to freedom of association and collective bargaining.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future: Double Materiality Assessment, page 6</li><li>• Human Rights and Responsible Sourcing: Responsible Sourcing Supplier Program (Supplier Program) (data), page 32</li><li>• Human Rights and Responsible Sourcing: Supplier Program Audit Results (data), page 33</li><li>• Human Rights and Responsible Sourcing: 2024 Non-Compliance Issues By Category (data), page 34</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Supplier Code of Conduct</a></li></ul>	B4, C3.2
CHILD LABOR MATERIAL TOPICS: CHILD LABOR; HUMAN RIGHTS (SUPPLY CHAIN)				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Cocoa, pages 14-22</li><li>• Human Rights and Responsible Sourcing: pages 23-35</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Palm Oil Grievance Process</a></li><li>• <a href="#">Progress on Priorities: Child Labor</a></li><li>• <a href="#">Progress on Priorities: Cocoa</a></li><li>• <a href="#">Progress on Priorities: Human Rights</a></li></ul>	A2, C2, C2.1
<b>GRI 408: Child Labor 2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Cocoa: Cocoa For Good, page 15</li><li>• Human Rights and Responsible Sourcing: Our Human Rights Due Diligence Approach, pages 24-25</li><li>• Human Rights and Responsible Sourcing: 2024 Non-Compliance Issues By Category (data), page 34</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Palm Oil Grievance Log</a></li><li>• <a href="#">Progress on Priorities: Child Labor</a></li><li>• <a href="#">Progress on Priorities: Cocoa</a></li><li>• <a href="#">Progress on Priorities: Human Rights</a></li></ul>	C4.3, C5, C5.1

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
FORCED OR COMPULSORY LABOR MATERIAL TOPIC: HUMAN RIGHTS (SUPPLY CHAIN)				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Cocoa, pages 14-22</li><li>Human Rights and Responsible Sourcing, pages 23-35</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li><li><a href="#">Palm Oil Grievance Process</a></li><li><a href="#">Progress on Priorities: Child Labor</a></li><li><a href="#">Progress on Priorities: Cocoa</a></li><li><a href="#">Progress on Priorities: Human Rights</a></li><li><a href="#">Sustainability Issues: Palm Oil</a></li><li><a href="#">Sustainability Issues: Responsible Recruitment and Employment</a></li></ul>	A2.4, A2.5, B1
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Cocoa: Cocoa For Good, page 15</li><li>Human Rights and Responsible Sourcing: Our Human Rights Due Diligence Approach, pages 24-25</li><li>Human Rights and Responsible Sourcing: 2024 Non-Compliance Issues By Category (data), page 34</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Palm Oil Grievance Log</a></li><li><a href="#">Progress on Priorities: Child Labor</a></li><li><a href="#">Progress on Priorities: Cocoa</a></li><li><a href="#">Progress on Priorities: Human Rights</a></li><li><a href="#">Progress on Priorities: Responsible Sourcing</a></li></ul>	B4, C1.1, C2, C2.3, C3, C3.1, C3.2, C4, C4.2, C4.3, C5, C5.1, C6, C6.1, C6.2, C6.3, C6.4, C6.5
RIGHTS OF INDIGENOUS PEOPLES				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Human Rights and Responsible Sourcing: Our Human Rights Due Diligence Approach, pages 24-25</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Corporate Governance</a></li><li><a href="#">Progress on Priorities: Human Rights</a></li></ul>	
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	In 2024, The Hershey Company identified one palm oil grievance involving the rights of indigenous peoples.  <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Palm Oil Grievance Log</a></li></ul>	
HUMAN RIGHTS ASSESSMENT MATERIAL TOPICS: HUMAN RIGHTS (SUPPLY CHAIN), FARMER LIVELIHOODS				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Cocoa, pages 14-22</li><li>Human Rights and Responsible Sourcing, pages 23-35</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Code of Conduct</a></li><li><a href="#">Corporate Governance</a></li><li><a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li><li><a href="#">Joining Forces to Protect Human Rights</a></li><li><a href="#">Procedures For Submission And Handling Of Complaints Regarding Compliance Matters</a></li><li><a href="#">Progress on Priorities: Human Rights</a></li><li><a href="#">Progress on Priorities: Responsible Sourcing</a></li><li><a href="#">The Hershey Company Terms</a></li></ul>	B2, C2, C4.2

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
LOCAL COMMUNITIES				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Youth, pages 65-68</li><li>Community, pages 69-75</li></ul>	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Youth, pages 65-68</li><li>Community, pages 69-75</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Progress on Priorities: Community</a></li></ul>	C2.2
	413-2	Operations with significant actual and potential negative impacts on local communities	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good For Our Future: Our Sustainability Approach, page 7</li><li>Cocoa, pages 14-22</li><li>Human Rights and Responsible Sourcing, pages 23-35</li><li>Environment, pages 36-52</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Palm Oil Grievance Log</a></li></ul>	A2, C2.1, C2.2, C3.1, C4
SUPPLIER SOCIAL ASSESSMENT MATERIAL TOPIC: RESPONSIBLE SOURCING; HUMAN RIGHTS (SUPPLY CHAIN)				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Cocoa: Cocoa For Good, page 15</li><li>Human Rights and Responsible Sourcing, pages 23-35</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Progress on Priorities: Human Rights</a></li><li><a href="#">Progress on Priorities: Responsible Sourcing</a></li><li><a href="#">Sustainability Issues: Responsible Sourcing Supplier Program</a></li></ul>	A1, A1.1, A1.2, A1.3, A2.1, A2.2, A2.4, B2,C1.1, C2, C4.1, C6, C6.1
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	All Hershey commercial contracts include language that requires suppliers to adhere to our Supplier Code of Conduct, which outlines our expectations with respect to social issues.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Human Rights and Responsible Sourcing, pages 23-35</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Supplier Code of Conduct</a></li><li><a href="#">Sustainability Issues: Responsible Sourcing Supplier Program</a></li><li><a href="#">Statement Against Slavery and Human Trafficking</a></li></ul>	B3, C1, C2.1, C6.5
	414-2	Negative social impacts in the supply chain and actions taken	Assessing social impact is part of Hershey’s Responsible Sourcing Supplier Program due diligence. In 2024, The Hershey Company identified one palm oil grievance involving social impacts in the supply chain.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Human Rights and Responsible Sourcing, pages 23-35</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Palm Oil Grievance Log</a></li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
PUBLIC POLICY				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Advocacy Expenditure Reports</a></li><li><a href="#">Corporate Governance</a></li><li><a href="#">Lobbying Disclosure Act Database</a></li><li><a href="#">Political Action Committee Annual Report 2024</a></li></ul>	
GRI 415: Public Policy 2016	415-1	Political contributions	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Our Company: Lobbying and Transparency, page 11</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li><a href="#">Advocacy Expenditure Reports</a></li><li><a href="#">Code of Conduct</a></li><li><a href="#">Political Action Committee Annual Report 2024</a></li></ul>	
CUSTOMER HEALTH AND SAFETY MATERIAL TOPICS: FOOD SAFETY AND QUALITY; NUTRITION AND HEALTH				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Making Good for Our Future, pages 3-9</li><li>Our Company: Excellence in Food Safety, page 11</li></ul> <b>See also:</b> <ul style="list-style-type: none"><li>2024 Form 10-K, pages 4-6</li><li><a href="#">Code of Conduct</a></li><li><a href="#">Packaging Supplier Quality Expectations Manual</a></li><li><a href="#">Supplier Code of Conduct</a></li><li><a href="#">Supplier Quality Expectations Manual</a></li></ul>	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	100% of our products are designed and produced under a “hazard analysis and risk-based preventive controls” approach.  <b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Our Company: Excellence in Food Safety, page 11</li></ul>	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<b>Hershey 2024 Responsible Business Report:</b> <ul style="list-style-type: none"><li>Our Company: Food Safety (data), page 13</li></ul>	

GRI Standard	Reference	GRI Disclosure	2024 Hershey Response	UNGPRF
GENERAL DISCLOSURES				
MARKETING AND LABELING				
MATERIAL TOPICS: FOOD SAFETY AND QUALITY; NUTRITION AND HEALTH				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p>Our Consumer Relations department reviews and answers all consumer-related questions and concerns about the ingredients and labeling on our products. It also proactively reviews social media posts and engages with individual consumers to ensure our labeling and marketing practices align with their expectations.</p> <p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Our Company: Excellence in Food Safety, page 11</li><li>• Our Company: Marketing Responsibly, page 12</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Children’s Food and Beverage Advertising Initiative: The Hershey Company Pledge</a></li><li>• <a href="#">Corporate Governance</a></li><li>• <a href="#">Hershey Frequently Asked Questions: Nutrition</a></li><li>• <a href="#">SmartLabel™</a></li><li>• <a href="#">The Ingredients Inside your Favorite Hershey Products</a></li></ul>	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Our Company: Marketing Responsibly, page 12</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">The Hershey Company Position Statement on GMO Disclosures</a></li><li>• <a href="#">Hershey Frequently Asked Questions: Nutrition</a></li><li>• <a href="#">SmartLabel™</a></li></ul>	
	417-2	Incidents of non-compliance concerning product and service information and labeling	In 2024, there were no material noncompliances with labeling laws or regulations.	
	417-3	Incidents of non-compliance concerning marketing communications	In 2024, there were no material noncompliances with marketing codes.	
CUSTOMER PRIVACY				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li></ul> <p><b>See also:</b></p> <ul style="list-style-type: none"><li>• <a href="#">Code of Conduct</a></li><li>• <a href="#">Hershey Website Privacy Policy / Ad &amp; Cookie Policy</a></li></ul>	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Hershey has not received any substantiated complaints concerning breaches of customer privacy.	
BUSINESS OPERATIONS AND SUPPLY CHAIN RESILIENCE				
Disclosures on Material Topics 2021	3-3	Management of Material Topics	<p><b>Hershey 2024 Responsible Business Report:</b></p> <ul style="list-style-type: none"><li>• Making Good for Our Future, pages 3-9</li><li>• Our Company: Excellence in Food Safety, page 11</li><li>• Cocoa, pages 14-22</li><li>• Human Rights and Responsible Sourcing, pages 23-35</li><li>• Environment: Our Climate Strategy, page 37</li><li>• Environment: Water and Nature Stewardship, pages 42-43</li></ul>	