

Equal Employment Opportunity Policy

SCOPE: United States

PURPOSE

General Mills is an equal opportunity/affirmative action employer. We comply with all applicable laws, directives and regulations of federal, state, and local governing bodies or agencies. The company strictly prohibits and does not tolerate discrimination against or harassment of employees or applicants because of age, race, color, creed, religion, sex, national origin, marital status, familial status, disability, pregnancy, citizenship, sexual orientation, gender identity, veteran status, genetic information, membership or activity in a local human rights commission, status with regard to public assistance, or any other basis prohibited by law. We will take affirmative steps to ensure that all our company's employment practices are free of discrimination. Such employment practices include, but are not limited to hiring, training, selection for training, including apprenticeship, upgrading, promotion, demotion, transfer, recruitment, layoff, disciplinary action, rates of pay or other forms of compensation, benefits, and termination of employment. General Mills will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment unless the accommodation would impose undue hardship on the operation of our business.

General Mills will evaluate the performance of its management and supervisory personnel based on their involvement in achieving these equal opportunity objectives as well as other established criteria. In addition, all employees are expected to perform their job responsibilities in a manner that supports equal employment opportunities.

The effectiveness of this policy depends on employees telling us about inappropriate workplace conduct. If you believe that you or someone else may have been subjected to conduct that violates this policy, you should report it immediately to your manager, HR representative or any other management representative. The company will take immediate action to investigate and address allegations of discrimination or harassment confidentially and promptly. Retaliation against anyone who complains of, or witnesses behavior contrary to this policy is also prohibited.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Assistance Act of 1974 (VEVRAA), as amended, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by these laws, or their implementing regulations, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by these laws or their implementing regulations.

In furtherance of this policy, and in compliance with federal and state contractor compliance requirements, General Mills develops and maintains affirmative action programs to foster equal opportunity in the hiring and advancement of qualified individuals with disabilities and protected veterans. General Mills' employment decisions are based only on valid job requirements. The HR manager for each company location is responsible for the implementation and auditing of the program applicable to that location. The affirmative action program provides for an audit and reporting system which enables General Mills to measure the effectiveness of the program, indicate any need for remedial action, determine the degree to which objectives have been attained, determine whether individuals with disabilities and protected veterans have had the opportunity to

participate in company-sponsored activities, measure compliance with the program's specific obligations, and document actions taken to comply with these obligations.

This commitment to equal employment opportunity and affirmative action has the full support of the company's Chief Executive Officer ("CEO"). The CEO has appointed Courtney Schroeder to manage the company's Equal Employment Opportunity ("EEO") program. His responsibilities include monitoring all EEO activities and reporting the effectiveness of the company's affirmative action programs as required by law. The CEO will receive and review reports on the progress of the program. Any employee or applicant may inspect our Affirmative Action Plan as required by law, as well as information related to our EEO program during normal business hours. Please contact Courtney Schroeder at di.belonging@genmills.com for further information.

DIVISION/FUNCTION OWNER

Courtney Schroeder, Head of Diversity, Inclusion, and Belonging

DATES

Last Revision Date: March 21, 2025

Last Reviewed Date: March 21, 2025

Review Cycle: It is our objective to review this policy every 3 years

APPROVED BY

Jeff Harmening, Chairman of the Board and CEO