



2026 Sustainability Review

Performance Data

Performance Data							
		Unit of Measure	SASB Map	GRI Map	2023	2024	2025
COMPANY PERFORMANCE	Economic Performance ⁽¹⁾						
	Sales and Merchandising Revenue	\$ millions	-	201-1a.i	14,750	11,258	11,009
	Gross Profit	\$ millions	-	-	745	694	714
	Net Income Attributable to The Andersons	\$ millions	-	201-1a.iii	101	114	96
	Capital Expenditures and Investments (excludes acquisitions)	\$ millions	-	-	150	149	233
	Total Production - Ethanol	Cubic Meters	-	-	1,801,904	1,870,690	1,913,119
ENVIRONMENTAL PERFORMANCE	Greenhouse Gas Emissions ⁽²⁾				Restated	Restated	
	Total Scope 1 and Scope 2 GHG Emissions - Location Based	Metric Tons CO ₂ e	-	305	882,627	854,068	853,580
	Ethanol - Total Scope 1 and Scope 2 GHG Emissions - Location Based	Metric Tons CO ₂ e	-	305	783,188	785,727	783,081
	Scope 1 and 2 GHG Intensity based on fiscal year revenue	Metric Tons CO ₂ e/\$ millions	-	305-4	60	76	78
	Ethanol - Scope 1 and Scope 2 - Location Based GHG Intensity based on Ethanol produced	Metric Tons CO ₂ e/Cubic Meters	-	305-4b	0.420	0.410	1097
	Skyland Scope 1 and Scope 2 - Location Based GHG Emissions ⁽³⁾		-	305	NA	NA	20,408
	Total Scope 1 GHG Emissions ⁽⁴⁾	Metric Tons CO ₂ e	FB-AG110a.1	305-1A	734,836	717,697	714,818
	Ethanol - Scope 1 GHG Emissions	Metric Tons CO ₂ e	-	305-1A	669,366	682,531	675,495
	Ethanol - Scope 1 CO ₂ Emissions	Metric Tons	-	305-1B	617,457	681,164	673,932
	Ethanol - Scope 1 CH ₄ Emissions	Metric Tons	-	305-1B	10	13	13
	Ethanol - Scope 1 N ₂ O Emissions	Metric Tons	-	305-1b	1	1	1
	Ethanol - Biogenic CO ₂ Emissions ⁽⁵⁾	Metric Tons CO ₂ e	-	305-1c	1,543,116	1,486,174	1,467,106
	Ethanol - Scope 1 GHG Intensity based on Ethanol Produced	Metric Tons CO ₂ e/Cubic Meters	-	-	0.3416	0.3648	0.3531
	Total Scope 1 CO ₂ Emissions	Metric Tons	-	305-1b	617,457	681,164	673,932
	Total Scope 1 CH ₄ Emissions	Metric Tons	-	305-1b	10	13	13
	Total Scope 1 N ₂ O Emissions	Metric Tons	-	305-1b	1	1	1
	Skyland Scope 1 GHG Emissions	Metric Tons CO ₂ e	FB-AG110a.1	305-1a	NA	NA	1,773
	Total Scope 2 GHG Emissions - Location ⁽⁶⁾	Metric Tons CO ₂ e	FB-AG-130a.1	305-2a	147,791	136,371	138,762
	Ethanol - Scope 2 GHG Emissions	Metric Tons CO ₂ e	-	305-2a	113,822	103,196	107,586
	Ethanol - Scope 2 GHG Intensity based on Ethanol Produced	Metric Tons CO ₂ e/Cubic Meters	-	-	0.0632	0.0552	0.0562
	Skyland Scope 2 GHG Emission ⁽⁶⁾	Metric Tons CO ₂ e	FB-AG-130a.1	305-2a	NA	NA	18,635
	Total Scope 2 GHG Emissions - Market ⁽⁷⁾	Metric Tons CO ₂ e	FB-AG-130a.1	305-2b	NA	NA	42,263
	Ethanol - Scope 2 GHG Emissions - Market	Metric Tons CO ₂ e	-	305-2b	NA	NA	0
	Business Travel - Category 6 ⁽⁸⁾	Metric Tons CO ₂	-	305-2d	854	882	742
	Biogenic CO ₂ Captured and Sold ⁽⁹⁾	Metric Tons CO ₂	-	305-3c	243,672	229,017	233,983

(1) As reported in The Andersons 2025 Summary Annual Report on Form 10-K for 2025 data. See our SEC filings on our company website for more information.

(2) Restated to clarify the previous data that excluded biogenic emissions. All emission data excludes Skyland unless otherwise stated. Scope 2 Location-based method reflects the physical reality of the electricity flowing into our facilities. Energy usage is calculated by multiplying kilowatt-hours by a grid-average emission factor. Scope 2 Market-Based method reflects our usage including renewable energy credits (RECs) which applies an emission factor of zero for that electricity specific to the REC.

(3) Skyland Emissions data from operations that tracked electricity, natural gas and fuel usage. Data was not available from all facilities in 2025. The Andersons, Inc. will continue to gather to ensure all facilities are captured. Skyland will be communicated separately from The Andersons, Inc. due to the nature of data availability.

(4) Restated to clarify the previous data that excluded biogenic emissions. Direct (Scope 1) emissions occur from owned/operated facilities. Emissions subject to regulatory reporting requirements through 40 CFR Part 98 Mandatory Greenhouse Gas Reporting were calculated using regulatory methodology. Emissions not subject to regulatory reporting were calculated in accordance with the GHG Protocol Corporate Standard. Scope 1 third party verification is limited to emissions from natural gas. Skyland natural gas usage will be separately stated outside of The Andersons, Inc. totals.

(5) Biogenic CO₂ emissions resulting from our ethanol facilities fermentation process are reported separately per GHG Protocol and GRI Standards (GRI 305-1).

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

(7) Market-based (Scope 2) emissions related to our usage including renewable energy credits (RECs), which applies an emission factor of zero for that electricity specific to the REC from the generation of purchased electricity, steam or heat consumed by the organization.

(8) Scope 3 emissions reported for Category 6, include corporate air, car rental and hotel travel, as The Andersons is still refining our value chain scope 3 reporting and data.

(9) At some of our ethanol facilities, a portion of the fermentation process CO₂ is captured and exported for commercial application (dry ice). The CO₂ captured and sold are biogenic emissions and are therefore reported separately from our direct Scope 1 emissions.



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		Unit of Measure	SASB Map	GRI Map	2023	2024	2025
ENVIRONMENTAL PERFORMANCE	Energy Consumption ⁽¹⁰⁾						
	Total Energy Consumption	GJ	FB-AG-130a.1	302-1e	15,906,316	15,323,269	15,315,609
	Non-Renewable Sources - Electricity	GJ	-	302-1c.i	1,563,127	1,106,196	1,132,031
	Non-Renewable Sources - Natural Gas	GJ	-	302-1a	14,343,189	14,217,073	14,147,067
	Non-Rewabable Sources - Gas/Diesel	GJ		302-1a	NA	NA	36,511
	Energy Intensity						
	Total Energy Intensity based on fiscal year revenue	GJ/\$ millions	-	302-3b	1,078	1,361	1,404
	Air Emissions ⁽⁴⁾						
	Total Criteria Pollutant Emissions	tons	-	-	1,245	1,169	1,204
	Total SOx Emissions	tons	-	305-7a.ii	30	28	29
	Total NOx Emissions	tons	-	305-7a.i	398	361	379
	Total CO Emissions	tons	-	305-7a.vii	308	299	302
	Total VOC Emissions	TONS	-	305-7a.iv	326	316	312
	Total HAP Emissions	tons	-	305-7a.v	43	46	47
	Total PM ₁₀ Emissions	tons	-	305-7a.vi	140	119	135
	Total Criteria Pollutant Emissions Intensity ⁽⁴⁾	tons/\$ millions	-	305-4 b	0.0844	0.1038	0.1094
	Water ⁽¹¹⁾						
	Total Water Withdrawal	cubic meters	FB-AG-140a.1	303-3a	6,228,761	5,925,165	5,604,903
	Third Party - Municipality	cubic meters	-	303-3c.v	1,651,171	1,233,315	1,117,696
	Ground Water (Well)	cubic meters	-	303-3c.ii	4,577,590	4,691,850	4,487,207
	Ethanol Total Water Withdrawl	cubic meters	-	-	5,529,714	5,706,071	5,450,435
	Third Party - Municipality	cubic meters	-	-	967,220	1,056,023	1,011,730
	Ground Water (Well)	cubic meters	-	-	4,562,494	4,650,048	4,438,705
	Ethanol Water Intesity	cubic meters/cubic meters produced	-	-	3.0688	3.0502	2.8490
	Total Water Discharge	cubic meters	-	303-4a	2,826,954	1,544,822	2,022,670
	Water discharge of surface water	cubic meters	-	303-4a.i	NA	NA	1,042,011
Water discharge to third party	cubic meters	-	303-4a.iv	NA	NA	980,640	
Water discharge - other	cubic meters	-	-	NA	NA	19	
Water Recycled	cubic meters	-	-	NA	NA	10,487	
Water Incidents	Number	FG-AG-140a.3		0	0	0	

(4) Restated to clarify the previous data that excluded biogenic emissions. Direct (Scope 1) emissions occur from owned/operated facilities. Emissions subject to regulatory reporting requirements through 40 CFR Part 98 Mandatory Greenhouse Gas Reporting were calculated using regulatory methodology. Emissions not subject to regulatory reporting were calculated in accordance with the GHG Protocol Corporate Standard. Scope 1 third party verification is limited to emissions from natural gas. Skyland natural gas usage will be seperately stated outside of The Andersons, Inc. totals.

(10) Includes natural gas, fuel and electricity use at our facilities.

(11) 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. This could include land application or recycled. Water discharge data is not at 100% and only includes a small percentage of facilities. 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 using the EPA water usage method based off of employee head count. The Andersons will continue to refine their water withdrawal information each year as more data is captured and recorded.



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		Unit of Measure	SASB Map	GRI Map	2023	2024	2025
ENVIRONMENTAL PERFORMANCE	Waste ⁽¹²⁾						
	Total Waste Generated	metric tons	-	306-3.a	32,879	31,185	35,688
	Hazardous Waste Generated	metric tons	-	306-3.a	193	88	32
	Nonhazardous Waste Generated	metric tons	-	306-3.a	32,686	31,097	35,656
	Total Waste Diverted from Disposal	metric tons	-	306-4.a.c	4,154	11,472	6,350
	Nonhazardous Waste - Recycling	metric tons	-	306-4.c.ii	4,154	11,472	6,350
	Hazardous Waste - Recycling	metric tons	-	306-4.b.ii	0	0	0
	Total Waste Directed to Disposal	metric tons	-	306-5.a	28,726	19,709	29,339
	Total Hazardous Waste Directed to Disposal	metric tons	-	306-5.b	194	88	32
	Incinerated with Energy Recovery	metric tons	-	306-5.b.i	36	11	28
	Incinerated without Energy Recovery	metric tons	-	306-5.b.ii	0	0	0
	Landfilling	metric tons	-	306-5.b.iii	158	77	4
	Total Nonhazardous Waste directed to disposal	metric tons	-	306-5.c	28,532	19,621	29,307
	Incinerated with Energy Recovery	metric tons	-	306-5.c.i	0	3	10
	Incinerated without Energy Recovery	metric tons	-	306-5.c.ii	0	0	0
	Landfilling	metric tons	-	306-5.c.iii	28,532	19,618	29,297
	Ethanol - Landfilling	metric tons	-	306-5.c.iii	NA	3,603	4,409
SOCIAL PERFORMANCE	U.S. Equal Employment Opportunity Commission Statistics ⁽¹³⁾						
	TOTAL EMPLOYEES				2,334	2,299	2,137
	Women	%	-	405-1	27.3	26.9	26.4
	Hispanic or Latino	%	-	405-1	5.1	5.7	5.0
	Black or African American	%	-	405-1	7.2	3.3	7.7
	Asian	%	-	405-1	1.3	1.0	1.3
	American Indian or Alaskan Native	%	-	405-1	<1	<1	<1
	Native Hawaiian or Pacific Islander	%	-	405-1	<1	<1	<1
	Two or More Races	%	-	405-1	1.2	1.2	1.0
	Not Identify	%	-	405-1	3.2	1.2	1.2
	Total Minority Representation	%	-	405-1	18.3	12.5	16.5
	White	%	-	405-1	81.6	87.5	83.5

(12) 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 in 2025 was more complete with almost 99% reporting compared to 2023 with 80% complete and 98% complete in 2024. Total waste diverted from disposal includes nonhazardous biosolids from plant nutrient sites that is recycled for use as plant fertilizer. In office environments where weight of waste information is not available, The Andersons relies on estimated volumes converted to weight utilizing Volume-to-Weight Conversion Factors, U.S. Environmental Protection Agency, Office of Resource Conservation and Recovery, April 2016.

(13) Social data was compiled using EEO-1 data for United States employees. Excludes Skyland employee information.



Performance Data

		Unit of Measure	SASB Map	GRI Map	2023	2024	2025
SOCIAL PERFORMANCE	U.S. Equal Employment Opportunity Commission Statistics ⁽¹³⁾						
	EXECUTIVE/SENIOR OFFICIALS AND MANAGERS						
	Women	%	-	405-1	19.5	33.3	22.2
	Hispanic or Latino	%	-	405-1	0.0	0.0	0.0
	Black or African American	%	-	405-1	0.0	0.0	11.1
	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 Identify	%	-	405-1	0.0	0.0	0.0
	Total Minority Representation	%	-	405-1	0.0	0.0	11.1
	White	%	-	405-1	100.0	100.0	88.9
	FIRST/MID-LEVEL OFFICIALS AND MANAGERS						
	Women	%	-	405-1	22.0	23.6	24.6
	Hispanic or Latino	%	-	405-1	3.2	3.1	2.7
	Black or African American	%	-	405-1	3.1	3.1	3.2
	Asian	%	-	405-1	<1	<1	1.2
	American Indian or Alaskan Native	%	-	405-1	0.0	<1	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 Identify	%	-	405-1	2.5	2.4	2.5
	Total Minority Representation	%	-	405-1	10.2	10.0	10.5
	White	%	-	405-1	89.9	90.0	89.5
	PROFESSIONALS						
	Women	%	-	405-1	43.7	42.7	41.1
	Hispanic or Latino	%	-	405-1	4.6	4.2	4.6
	Black or African American	%	-	405-1	3.2	2.8	3.1
	Asian	%	-	405-1	2.3	2.4	2.8
	American Indian or Alaskan Native	%	-	405-1	<1	<1	0.0
	Native Hawaiian or Pacific Islander	%	-	405-1	0.0	0.0	0.0
	Two or More Races	%	-	405-1	1.0	<1	1.3
	Not Identify	%	-	405-1	1.9	<1	1.3
	Total Minority Representation	%	-	405-1	13.3	11.3	13.4
	White	%	-	405-1	86.7	88.7	86.6

(13) Social data was compiled using EEO-1 data for United States employees. Excludes Skyland employee information.



Performance Data

		Unit of Measure	SASB Map	GRI Map	2023	2024	2025
SOCIAL PERFORMANCE	Workforce						
	Total Workforce - All Employees	count	-	-	2,306	2,240	2,103
	Total Workforce - Women	%	-	405-1	27.3	26.9	26.4
	Total Workforce - Not Identified Gender	%	-	405-1	3.1	<1	<1
	Total Workforce - Racial/Ethnic Minority Groups	%	-	405-1	15.1	16.5	16.5
	Employees by Age Group Baby Boomers	%	-	405-1	15.9	13.4	12.0
	Employees by Age Group Generation X	%	-	405-1	31.3	31.3	31.9
	Employees by Age Group Millennials	%	-	405-1	40.4	40.2	40.3
	Employees by Age Group Generation Z	%	-	405-1	11.5	13.9	15.7
	Employees by Silent Generation	%	-	405-1	<1	<1	<1
	Employees by Not Identified	%	-	405-1	<1	1.1	0.0
	Board of Directors						
	Board of Directors - Women	%	-	405-1	22.2	22.2	20.0
	Board of Directors - Racial/Ethnic Minority Groups	%	-	405-1	11.0	11.0	10.0
	Board of Directors by Age Group Baby Boomers	%	-	405-1	88.9	88.9	90.0
	Board of Directors by Age Group Generation X	%	-	405-1	11.1	11.1	10.0
	Officers						
	Officers - Women	%	-	405-1	33.3	33.3	22.2
	Officers - Racial/Ethnic Minority Groups	%	-	405-1	0.0	0.0	11.1
	Officers by Age Group Baby Boomers	%	-	405-1	33	11	11
	Officers by Age Group Generation X	%	-	405-1	56	67	56
	Officers by Age Group Millennials	%	-	405-1	11	22	33
	All Senior Management	count	-	405-1	87.5	71.0	124.0
	Senior Management - Women	%	-	405-1	16.8	19.6	21.8
	Senior Management - Racial/Ethnic Minority Groups	%	-	405-1	8.0	9.0	9.7
	Senior Management by Age Group Baby Boomers	%	-	405-1	14.8	12.2	8.9
	Senior Management by Age Group Generation X	%	-	405-1	56.3	48.2	54.0
	Senior Management by Age Group Millennials	%	-	405-1	28.2	39.7	37.1



Performance Data

		Unit of Measure	SASB Map	GRI Map	2023	2024	2025
SOCIAL PERFORMANCE	Workforce						
	All Supervisors	count	-	-	410	420	309
	Supervisors - Women	%	-	405-1	21.5	25.0	25.0
	Supervisors - Not Identified Gender	%	-	405-1	<1	<1	<1
	Supervisors - Racial/Ethnic Minority Groups	%	-	405-1	8.0	11.1	10.4
	Supervisors by Age Group Baby Boomers	%	-	405-1	12.5	10.4	11.3
	Supervisors by Age Group Generation X	%	-	405-1	40.9	37.1	38.8
	Supervisors by Age Group Millennials	%	-	405-1	44.1	47.5	46.6
	Supervisors by Age Group Generation Z	%	-	405-1	2.2	5.0	3.2
	Supervisors by Silent Generation	%	-	405-1	<1	<1	<1
	Supervisors by Not Identified	%	-	405-1	<1	1.1	0.0
	Total Hires - All Employees	count	-	401-1	723.0	618.0	626.0
	Total Hires - Women	%	-	401-1	24.6	21.1	22.8
	Total Hires - Not Identified Gender	%	-	401-1	3.5	0.0	0.0
	Total Hires - Racial/Ethnic Minority Groups	%	-	401-1	28.2	31.6	36.5
	Total Hires by Age Group Baby Boomer	%	-	401-1	6.2	5.7	4.1
	Total Hires by Age Group Generation X	%	-	401-1	18.6	17.3	15.0
	Total Hires by Age Group Millennials	%	-	401-1	40.3	36.8	38.7
	Total Hires by Age Group Generation Z	%	-	401-1	30.8	40.2	42.0
	Total Hires by Age Group Silent Generation	%	-	401-1	<1	0.0	<1
	Total Hires by Age Group Not Identified	%	-	401-1	3.5	0.0	0.0
	Intern/Co-op Hires - Total	count	-	-	30	31	28
	Intern/Co-op Hires - Women	%	-	405-1	36.7	46.9	39.3
	Intern/Co-op Hires - Not Identified Gender	%	-	405-1	0.0	0.0	0.0
	Intern/Co-op Hires - Racial/Ethnic Minority Groups	%	-	405-1	13.3	15.6	14.3
	Interns by Age Group Millennials	%	-	405-1	3.3	3.1	7.1
	Interns by Age Group Generation Z	%	-	405-1	97.0	96.9	92.9



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		Unit of Measure	SASB Map	GRI Map	2023	2024	2025
SOCIAL PERFORMANCE	Workforce						
	Intern to Employee Conversions - Total	count	-	-	15	9	10
	Intern to Employee Conversions - Women	%	-	405-1	40.0	66.0	44.4
	Intern to Employee Conversions - Racial/Ethnic Minority Groups	%	-	405-1	20.0	22.2	11.1
	Intern to Employee Conversions by Age Group Millennials	%	-	405-1	6.7	0.0	0.0
	Intern to Employee Conversions by Age Group Generation Z	%	-	405-1	93.3	100.0	100.0
	Community Investment ⁽¹⁴⁾						
	Nonprofits Supported	count	-	-	697	710	715
	Agriculture Supported	count	-	-	110	123	110
	Employee Donations to Nonprofits	\$	-	-	549,600	534,320	715,987
	Employee Volunteer Hours	hours	-	-	6,988	8,046	12,001
	Company Matching Gifts (From The Andersons Inc. Charitable Foundation)	\$	-	-	374,245	321,124	334,144
	Company Service Event Participation	%	-	-	40	50	43
	Total Employee Engagement	%	-	-	54	57	54
	Supply Chain						
	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	FB-AG-250a.1		0	0	0
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	% by Cost	FB-AG-250a.2		<1	<1	<1
	(1) Number of recalls issued and (2) total amount of food product recalled ⁽¹⁵⁾	count	FB-AG-250a.3		0	0	0
	Percent of Agriculture Products Sourced Certified to Third Party	% by Cost	FB-AG-430a.1	-	<1	<1	<1
	Supplier Social and Environmental Audit, Nonconformance and Corrective Action	Rate by %	FB-AG-430a.2	-	<1	<1	<1

(14) Includes The Andersons Foundation dollars where applicable.
(15) Note to FB-AG-250a.3– Disclosure shall include a description of notable recalls, such as those that affected a significant amount of products or those related to potential or actual serious illnesses or fatalities.



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	Unit of Measure	SASB Map	GRI Map	2023	2024	2025	
SAFETY PERFORMANCE	Personal Safety Performance ⁽¹⁶⁾						
	Total Fatality	count	FB-AG-320a.1	403-9.a.i	0	0	0
	Total Company - Fatality Rate	per 200,000 hrs worked	FB-AG-320a.1	403-9.a.i	0.00	0.00	0.00
	Total Company - OSHA Recordable	count	FB-AG-320a.1	403-9.a.iii	23	37	46
	Total Company - OSHA Recordable Incident Rate	per 200,000 hrs worked	FB-AG-320a.1	403-9.a.iii	1.12	1.72	2.42
	Total Company - Lost Time	count	FB-AG-320a.1	403-9.a.ii	12	24	20
	Total Company - Lost Time Rate	per 200,000 hrs worked	FB-AG-320a.1	403-9.a.ii	0.58	1.10	1.05
	Total Company -Total Count of Health Illnesses	count	-	403-10	0	0	0
	Total Company Contractor - OSHA Recordable	count	FB-AG-320a.1	403-9.B.III	2	0	7
	Total Company Contractor - Fatality	count	FB-AG-320a.1	403-9.b.i	0	0	0
	Skyland - Fatality	count	FB-AG-320A.1	403-9.b.i	NA	NA	0
	Skyland - Fatality Rate	per 200,000 hrs worked	FB-AG-320a.1	403-9.b.i	NA	NA	0
	Skyland - OSHA Recordable	count	FB-AG-320a.1	403-9.b.iii	NA	NA	20
	Skyland - OSHA Recordable Incident Rate	per 200,000 hrs worked	FB-AG-320a.1	403-9.b.iii	NA	NA	9.48
	Skyland - Lost Time	count	FB-AG-320a.1	403-9.b.ii	NA	NA	14
	Skyland - Lost Time Rate	per 200,000 hrs worked	FB-AG-320a.1	403-9.b.ii	NA	NA	6.64
	Process Safety Events — Tier 1 ⁽¹⁷⁾						
	Total Company	count	-	-	0	0	2
	Total Company	(total tier i count/total work hours) X 200,000	RT-CH-540a.1	-	0.00	0.00	0.11
GOVERNANCE	Governance						
	Board Composition - Independent Directors	%	-	-	80	90	82
	Board Composition - Independent Directors	count	-	-	8	9	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
	Cybersecurity						
	Email Account Holders Receiving Phishing Simulations	%	-	-	100	100	100
	Number of Confirmed Information Security Breaches	count	-	-	0	0	0

(16) All data excludes contractors and Skyland unless noted.
(17) American Petroleum Institute (API) Calculation for Tier I as defined by API RP 754, A T-1 PSE.