

# PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	2023	
<b>ECONOMIC PERFORMANCE<sup>1</sup></b>							
<b>COMPANY PERFORMANCE</b>	Sales and Merchandising Revenue	\$ millions	-	201-1a.i	12,612	17,325	14,750
	Gross Profit	\$ millions	-	-	593	684	745
	Net Income Attributable to The Andersons	\$ millions	-	201-1a.iii	100	119	101
	Capital Expenditures and Investments (excludes acquisitions)	\$ millions	-	-	72	108	150
<b>GREENHOUSE GAS EMISSIONS<sup>2</sup></b>							
<b>ENVIRONMENTAL PERFORMANCE</b>	<b>Total Scope 1 and Scope 2 GHG Emissions</b>	<b>Metric Tonnes CO<sub>2</sub>e</b>	-	-	<b>693,940</b>	<b>697,703</b>	<b>641,984</b>
	<b>Scope 1 and 2 GHG Intensity based on fiscal year revenue</b>	<b>Metric Tons CO<sub>2</sub>e/\$ millions</b>	-	-	<b>55</b>	<b>40</b>	<b>44</b>
	<b>Total Scope 1 GHG Emissions</b>	<b>Metric Tons CO<sub>2</sub>e</b>	-	-	<b>531,333</b>	<b>536,608</b>	<b>498,448</b>
	Total Scope 1 CO <sub>2</sub> Emissions	Metric Tons CO <sub>2</sub>	-	-	530,113	535,768	497,629
	Total Scope 1 CH <sub>4</sub> Emissions	Metric Tons CH <sub>4</sub>	-	-	16	15	15
	Total Scope 1 N <sub>2</sub> O Emissions	Metric Tons N <sub>2</sub> O	-	-	2	2	2
	Biogenic CO <sub>2</sub> Emissions <sup>(3)</sup>	Metric Tons CO <sub>2</sub>	-	305-1c	1,272,354	1,326,670	1,543,116
	<b>Total Scope 2 GHG Emissions<sup>(4)</sup></b>	<b>Metric Tons CO<sub>2</sub>e</b>	-	-	<b>162,607</b>	<b>160,322</b>	<b>143,536</b>
	<b>Total Scope 3 GHG Emissions<sup>(5)</sup></b>	<b>Metric Tons CO<sub>2</sub>e</b>	-	-	<b>393</b>	<b>492</b>	<b>854</b>
	Biogenic CO <sub>2</sub> Captured and Sold <sup>(6)</sup>	Metric Tons CO <sub>2</sub>	-	305-3c	257,579	257,761	245,945
	<b>ENERGY CONSUMPTION<sup>7</sup></b>						
		<b>Total Energy Consumption</b>	<b>GJ</b>	-	-	<b>15,230,713</b>	<b>17,051,764</b>
Non-Renewable Sources - Electricity		GJ	-	-	1,270,800	1,214,002	1,134,294
Non-Renewable Sources - Natural Gas		GJ	-	-	13,926,792	15,805,711	14,734,209
Renewable Sources - Hydro		GJ	-	-	33,121	32,051	33,669
<b>Energy Intensity</b>							
	Total Energy Intensity based on fiscal year revenue	GJ/\$ millions	-	-	1,208	984	1,078
<b>AIR EMISSIONS<sup>2</sup></b>							
	<b>Total Criteria Pollutant Emissions</b>	<b>tons</b>	-	-	<b>1,297</b>	<b>1,344</b>	<b>1,245</b>
	Total SO <sub>x</sub> Emissions	tons	-	305-7a.ii	64	49	30
	Total NO <sub>x</sub> Emissions	tons	-	305-7a.i	449	460	398
	Total CO Emissions	tons	-	305-7a.vii	230	287	308
	Total VOC Emissions	tons	-	305-7a.iv	347	352	326
	Total HAP Emissions	tons	-	305-7a.v	37	40	43
	Total PM <sub>10</sub> Emissions <sup>8</sup>	tons	-	305-7a.vi	170	157	140
	<b>Total Criteria Pollutant Emissions Intensity</b>	<b>tons/\$ millions</b>	-	-	<b>1,208</b>	<b>984</b>	<b>1,078</b>

1. As reported in The Andersons 2024 Annual Report on Form 10-K for 2023 data. See our SEC filings on our website for more information.

2. Direct (Scope 1) emissions occur from owned/operated facilities. Our fleet emissions were not included in this year's review as we are still gathering data and the data currently captured did not equate to any significance for this annual review. Emissions were calculated in accordance with the GHG Protocol Corporate Standard for ESG reporting. Emissions calculated for facilities not under the regulatory reporting scheme followed the same calculation. Natural Gas data was available for 75 sites out of 121 sites in 2021, 78 sites out of the 126 sites in 2022 and 119 sites out of 126 sites for 2023. Available data was included in the calculations.

3. Biogenic CO<sub>2</sub> emissions resulting from our ethanol facilities fermentation process are reported separately per GHG Protocol and GRI Standards (GRI 305-1).

4. Location-based Indirect (Scope 2) emissions related to emissions from the generation of purchased electricity, steam or heat consumed by the organization.

5. Scope 3 emissions reported for Category 6, include corporate air, car rental and hotel travel (which was not included in reporting years 2021 and 2022) only, as The Andersons is still refining our value chain scope 3 reporting and data.

6. At some of our ethanol facilities, a portion of the fermentation process CO<sub>2</sub> is captured and exported for commercial application (dry ice). The CO<sub>2</sub> captured and sold are biogenic emissions and are therefore reported separately from our direct Scope 1 emissions. The biogenic CO<sub>2</sub> emissions were not reported in the 2022 Corporate Sustainability Review (2021 emissions) and have since been recalculated for 2022 and 2023 reporting year data.

7. Includes natural gas, fuel and electricity use at our facilities. Renewable energy consumption represents hydro from all of our Canadian facilities.

8. Clymers is an estimation based on 2021 data due to not being required to report in 2022.

# PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	2023
<b>ENVIRONMENTAL PERFORMANCE</b>						
WATER <sup>9</sup>						
<b>Total Water Withdrawal</b>	cubic meters	-	303-3a	6,241,228	6,877,050	5,902,001
Third Party - Municipality	cubic meters	-	303-3c.i	803,264	1,272,502	1,154,970
Ground Water (Well)	cubic meters	-	303-3c.ii	5,437,964	5,604,870	4,747,031
<b>Total Water Discharge</b>	cubic meters	-	303-4a	2,192,177	10,114,916	2,677,974
WASTE <sup>10</sup>						
<b>Total Waste Generated</b>	metric tons	-	306-3.a	26,448	27,323	26,644
Hazardous Waste Generated	metric tons	-	306-3.a	141	201	63
Nonhazardous Waste Generated	metric tons	-	306-3.a	26,307	27,122	26,581
<b>Total Waste Diverted from Disposal</b>	metric tons	-	306-4.a,c	19,818	24,314	19,655
Nonhazardous Waste - Recycling	metric tons	-	306-4.c.ii	19,818	24,314	19,655
<b>Total Waste Directed to Disposal</b>	metric tons	-	306-5.a	6,630	3,009	26,581
Nonhazardous Waste directed to disposal	metric tons	-	306-5.c	6,489	2,808	26,644
Incinerated without Energy Recover	metric tons	-	306-5.c.i	NA	NA	0
Incinerated with Energy Recover	metric tons	-	306-5.C.II	NA	NA	1
Hazardous Waste Directed to Disposal	metric tons	-	306-5.B	141	201	157
Incinerated without Energy Recover	metric tons	-	306-5.b.i	NA	NA	55
Incinerated with Energy Recover	metric tons	-	305-5.b.ii	NA	NA	35
<b>SOCIAL PERFORMANCE</b>						
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATISTICS <sup>11</sup>						
<b>Total Employees</b>	%	-	405-1	25.5	26.4	27.3
<b>Women</b>	%	-	405-1	6.4	5.6	5.1
Hispanic or Latino	%	-	405-1	7.5	7.7	7.2
Black or African American	%	-	405-1	1.3	1.2	1.3
Asian	%	-	405-1	<1	<1	<1
American Indian or Alaskan Native	%	-	405-1	<1	<1	<1
Native Hawaiian or Pacific Islander	%	-	405-1	1.3	1.1	1.2
Two or More Races	%	-	405-1	1.9	1.6	3.2
<b>Total Minority Representation</b>	%	-	405-1	19.0	17.7	18.3
White	%	-	405-1	81.0	82.3	81.6

9. Water calculations were performed in accordance with GRI Standards (GRI 303). Water discharge is the sum of effluents (treated or untreated wastewater), used water, unused water released to surface water, ground water or third party for which we do not have any further use. Water withdrawal is the sum of all water drawn from surface water, groundwater or third party for any use over the course of the reporting period. Many facilities withdrawal from groundwater and do not have meters to accurately capture the data. Estimates have been made for these facilities where feasible. The Andersons will continue to refine their water withdrawal information each year as more data is captured and recorded.

10. Waste metrics were classified in accordance with GRI Standards (GRI 306). Waste classification defined in accordance with U.S. EPA 49 CFR Part 260-261. Company-wide waste data continues to be refined as all facilities where The Andersons operates have not reported waste generation. Improvements in waste tracking and auditing are planned for these facilities to ensure future waste data is captured. Total waste diverted from disposal includes nonhazardous biosolids from plant nutrient sites that is recycled for use as plant fertilizer.

11. Social data was compiled using EEO-1 data for United States employees.

# PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	2023	
<b>WORKFORCE<sup>11</sup></b>							
<b>EXECUTIVE/SENIOR OFFICIALS AND MANAGERS</b>							
<b>SOCIAL PERFORMANCE</b>	<b>Women</b>	%	-	<b>405-1</b>	<b>25.0</b>	<b>25.0</b>	<b>19.5</b>
	Hispanic or Latino	%	-	405-1	0.0	0.0	0.0
	Black or African American	%	-	405-1	0.0	0.0	0.0
	Asian	%	-	405-1	0.0	0.0	0.0
	American Indian or Alaskan Native	%	-	405-1	0.0	0.0	0.0
	Native Hawaiian or Pacific Islander	%	-	405-1	0.0	0.0	0.0
	Two or More Races	%	-	405-1	0.0	0.0	0.0
	Not Identified	%	-	405-1	0.0	0.0	0.0
	<b>Total Minority Representation</b>	<b>%</b>	<b>-</b>	<b>405-1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
	White	%	-	405-1	100.0	100.0	100.0
	<b>FIRST/MID-LEVEL OFFICIALS AND MANAGERS</b>						
	<b>Women</b>	%	-	<b>405-1</b>	<b>20.5</b>	<b>21.8</b>	<b>22.0</b>
	Hispanic or Latino	%	-	405-1	3.9	3.3	3.2
	Black or African American	%	-	405-1	4.4	3.0	3.1
	Asian	%	-	405-1	1.5	1.0	0.9
American Indian or Alaskan Native	%	-	405-1	<1	0.0	0.0	
Native Hawaiian or Pacific Islander	%	-	405-1	0.0	0.0	0.0	
Two or More Races	%	-	405-1	<1	<1	<1	
Not Identified	%	-	405-1	2.7	2.3	2.5	
<b>Total Minority Representation</b>	<b>%</b>	<b>-</b>	<b>405-1</b>	<b>12.9</b>	<b>10.0</b>	<b>10.2</b>	
White	%	-	405-1	87.1	90.3	89.9	
<b>PROFESSIONALS</b>							
<b>Women</b>	%	-	<b>405-1</b>	<b>43.4</b>	<b>41.6</b>	<b>43.7</b>	
Hispanic or Latino	%	-	405-1	4.0	4.7	4.6	
Black or African American	%	-	405-1	2.8	3.2	3.2	
Asian	%	-	405-1	2.5	2.3	2.3	
American Indian or Alaskan Native	%	-	405-1	<1	<1	<1	
Native Hawaiian or Pacific Islander	%	-	405-1	0.0	0.0	0.0	
Two or More Races	%	-	405-1	1.2	1.2	1.0	
Not Identified	%	-	405-1	2.1	2.6	1.9	
<b>Total Minority Representation</b>	<b>%</b>	<b>-</b>	<b>405-1</b>	<b>13.1</b>	<b>14.2</b>	<b>13.3</b>	
White	%	-	405-1	86.9	85.8	86.7	

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	Unit of Measure	SASB Map	GRI Map	2021	2022	2023	
<b>WORKFORCE<sup>11</sup></b>							
<b>SOCIAL PERFORMANCE</b>	<b>Total Workforce - All Employees</b>	<b>COUNT</b>	-	-	<b>2,368</b>	<b>2,278</b>	<b>2,306</b>
	Total Workforce - Women	%	-	405-1	25.5	26.3	27.3
	Total Workforce - Not Identified Gender	%	-	405-1	<1	<1	3.1
	Total Workforce - Racial/Ethnic Minority Groups	%	-	405-1	18.3	18.3	15.1
	Employees by Age Group Baby Boomers	%	-	405-1	17.8	16.8	15.9
	Employees by Age Group Generation X	%	-	405-1	33.9	32.9	31.3
	Employees by Age Group Millennials	%	-	405-1	41.1	41.0	40.4
	Employees by Age Group Generation Z	%	-	405-1	6.7	8.9	11.5
	Employees by Age Group Silent Generation	%	-	405-1	<1	<1	<1
	Employees by Age Group Not Identified	%	-	405-1	<1	<1	<1
	<b>Board of Directors</b>						
	Board of Directors - Women	%	-	405-1	20.0	20.0	22.2
	Board of Directors - Racial/Ethnic Minority Groups	%	-	405-1	10.0	10.0	11.1
	Board of Directors by Age Group Baby Boomers	%	-	405-1	10.0	10.0	88.9
	Board of Directors by Age Group Generation X	%	-	405-1	90.0	90.0	11.1
	<b>Officers</b>						
	Officers - Women	%	-	405-1	20.0	20.0	33.3
	Officers - Racial/Ethnic Minority Groups	%	-	405-1	0.0	0.0	0.0
	Officers by Age Group Baby Boomers	%	-	405-1	38	38	33
	Officers by Age Group Generation X	%	-	405-1	38	38	56
	Officers by Age Group Millennials	%	-	405-1	13	13	11
	<b>All Senior Management</b>						
	Senior Management - Women	%	-	405-1	18.9	18.0	16.8
	Senior Management - Racial/Ethnic Minority Groups	%	-	405-1	7.0	9.6	8.0
	Senior Management by Age Group Baby Boomers	%	-	405-1	15.2	14.4	14.8
	Senior Management by Age Group Generation X	%	-	405-1	57.6	56.9	56.3
	Senior Management by Age Group Millennials	%	-	405-1	27.2	28.7	28.2

11. Social data was compiled using EEO-1 data for United States employees.

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	Unit of Measure	SASB Map	GRI Map	2021	2022	2023	
<b>WORKFORCE<sup>11</sup></b>							
<b>SOCIAL PERFORMANCE</b>	<b>All Supervisors</b>	<b>COUNT</b>	-	-	<b>453</b>	<b>445</b>	<b>410</b>
	Supervisors - Women	%	-	405-1	21.1	21.5	21.5
	Supervisors - Not Identified Gender	%	-	405-1	<1	<1	<1
	Supervisors - Racial/Ethnic Minority Groups	%	-	405-1	11.6	10.6	8.0
	Supervisors by Age Group Baby Boomers	%	-	405-1	14.9	13.3	12.5
	Supervisors by Age Group Generation X	%	-	405-1	43.7	43.3	40.9
	Supervisors by Age Group Generation Z	%	-	405-1	<1	1.0	2.2
	Supervisors by Age Group Millennials	%	-	405-1	40.8	42.5	44.1
	<b>Total Hires - All Employees</b>	<b>count</b>	-	<b>401-1</b>	<b>797.0</b>	<b>913.0</b>	<b>723.0</b>
	Total Hires - Women	%	-	401-1	24.3	24.3	24.6
	Total Hires - Not Identified Gender	%	-	401-1	2.5	1.0	3.5
	Total Hires - Racial/Ethnic Minority Groups	%	-	401-1	32.3	32.5	28.2
	Total Hires by Age Group Baby Boomer	%	-	401-1	5.4	9.6	6.2
	Total Hires by Age Group Generation X	%	-	401-1	18.6	19.4	18.6
	Total Hires by Age Group Millennials	%	-	401-1	49.3	42.5	40.3
	Total Hires by Age Group Generation Z	%	-	401-1	23.4	27.3	30.8
	Total Hires by Age Group Silent Generation	%	-	401-1	<1	<1	<1
	Total Hires by Age Group Not Identified	%	-	401-1	2.6	1.0	3.5
	<b>Intern/Co-op Hires - Total</b>	<b>count</b>	-	-	<b>14</b>	<b>15</b>	<b>30</b>
	Intern/Co-op Hires - Women	%	-	405-1	28.6	28.6	36.7
	Intern/Co-op Hires - Not Identified Gender	%	-	405-1	14.3	0.0	0.0
	Intern/Co-op Hires - Racial/Ethnic Minority Groups	%	-	405-1	14.3	6.7	13.3
	Interns by Age Group Millennials	%	-	405-1	14.3	0.0	3.3
	Interns by Age Group Generation Z	%	-	405-1	85.7	100.0	97.0
	<b>Intern to Employee Conversions - Total</b>	<b>count</b>	-	-	<b>12</b>	<b>15</b>	<b>15</b>
	Intern to Employee Conversions - Women	%	-	405-1	19.0	14.3	40.0
	Intern to Employee Conversions - Racial/Ethnic Minority Groups	%	-	405-1	4.8	7.1	20.0
	Intern to Employee Conversions by Age Group Millennials	%	-	405-1	16.7	0.0	6.7
Intern to Employee Conversions by Age Group Generation Z	%	-	405-1	83.3	100.0	93.3	

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	Unit of Measure	SASB Map	GRI Map	2021	2022	2023	
<b>SOCIAL PERFORMANCE</b>	<b>COMMUNITY INVESTMENT<sup>12</sup></b>						
	Nonprofits Supported	count	-	-	567	500	697
	Agriculture Supported	count	-	-	73	74	110
	Employee Donations to Nonprofits	\$	-	-	388,044	432,132	549,600
	Employee Volunteer Hours	hours	-	-	1,784	5,979	6,988
	Company Matching Gifts (From The Andersons Inc. Charitable Foundation)	\$	-	-	103,439	314,230	374,245
	Company Service Event Participation	%	-	-	11	45	40
	Total Employee Engagement	%	-	-	35	57	54
<b>SUPPLY CHAIN</b>							
	Percent of Agriculture Products Sourced Certified to Third-Party	% by Cost	FB-AG-430a.1	-	NA	<1	<1
	Supplier Social and Environmental Audit, Nonconformance, and Corrective Action	Rate by %	FB-AG-430a.2	-	NA	<1	<1
<b>SAFETY PERFORMANCE</b>	<b>PERSONAL SAFETY PERFORMANCE<sup>13</sup></b>						
	Total Fatality	count	FB-AG-320a.1	403-9	0	0	0
	Total Company - Fatality Rate	per 200,000 hrs worked	FB-AG-320a.1	403-9	0.00	0.00	0.00
	Total Company - OSHA RECORDABLE	count	FB-AG-320a.1	403-9	52	40	23
	Total Company - OSHA RECORDABLE INCIDENT RATE	per 200,000 hrs worked	FB-AG-320a.1	403-9	2.15	1.98	1.12
	Total Company - LOST TIME	count	FB-AG-320a.1	403-9	21	10	12
	Total Company - LOST TIME RATE	per 200,000 hrs worked	FB-AG-320a.1	403-9	0.87	0.49	0.58
	Total Company - TOTAL COUNT OF HEALTH ILLNESSES	count	-	403-10	0	0	
	Total Company Contractor - OSHA RECORDABLE	count	FB-AG-320a.1	403-9	—	31	15
	<b>Process Safety Events - Tier 1<sup>14</sup></b>						
	<b>Total Company</b>	<b>count</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>0</b>
Total Company	(total tier 1 count/total work hours) X 200,000	RT-CH-540a.1	-	0.04	0.05	0.00	
<b>GOVERNANCE PERFORMANCE</b>	<b>GOVERNANCE</b>						
	Board Composition - Independent Directors	%	-	-	80	80	80
	Board Composition - Independent Directors	count	-	-	8	8	8
	Board Composition - Board Diversity (women + ethnic minorities)	%	-	405-1	30	30	30
	Board Composition - Women	count	-	405-1	2	2	2
	Board Composition - Ethnic Minorities	count	-	405-1	1	1	1
<b>CYBERSECURITY</b>							
	Email Account Holders Receiving Phishing Simulations	%	-	-	100	100	100

12. Includes The Andersons Foundation dollars where applicable.

13. All data excludes contractors unless noted. The data presented does not include COVID-19 cases that The Andersons conservatively recorded as work-related.

14. American Petroleum Institute (API) Calculation for Tier 1 as defined by API RP 754, A T-1 PSE.