



Performance Data

	Unit of Measure	SASB Map	GRI Map	2022	2023	2024	
COMPANY PERFORMANCE	ECONOMIC PERFORMANCE <sup>(1)</sup>						
	Sales and Merchandising Revenue	\$ millions	-	201-1a.i	17,325	14,750	11,258
	Gross Profit	\$ millions	-	-	684	745	694
	Net Income Attributable to The Andersons	\$ millions	-	201-1a.iii	119	101	114
	Capital Expenditures and Investments (excludes acquisitions)	\$ millions	-	-	108	150	149
ENVIRONMENTAL PERFORMANCE	GREENHOUSE GAS EMISSIONS <sup>(2)</sup>				Restated	Restated	
	Total Scope 1 and Scope 2 GHG Emissions	Metric Tons CO <sub>2</sub> e/\$ millions		305	954,691	870,412	855,928
	Ethanol - Total Scope 1 and Scope 2 GHG Emissions	Metric Tons CO <sub>2</sub> e			NA	783,188	785,038
	Scope 1 and 2 GHG Intensity based on fiscal year revenue	Metric Tons CO <sub>2</sub> e/\$ millions		305-4	55	59	76
	Scope 1 and 2 GHG Intensity based on Ethanol produced	Metric Tons CO <sub>2</sub> e/Cubic Meters		305-4b	NA	0.420	0.410
	Total Scope 1 GHG Emissions <sup>(3)</sup>	Metric Tons CO <sub>2</sub> e	FB-AG110a.1	305-1a	794,369	722,621	717,735
	Ethanol - Scope 1 GHG Emissions	Metric Tons CO <sub>2</sub> e			NA	425,694	452,825
	Ethanol - Scope 1 CO <sub>2</sub> Emissions	Metric Tons CO <sub>2</sub> e			NA	410,599	681,164
	Ethanol - Scope 1 CH <sub>4</sub> Emissions	Metric Tons CO <sub>2</sub> e			NA	13	10
	Ethanol - Scope 1 N <sub>2</sub> O Emissions	Metric Tons CO <sub>2</sub> e			NA	1	1
	Ethanol - Biogenic CO <sub>2</sub> Emissions <sup>(4)</sup>	Metric Tons CO <sub>2</sub>		305-1c	1,326,670	1,543,116	1,486,174
	Total Scope 1 CO <sub>2</sub> Emissions	Metric Tons CO2		-	535,768	478,949	488,717
	Total Scope 1 CH <sub>4</sub> Emissions	Metric Tons CH4		-	15	14	11
	Total Scope 1 N <sub>2</sub> O Emissions	Metric Tons N2O		-	2	1	1
	Total Scope 2 GHG Emissions <sup>(5)</sup>	Metric Tons CO <sub>2</sub> e	FB-AG-130a.1	305-2a	160,322	147,791	138,193
	Ethanol - Scope 2 GHG Emissions <sup>(5)</sup>	Metric Tons CO <sub>2</sub> e		305-2a	NA	113,822	103,196
	Total Scope 3 GHG Emissions <sup>(6)</sup>	Metric Tons CO <sub>2</sub> e		305-3a	492	854	882
	Biogenic CO <sub>2</sub> Captured and Sold <sup>(7)</sup>	Metric Tons CO <sub>2</sub>		305-3c	257,761	243,672	229,017
	ENERGY CONSUMPTION <sup>(8)</sup>						
	Total Energy Consumption	GJ	-	302-1e	17,051,764	15,907,215	15,376,565
	Non-Renewable Sources - Electricity	GJ	-	302-1ci	1,214,002	1,533,990	1,093,069
	Non-Renewable Sources - Natural Gas	GJ	-	302-1a	15,805,711	14,343,189	14,255,985
	Renewable Sources - Hydro	GJ		302-1b	32,051	30,036	27,511
	Energy Intensity						
	Total Energy Intensity based on fiscal year revenue	GJ/\$ millions	-	302-3b	984	1,078	1,366

(1) As reported in The Andersons 2025 Annual Report on Form 10-K for 2024 data. See our SEC filings on our website for more information.

(2) Restated to clarify the difference between biogenic and non-biogenic emissions.

(3) Restated to clarify the difference between biogenic and non-biogenic emissions. Direct (Scope 1) emissions occur from owned/operated facilities. Our fleet emissions were not included in this year's reviews fleet is not expected to be a significant source of emissions. 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. Natural Gas data was available for 62% of facilities in 2021 and 2022, 94% in 2023 and 97% in 2024. Scope 1 third party verification is limited to emissions from natural gas.

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

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

(6) 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.

(7) 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. The biogenic CO2 emissions were not reported in the 2022 Corporate Sustainability Review (2021 emissions) and have since been recalculated for 2022 and 2023 reporting year data. 2024 calculations are current.

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



Performance Data

		Unit of Measure	SASB Map	GRI Map	2022	2023	2024
ENVIRONMENTAL PERFORMANCE	AIR EMISSIONS <sup>(3)</sup>						
	Total Criteria Pollutant Emissions	tons	-	-	1,344	1,245	1,171
	Total SOx Emissions	tons	-	305-7a.ii	49	30	28
	Total NOx Emissions	tons	-	305-7a.i	460	398	361
	Total CO Emissions	tons	-	305-7a.vii	287	308	299
	Total VOC Emissions	tons	-	305-7a.iv	352	326	316
	Total HAP Emissions	tons	-	305-7a.v	40	43	46
	Total PM <sub>10</sub> Emissions <sup>(9)</sup>	tons	-	305-7a.vi	157	140	119
	Total Criteria Pollutant Emissions Intensity	tons/\$ millions	-	305-4 b	0.0776	0.0844	0.0794
	WATER <sup>(10)</sup>						
	Total Water Withdrawal	cubic meters	FB-AG-140a.1	303-3a	6,877,050	6,229,262	5,915,365
	Third Party - Municipality	cubic meters	-	303-3c.i	1,272,502	1,651,171	1,233,181
	Ground Water (Well)	cubic meters	-	303-3c.ii	5,604,870	4,578,091	4,692,184
	Ethanol Total Water Withdrawl	cubic meters	-	-	NA	5,529,714	5,706,071
	Third Party - Municipality	cubic meters	-	-	NA	967,220	1,056,023
	Ground Water (Well)	cubic meters	-	-	NA	4,562,494	4,650,048
	Ethanol Water Intesity	cubic meters/gallons produced	-	-	NA	0.0113	0.0113
	Total Water Discharge	cubic meters	-	303-4a	10,114,916	9,400,140	7,205,105
	Water discharge of surface water	cubic meters	-	303-4a.i.	NA	NA	950,926
	Water discharge to third party	cubic meters	-	303-4a.iv.	NA	NA	1,064,042
	Water Incidents	Number	FG-AG-140a.3		NA	0	0

(3) Restated to clarify the difference between biogenic and non-biogenic emissions. Direct (Scope 1) emissions occur from owned/operated facilities. Our fleet emissions were not included in this year's review as fleet is not expected to be a significant source of emissions. 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. Natural Gas data was available for 62% of facilities in 2021 and 2022, 94% in 2023 and 97% in 2024. Scope 1 third party verification is limited to emissions from natural gas.

(9) Clymers is an estimation based on 2021 data due to not being required to report in 2022. All other years are correct.

(10) 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.



# Performance Data

		Unit of Measure	SASB Map	GRI Map	2022	2023	2024
ENVIRONMENTAL PERFORMANCE	WASTE <sup>(1)</sup>						
	Total Waste Generated	metric tons	-	306-3.a	27,323	32,888	31,185
	Hazardous Waste Generated	metric tons	-	306-3.a	201	193	88
	Nonhazardous Waste Generated	metric tons	-	306-3.a	27,122	32,695	31,097
	Total Waste Diverted from Disposal	metric tons	-	306-4.a,c	24,314	19,655	11,473
	Nonhazardous Waste - Recycling	metric tons	-	306-4.c.ii	24,314	19,655	11,473
	Ethanol - Nonhazardous Waste - Recycling	metric tons	-	306-4.c.ii	NA	NA	4,115
	Total Waste Directed to Disposal	metric tons	-	306-5.a	3,009	28,788	19,712
	Nonhazardous Waste directed to disposal	metric tons	-	306-5.c	2,808	28,541	19,567
	Ethanol - Nonhazardous Waste directed to disposal	metric tons	-	306-5.c.iii	NA	NA	3,603
	Incinerated without Energy Recover	metric tons	-	306-5.c.ii	NA	0	0
	Incinerated with Energy Recover	metric tons	-	306-5.C.I	NA	1	3
	Hazardous Waste Directed to Disposal	metric tons	-	306-5BIII	201	157	88
	Incinerated without Energy Recover	metric tons	-	306-5.b.ii	NA	55	0
	Incinerated with Energy Recover	metric tons	-	306-5.b.i	NA	35	11

(1) 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 2024 was more complete with almost 98% reporting compared to 2023 with 80% complete in 2023 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.



Performance Data

		Unit of Measure	SASB Map	GRI Map	2022	2023	2024
SOCIAL PERFORMANCE	U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATISTICS <sup>(12)</sup>						
	Total Employees	%	-	405-1	26.4	27.3	26.9
	Women	%	-	405-1	5.6	5.1	5.7
	Hispanic or Latino	%	-	405-1	7.7	7.2	3.3
	Black or African American	%	-	405-1	1.2	1.3	1.0
	Asian	%	-	405-1	<1	<1	<1
	American Indian or Alaskan Native	%	-	405-1	<1	<1	<1
	Native Hawaiian or Pacific Islander	%	-	405-1	1.1	1.2	1.2
	Two or More Races	%	-	405-1	1.6	3.2	1.2
	Total Minority Representation	%	-	405-1	17.7	18.3	12.5
	White	%	-	405-1	82.3	81.6	87.5
SOCIAL PERFORMANCE	WORKFORCE						
	EXECUTIVE/SENIOR OFFICIALS AND MANAGERS						
	Women	%	-	405-1	25.0	19.5	33.3
	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
	Total Minority Representation	%	-	405-1	0.0	0.0	0.0
	White	%	-	405-1	100.0	100.0	100.0
	FIRST/MID-LEVEL OFFICIALS AND MANAGERS						
	Women	%	-	405-1	21.8	22.0	23.6
	Hispanic or Latino	%	-	405-1	3.3	3.2	3.1
	Black or African American	%	-	405-1	3.0	3.1	3.1
	Asian	%	-	405-1	1.0	<1	<1
	American Indian or Alaskan Native	%	-	405-1	0.0	0.0	<1
	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	2.3	2.5	2.4

(12) Social data was compiled using EEO-1 data for United States employees.



Performance Data

		Unit of Measure	SASB Map	GRI Map	2022	2023	2024
SOCIAL PERFORMANCE	WORKFORCE						
	Total Minority Representation (FIRST/MID-LEVEL OFFICIALS AND MANAGERS)						
	White	%	-	405-1	10.0	10.2	10.0
	PROFESSIONALS						
	Women	%	-	405-1	41.6	43.7	42.7
	Hispanic or Latino	%	-	405-1	4.7	4.6	4.2
	Black or African American	%	-	405-1	3.2	3.2	2.8
	Asian	%	-	405-1	2.3	2.3	2.4
	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	1.0	<1
	Not Identified	%	-	405-1	2.6	1.9	<1
	Total Minority Representation	%	-	405-1	14.2	13.3	11.3
	White	%	-	405-1	85.8	86.7	88.7
	Total Workforce - All Employees	count	-	-	2,278	2,306	2,240
	Total Workforce - Women	%	-	405-1	26.3	27.3	26.9
	Total Workforce - Not Identified Gender	%	-	405-1	<1	3.1	<1
	Total Workforce - Racial/Ethnic Minority Groups	%	-	405-1	18.3	15.1	16.5
	Employees by Age Group Baby Boomers	%	-	405-1	16.8	15.9	13.4
	Employees by Age Group Generation X	%	-	405-1	32.9	31.3	31.3
	Employees by Age Group Millennials	%	-	405-1	41.0	40.4	40.2
	Employees by Age Group Generation Z	%	-	405-1	8.9	11.5	13.9
	Employees by Age Group Silent Generation	%	-	405-1	<1	<1	<1
	Employees by Age Group Not Identified	%	-	405-1	<1	<1	1.1
	Board of Directors						
	Board of Directors - Women	%	-	405-1	20.0	22.2	22.2
	Board of Directors - Racial/Ethnic Minority Groups	%	-	405-1	10.0	11.1	11.0
	Board of Directors by Age Group Baby Boomers	%	-	405-1	10.0	88.9	88.9
	Board of Directors by Age Group Generation X	%	-	405-1	90.0	11.1	11.1
	Officers						
	Officers - Women	%	-	405-1	20.0	33.3	33.3
	Officers - Racial/Ethnic Minority Groups	%	-	405-1	0.0	0.0	0.0
	Officers by Age Group Baby Boomers	%	-	405-1	38	33	11
	Officers by Age Group Generation X	%	-	405-1	38	56	67
	Officers by Age Group Millennials	%	-	405-1	13	11	22



Performance Data

		Unit of Measure	SASB Map	GRI Map	2022	2023	2024
SOCIAL PERFORMANCE	WORKFORCE						
	All Senior Management	count	-	405-1	86.0	87.5	71.0
	Senior Management - Women	%	-	405-1	18.0	16.8	19.6
	Senior Management - Racial/Ethnic Minority Groups	%	-	405-1	9.6	8.0	9.0
	Senior Management by Age Group Baby Boomers	%	-	405-1	14.4	14.8	12.2
	Senior Management by Age Group Generation X	%	-	405-1	56.9	56.3	48.2
	Senior Management by Age Group Millennials	%	-	405-1	28.7	28.2	39.7
	All Supervisors	count	-	-	445	410	420
	Supervisors - Women	%	-	405-1	21.5	21.5	25.0
	Supervisors - Not Identified Gender	%	-	405-1	<1	<1	<1
	Supervisors - Racial/Ethnic Minority Groups	%	-	405-1	10.6	8.0	11.1
	Supervisors by Age Group Baby Boomers	%	-	405-1	13.3	12.5	10.4
	Supervisors by Age Group Generation X	%	-	405-1	43.3	40.9	37.1
	Supervisors by Age Group Generation Z	%	-	405-1	42.5	44.1	47.5
	Supervisors by Age Group Millennials	%	-	405-1	1.0	2.2	5.0
	Total Hires - All Employees	count	-	401-1	913.0	723.0	618.0
	Total Hires - Women	%	-	401-1	24.3	24.6	21.1
	Total Hires - Not Identified Gender	%	-	401-1	1.0	3.5	0.0
	Total Hires - Racial/Ethnic Minority Groups	%	-	401-1	32.5	28.2	31.6
	Total Hires by Age Group Baby Boomer	%	-	401-1	9.6	6.2	5.7
	Total Hires by Age Group Generation X	%	-	401-1	19.4	18.6	17.3
	Total Hires by Age Group Millennials	%	-	401-1	42.5	40.3	36.8
	Total Hires by Age Group Generation Z	%	-	401-1	27.3	30.8	40.2
	Total Hires by Age Group Silent Generation	%	-	401-1	<1	<1	0.0
	Total Hires by Age Group Not Identified	%	-	401-1	1.0	3.5	0.0



Performance Data

		Unit of Measure	SASB Map	GRI Map	2022	2023	2024
SOCIAL PERFORMANCE	WORKFORCE						
	Intern/Co-op Hires - Total	count	-	-	15	30	31
	Intern/Co-op Hires - Women	%	-	405-1	28.6	36.7	46.9
	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	6.7	13.3	15.6
	Interns by Age Group Millennials	%	-	405-1	0.0	3.3	3.1
	Interns by Age Group Generation Z	%	-	405-1	100.0	97.0	96.9
	Intern to Employee Conversions - Total	count	-	-	15	15	9
	Intern to Employee Conversions - Women	%	-	405-1	14.3	40.0	66.0
	Intern to Employee Conversions - Racial/Ethnic Minority Groups	%	-	405-1	7.1	20.0	22.2
	Intern to Employee Conversions by Age Group Millennials	%	-	405-1	0.0	6.7	0.0
	Intern to Employee Conversions by Age Group Generation Z	%	-	405-1	100.0	93.3	100.0
	COMMUNITY INVESTMENT <sup>(13)</sup>						
	Nonprofits Supported	count	-	-	500	697	710
	Agriculture Supported	count	-	-	74	110	123
	Employee Donations to Nonprofits	\$	-	-	432,132	549,600	534,320
	Employee Volunteer Hours	hours	-	-	5,979	6,988	8,046
	Company Matching Gifts (From The Andersons Inc. Charitable Foundation)	\$	-	-	314,230	374,245	321,124
	Company Service Event Participation	%	-	-	45	40	50
	Total Employee Engagement	%	-	-	57	54	57
	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		NA	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 <sup>(14)</sup>	count	FB-AG-250a.2		NA	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

.(13) Includes The Andersons Foundation dollars where applicable.  
(14) 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.



Performance Data

	Unit of Measure	SASB Map	GRI Map	2022	2023	2024
SAFETY PERFORMANCE	PERSONAL SAFETY PERFORMANCE <sup>(15)</sup>					
	Total Fatality	count	FB-AG-320a.1	403-9	0	0
	Total Company - Fatality Rate	per 200,000 hrs worked	FB-AG-320a.1	403-9	0.00	0.00
	Total Company - OSHA RECORDABLE	count	FB-AG-320a.1	403-9	40	23
	Total Company - OSHA RECORDABLE INCIDENT RATE	per 200,000 hrs worked	FB-AG-320a.1	403-9	1.98	1.12
	Total Company - LOST TIME	count	FB-AG-320a.1	403-9	10	12
	Total Company - LOST TIME RATE	per 200,000 hrs worked	FB-AG-320a.1	403-9	0.49	0.58
	Total Company -TOTAL COUNT OF HEALTH ILLNESSES	count	-	403-10	0	0
	Total Company Contractor - OSHA RECORDABLE <sup>(16)</sup>	count	FB-AG-320a.1	403-9	31	2
	Process Safety Events - Tier 1 <sup>(17)</sup>					
	Total Company	count	-	-	1	0
	Total Company	(total tier i count/total work hours) X 200,000	RT-CH-540a.1	-	0.05	0.00
GOVERNANCE PERFORMANCE	GOVERNANCE					
	Board Composition - Independent Directors	%	-	-	80	80
	Board Composition - Independent Directors	count	-	-	8	8
	Board Composition - Board Diversity (women + ethnic minorities)	%	-	405-1	30	30
	Board Composition - Women	count	-	405-1	2	2
	Board Composition - Ethnic Minorities	count	-	405-1	1	1
	CYBERSECURITY					
	Email Account Holders Receiving Phishing Simulations	%	-	-	100	100

(15) All data excludes contractors unless noted. The data presented does not include COVID-19 cases that The Andersons conservatively recorded as work-related.  
(16) 2023 Contractor data has been updated to reflect the correct number of OSHA recordable injuries not total incidents(non OSHA).  
(17) American Petroleum Institute (API) Calculation for Tier I as defined by API RP 754, A T-1 PSE.