



GRI

GRI 2: GENERAL DISCLOSURES 2021	Disclosure	Location (Reference or URL)
	THE ORGANIZATION AND ITS REPORTING PRACTICES	
	2-1 Organizational details	The Andersons, Inc. and its subsidiaries Location of headquarters: Maumee, Ohio 2025 Sustainability Review: At A Glance, page 2024 Form 10-K: Item 1. Business, page 1; Item 2: Properties, page We are a publicly traded company on the NASDAQ Stock Exchange. 2024 Form 10-K Cover
	2-2 Entities included in the organization's sustainability reporting	2025 Sustainability Review: Andersons At A Glance, page 5
	2-3 Reporting period, frequency and contact point	This report covers our Environmental, Social, and Governance data and initiatives from January 1 through December 31. Information on initiatives that extend into 2025 are also shared within this report. 2025 Sustainability Review: About This Review, page 54 Contact Point: Please visit the Sustainability section on our website for further information on our sustainability initiatives. andersonsinc.com/sustainability
	2-4 Restatements of information	Our Scope 1 and Scope 2 data has been recalculated to the GHG Protocol for 2021 - 2023 as more information has become available.
	2-5 External assurance	2025 Sustainability Review: About This Review, page 54; Governance - External Assurance, page 56
	ACTIVITIES AND WORKERS	
	2-6 Activities, value chain and other business relationships	2025 Sustainability Review: A Letter From our CEO Bill Kruger; Strategy - Our Commitments to SDGs; Environment 2024 Form 10-K: Item 1 - Business, page 1
	2-7 Employees	2025 Sustainability Review: Our People, pages 30-44 2024 Form 10-K: Item 1: Human Capital Resource, page 4
	2-8 Workers who are not employees	The Andersons, Inc. does hire seasonal workers and has included them in some of the metrics. Areas where seasonal workers have been left out has been noted.
	GOVERNANCE	
	2.9 Governance structure and composition	2025 Sustainability Review: Governance - Overview, page 47; Our Leadership, pages 48-49 2025 Proxy Statement: Corporate Governance, pages 11-23
	2-10 Nomination and selection of the highest governance body	2025 Sustainability Review: Governance - Overview, page 47; Our Leadership, pages 48-49 2025 Proxy Statement: Election of Directors, pages 6-17
	2-11 Chair of the highest governance body	Board Chairman, Patrick E. Bowe, 2025 Sustainability Review: Governance - Overview, page 47 2025 Proxy Statement: Corporate Governance - Board Meetings and Committees, page 11
	2-12 Role of the highest governance body in overseeing the management of impacts	2025 Sustainability Review: Strategy - Material Topics and Stakeholder Engagement, page 12-13 2025 Sustainability Review: Governance - Our Leadership, page 48-49 2025 Proxy Statement: Corporate Governance - Sustainability, pages 14 2024 Form 10-K: Item 1A -General Risk Factors - Sustainability, page 11
	2-13 Delegation of responsibility for managing impacts	2025 Sustainability Review: Governance - Our Leadership, pages 48-49; and Enterprise Risk Management, page 52 2025 Proxy Statement: Corporate Governance - Sustainability, page 14
	2-14 Role of the highest governance body in sustainability reporting	The Governance and Nominating Committee is responsible for the review and approval of our ESG reporting. 2025 Sustainability Review: Governance - Our Leadership, page 49



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GRI 404: TRAINING AND EDUCATION 2016	TRAINING AND EDUCATION	
	404-1 Average hours of training per year per employee	2025 Sustainability Review:Our People - Our Talent, pages 38
	404-2 Programs for upgrading employee skills and transition assistance programs	2025 Sustainability Review:Our People - Our Talent, pages 38
	404-3 Percentage of employees receiving regular performance and career development reviews	2025 Sustainability Review: Our People - Performance Management, page 41
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	DIVERSITY AND INCLUSION	
	405-1 Diversity of governance bodies and employees	2025 Sustainability Review: Our People, pages 37-39; Performance Data, https://www.andersonsinc.com/sustainability/
GRI 408/409/411: HUMAN RIGHTS 2016	EMPLOYMENT	
	408-1 Operations and suppliers at significant risk for incidents of child labor	2025 Sustainability Review: Our People - Our Company, page 37; Governance - Policies and Regulations, page 50
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2025 Sustainability Review: Our People - Our Company, page 37; Governance - Policies and Regulations, page 50
GRI: SECURITY	CYBERSECURITY	
	3-3 Management of material topics	2025 Sustainability Review: Our People - Our Serving, pages 44-45; Performance Data, https://www.andersonsinc.com/sustainability/
GRI 413: LOCAL COMMUNITIES 2016	COMMUNITY ENGAGEMENT	
	413-1 Operations with local community engagement, impact assessments, and development programs	2025 Sustainability Review: Our People - Our Serving, pages 44-45; Performance Data, https://www.andersonsinc.com/sustainability/
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	FOOD SAFETY	
	416-1 Assessment of the health and safety impacts of product and service categories	2025 Sustainability Review: Our People - Safe and Sustainable Supply Chain, pages 35-36; Performance Data, https://www.andersonsinc.com/sustainability/
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2025 Sustainability Review: Our People - Safe and Sustainable Supply Chain, pages 35-36; Performance Data, https://www.andersonsinc.com/sustainability/



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GRI 2: GENERAL DISCLOSURES 2021	GOVERNANCE (CONTINUED)	
	2-15 Conflicts of interest	2025 Sustainability Review: Governance - Policies And Regulations, pages 50 Standards of Business Conduct and Response Program Anti-Corruption, Anti-Bribery Compliance Policy
	2-16 Communication of critical concerns	2025 Sustainability Review: Governance - Board Committees, page 49 2025 Sustainability Review: Governance - Policies And Regulations, pages 50 2025 Proxy Statement: Corporate Governance, page 11
	2-17 Collective knowledge of the highest governance body	2025 Sustainability Review: Governance - Overview, page 47; Our Leadership, page 48-49 2025 Proxy Statement: Election of Directors - Director Skills, Experience, and Background, pages 6-10
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement: Election of Directors, page 6
	2-19 Remuneration policies	2025 Sustainability Review: Governance - Board Committees, page 49 2025 Proxy Statement: Executive Compensation, pages 17 - 20
	2-20 Process to determine remuneration	2025 Proxy Statement: Corporate Governance - Sustainability, page 11; Compensation/Risk Relations, page 17; Executive Compensation, page 20; Director Compensation, page 47
	2-21 Annual total compensation ratio	2025 Sustainability Review: Governance - Our Approach To Corporate Governance, page 48 2025 Proxy Statement: Executive Compensation, page 25; CEO Pay Ratio, page 48
	STRATEGY, POLICIES, AND PRACTICES	
	2-22 Statement on sustainable development strategy	2025 Sustainability Review: A Letter From Our CEO Bill Krueger, page 4
	2-23 Policy commitments	2025 Sustainability Review: Materiality Topics, page 12; Commitments and Targets, Pages 8-10; Environmental Performance, page 28; Biodiversity, pages 23-24; Environmental Action, pages 16, Sustainable Sourcing Platforms, page 20; Sustainabilit and Environmental Innovation, page 21; Governance - Policies andRegulations, page 50
	2-24 Embedding policy commitments	2025 Sustainability Review: Commitments and Targets, Biodiversity, pages 23-24; Environmental Action, pages 16, Sustainable Sourcing Platforms, page 20; Sustainabilit and Environmental Innovation, page 21; Governance - Policies andRegulations, page 50
	2-25 Processes to remediate negative impacts	2025 Sustainability Review: Governance, pages 49-53
	2-26 Mechanisms for seeking advice and raising concerns	2025 Sustainability Review: Governance- Policies and Regulations, page 50 2025 Proxy Statement: Corporate Governance - Code of Ethics, page 14
	2-27 Compliance with laws and regulations	2025 Sustainability Review: Environment, pages 16-28; Our People - Safety, pages 30-35
	2-28 Membership associations	2025 Sustainability Review: Introduction - Awards, Certification, and Recognition, page 14
	STAKEHOLDER ENGAGEMENT	
	2-29 Approach to stakeholder engagement	2025 Sustainability Review: Stakeholder Engagement, page 13
GRI 3: MATERIAL TOPICS 2021	GUIDANCE TO DETERMINE MATERIAL TOPICS	
	3-1 Process to determine material topics	2025 Sustainability Review: Strategy - Material Topics, page 12
	3-2 List of material topics	2025 Sustainability Review: Strategy - Material Topics, page 12; Stakeholder Engagement, page 13
	3-3 Management of material topics	2025 Sustainability Review: Strategy, pages 8-14; Environment, pages 16-28; Our People, pages 30-44; Governance, pages 47-53; About This Review, page 54



SUSTAINABILITY REVIEW

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GRI 101: BIODIVERSITY 2024	BIODIVERSITY	
	101-1 Policies to halt and reverse biodiversity loss	2025 Sustainability Review: Strategy - Commitments and Targets, page 8; Environment - Land and Water, page 22; Promoting Biodiversity Through Innovation and Technology, page 23; Investing in Biodiversity, page 24
	101-2 Management of Biodiversity Impacts of high biodiversity value outside protected areas	2025 Sustainability Review: Environment - pages 16-28
	201-1 Direct economic value generated and distributed	2025 Sustainability Review: Strategy - Commitments and Targets, page 8; Environment - Land and Water, page 22; Promoting Biodiversity Through Innovation and Technology, page 23; Investing in Biodiversity, page 24
	101-5 Locations With biodiversity Impacts	2025 Sustainability Review: Environment - pages 16-28
GRI 201: ECONOMIC PERFORMANCE	ECONOMIC PERFORMANCE	
	201-1 Direct economic value generated and distributed	2024 Annual Report Form 10-K pages 32-36
	201-2 Financial implications and other risks and opportunities due to climate change	2024 Annual Report Form 10-K page 10
	201-3 Defined benefit plan obligations and other retirement plans	2024 Annual Report Form 10-K pages 26, 43, 51-52, 58
GRI 205: ANTI - CORRUPTION 2016	ANTI-CORRUPTION	
	205-1 Operations assessed for risks related to corruption	2025 Sustainability Review: Governance - Policies and Regulations, pages 50; ERM, page 52
	205-2 Communication and training about anti-corruption policies and procedures	2025 Sustainability Review: Our People - Our Talent, page 38; Governance - Policies and Regulations, page 50
	05-3 Confirmed incidents of corruption and actions taken	2025 Sustainability Review: Governance - Policies and Regulations, page 50
GRI 302: ENERGY 2016	ENERGY	
	302-1 Energy consumption within the organization	2025 Sustainability Review: Environment - Environmental Action, page 16; Energy and Emissions, page 17; Performance Data, https://www.andersonsinc.com/sustainability/
	302-2 Energy consumption outside of the organization	2025 Sustainability Review: Environment - Environmental Action, page 16; Energy and Emissions, page 17; Environmental Innovation Through Supply Chain, page 19; Performance Data, https://www.andersonsinc.com/sustainability/
	302-3 Energy intensity	2025 Sustainability Review: Performance Data, https://www.andersonsinc.com/sustainability/
	302-4 Reduction of energy consumption	2025 Sustainability Review: Environment - Environmental Action, page 16; Energy and Emissions, page 17; Environmental Innovation Through Supply Chain, page 19; Performance Data, https://www.andersonsinc.com/sustainability/
GRI 303: WATER AND EFFLUENTS 2018	WATER	
	303-1 Interactions with water as a shared resource	2025 Sustainability Review: Environment - Water, page 25; Performance Data, https://www.andersonsinc.com/sustainability/
	303-2 Management of water discharge-related impacts	2025 Sustainability Review: Environment - Water, page 25; Performance Data, https://www.andersonsinc.com/sustainability/
	303-3 Water withdrawal	2025 Sustainability Review: Environment - Water, page 25; Performance Data, https://www.andersonsinc.com/sustainability/
	303-4 Water discharge	2025 Sustainability Review: Environment - Water, page 25; Performance Data, https://www.andersonsinc.com/sustainability/
	303-5 Water consumption	2025 Sustainability Review: Environment - Water, page 25; Performance Data, https://www.andersonsinc.com/sustainability/
GRI 305: EMISSIONS 2016	EMISSIONS	
	305-1 Direct (Scope 1) GHG emissions	2025 Sustainability Review: Environment - Energy and Emissions, page 17; Performance Data, https://www.andersonsinc.com/sustainability/
	305-2 Energy indirect (Scope 2) GHG emissions	2025 Sustainability Review: Environment - Energy and Emissions, page 17; Performance Data, https://www.andersonsinc.com/sustainability/
	305-3 Other indirect (Scope 3) GHG emissions	2025 Sustainability Review: Environment - Energy and Emissions, page 17; Performance Data, https://www.andersonsinc.com/sustainability/
	305-4 GHG emissions intensity	2025 Sustainability Review: Performance Data, https://www.andersonsinc.com/sustainability/
	305-5 Reduction of GHG emissions	2025 Sustainability Review: Environment - Enviromental Action, page 16; Energy and Emissions, page 17; Climate, page 18; Performance Data, https://www.andersonsinc.com/sustainability/
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2025 Sustainability Review: Performance Data, https://www.andersonsinc.com/sustainability/

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GRI 306: WASTE 2020	WASTE	
	306-1 Waste generation and significant waste-related impacts	2025 Sustainability Review: Environment - Waste, pages 26-27; Performance Data, https://www.andersonsinc.com/sustainability/
	306-2 Management of significant waste-related impacts	2025 Sustainability Review: Environment - Waste, pages 26-27; Performance Data, https://www.andersonsinc.com/sustainability/
	306-3 Waste generated	2025 Sustainability Review: Environment - Waste, pages 26-27; Performance Data, https://www.andersonsinc.com/sustainability/
	306-4 Waste diverted from disposal	2025 Sustainability Review: Environment - Waste, pages 26-27; Performance Data, https://www.andersonsinc.com/sustainability/
	306-5 Waste directed to disposal	2025 Sustainability Review: Environment - Waste, pages 26-27; Performance Data, https://www.andersonsinc.com/sustainability/
GRI 308/414: SUPPLIER ASSESSMENT 2016	SUPPLY CHAIN MANAGEMENT	
	308-1 New suppliers that were screened using environmental criteria	2025 Sustainability Review: Environment - Environmental Innovation Through Supply Chain, page 19; Sustainable Sourcing Platforms, page 20; Our People - Safety - Safe and Sustainable Supply Chain, pages 35-36; Performance Data, add URL
	308-2 Negative environmental impacts in the supply chain and actions	2025 Sustainability Review: Environment - Environmental Innovation Through Supply Chain, page 19; Sustainable Sourcing Platforms, page 20; Our People - Safety - Safe and Sustainable Supply Chain, pages 35-36; Performance Data, add URL
	414-1 New suppliers that were screened using social criteria	2025 Sustainability Review: Environment - Environmental Innovation Through Supply Chain, page 19; Sustainable Sourcing Platforms, page 20; Our People - Safety - Safe and Sustainable Supply Chain, pages 35-36; Governance - Policies and Regulations, page 50
	414-2 Negative social impacts in the supply chain and actions taken	2025 Sustainability Review: Environment - Environmental Innovation Through Supply Chain, page 19; Sustainable Sourcing Platforms, page 20; Our People - Safety - Safe and Sustainable Supply Chain, pages 35-36; Governance - Policies and Regulations, page 50
GRI 401: EMPLOYMENT 2016	EMPLOYMENT	
	401-1 New employee hires and employee turnover	2025 Sustainability Review: Our People, pages 37-40; Performance Data, https://www.andersonsinc.com/sustainability/
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Sustainability Review: Our People - Employee Benefits, page 42
	401-3 Parental leave	2025 Sustainability Review: Our People - Employee Benefits, page 42
GRI 403: OCC HEALTH AND SAFETY 2018	HEALTH AND SAFETY	
	403-1 Occupational health and safety management system	2025 Sustainability Review: Governance - Management Systems, page 51
	403-2 Hazard identification, risk assessment, and incident investigation	2025 Sustainability Review: Our People - Safety, pages 30-34
	403-3 Occupational health services	2025 Sustainability Review: Our People - Safety, pages 30-34
	403-4 Worker participation, consultation, and communication on occupational health and safety	2025 Sustainability Review: Our People - Safety, pages 30-34
	403-5 Worker training on occupational health and safety	2025 Sustainability Review: Our People - Safety, pages 30-34; Our People - Our Talent Development, page 38
	403-6 Promotion of worker health	2025 Sustainability Review: Our People - Health and Wellness, page 43
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 Sustainability Review: Our People - Safety, pages 30-34
	403-8 Workers covered by an occupational health and safety management system	2025 Sustainability Review: Our People - Safety, pages 30-34; Governance - Management Systems, page 51
	403-9 Work-related injuries	2025 Sustainability Review: Our People - Safety, page 31; Performance Data, https://www.andersonsinc.com/sustainability/
	403-10 Work-related ill health	2025 Performance Data, https://www.andersonsinc.com/sustainability/