



Performance Data

	Unit of Measure	SASB Map	GRI Map	2022	2023	2024	
COMPANY PERFORMANCE	ECONOMIC PERFORMANCE ⁽¹⁾						
	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 ⁽²⁾				Restated	Restated	
	Total Scope 1 and Scope 2 GHG Emissions	Metric Tons CO ₂ e/\$ millions		305	954,691	870,412	855,928
	Ethanol - Total Scope 1 and Scope 2 GHG Emissions	Metric Tons CO ₂ e			NA	783,188	785,038
	Scope 1 and 2 GHG Intensity based on fiscal year revenue	Metric Tons CO ₂ e/\$ millions		305-4	55	59	76
	Scope 1 and 2 GHG Intensity based on Ethanol produced	Metric Tons CO ₂ e/Cubic Meters		305-4b	NA	0.420	0.410
	Total Scope 1 GHG Emissions ⁽³⁾	Metric Tons CO ₂ e	FB-AG110a.1	305-1a	794,369	722,621	717,735
	Ethanol - Scope 1 GHG Emissions	Metric Tons CO ₂ e			NA	425,694	452,825
	Ethanol - Scope 1 CO ₂ Emissions	Metric Tons CO ₂ e			NA	410,599	681,164
	Ethanol - Scope 1 CH ₄ Emissions	Metric Tons CO ₂ e			NA	13	10
	Ethanol - Scope 1 N ₂ O Emissions	Metric Tons CO ₂ e			NA	1	1
	Ethanol - Biogenic CO ₂ Emissions ⁽⁴⁾	Metric Tons CO ₂		305-1c	1,326,670	1,543,116	1,486,174
	Total Scope 1 CO ₂ Emissions	Metric Tons CO2		-	535,768	478,949	488,717
	Total Scope 1 CH ₄ Emissions	Metric Tons CH4		-	15	14	11
	Total Scope 1 N ₂ O Emissions	Metric Tons N2O		-	2	1	1
	Total Scope 2 GHG Emissions ⁽⁵⁾	Metric Tons CO ₂ e	FB-AG-130a.1	305-2a	160,322	147,791	138,193
	Ethanol - Scope 2 GHG Emissions ⁽⁵⁾	Metric Tons CO ₂ e		305-2a	NA	113,822	103,196
	Total Scope 3 GHG Emissions ⁽⁶⁾	Metric Tons CO ₂ e		305-3a	492	854	882
	Biogenic CO ₂ Captured and Sold ⁽⁷⁾	Metric Tons CO ₂		305-3c	257,761	243,672	229,017
	ENERGY CONSUMPTION ⁽⁸⁾						
	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 ⁽³⁾						
	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 ₁₀ Emissions ⁽⁹⁾	tons	-	305-7a.vi	157	140	119
	Total Criteria Pollutant Emissions Intensity	tons/\$ millions	-	305-4 b	0.0776	0.0844	0.0794
	WATER ⁽¹⁰⁾						
	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 ⁽¹⁾						
	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 ⁽¹²⁾						
	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

SOCIAL PERFORMANCE							
	Unit of Measure	SASB Map	GRI Map	2022	2023	2024	
	WORKFORCE						
	Total Minority Representation (FIRST/MID-LEVEL OFFICIALS AND MANAGERS)	%	-	405-1	10.0	10.2	10.0
	White	%	-	405-1	90.3	89.9	90.0
	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 ⁽¹³⁾						
	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 ⁽¹⁴⁾	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 ⁽¹⁵⁾					
	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 ⁽¹⁶⁾	count	FB-AG-320a.1	403-9	31	2
	Process Safety Events - Tier 1 ⁽¹⁷⁾					
	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.



SUSTAINABILITY REVIEW



Table 1. Sustainability Disclosure Topics & Accounting Metrics

	Accounting Metric	Category	Unit of Measure	Code	Comment or Location
GREENHOUSE GAS EMISSIONS	Gross global Scope 1 emissions	Quantitative	Metricktons(t) CO ₂ -e	FB-AG-110a.1	Sustainability Review page 17 Performance Table
	Discussion of long-term and short-term strategy or plant manage Scope 1 emissions, emissions reduction targets, and ananalysis of performance against those targets	Discussion and Analysis	n/a	FB-AG-110a.2	Sustainability Review pages 8, 16-17 Performance Table
ENERGY MANAGEMENT	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules(GJ), Percentage(%)	FB-AG-130a.1	Sustainability Review page 17 Performance Table
WATER MANAGEMENT	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousandcubic meters (m ³), Percentage (%)	FB-AG-140a.1	Sustainability Review page 25 Performance Table
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-AG-140a.2	Sustainability Review pages 8, 25
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-AG-140a.3	Performance Table
FOOD SAFETY	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-AG-250a.1	Performance Table
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage(%) bycost	FB-AG-250a.2	<1%
	(1) Number of recalls issued and (2) total amount of food product recalled ¹	Quantitative	Number,Metric tons(t)	FB-AG-250a.3	Sustainability Review page 35 Performance Table
WORKFORCE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	Quantitative	Rate	FB-AG-320a.1	Sustainability Review page 31 Performance Table
ENVIRONMENTAL & SOCIAL IMPACTS OF INGREDIENT SUPPLY CHAIN	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard.	Quantitative	Percentage (%) by cost	B-AG-430a.1	<1%
	Suppliers social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-AG-430a.2	Performance Table
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	Discussion and Analysis	n/a	FB-AG-430a.3	Sustainability Review page 14, 19, 20, 21 35, 36, 50, 51, 52
GMO MANAGEMENT	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Discussion and Analysis	n/a	FB-AG-430b.1	Sustainability Review page 35
INGREDIENT SOURCING	Identification of principal crops and description of risks and opportunities presented by climate change	Discussion and Analysis	n/a	FB-AG-440a.1	Sustainability Review page 14, 19, 20, 21 35, 36, 50, 51, 52

1 Note to FB-AG-250a.3– Disclosure shall include a description of notable recalls, such as those that affected a significant amount of product or those related to serious illness or fatality.

Table 2. Activity Metrics

	Activity Metric	Category	Unit of Measure	Code	Comment or Location
ACTIVITY METRICS	Number of processing facilities ²	Quantitative	Number	FB-AG-000.B	Sustainability Review page 5

2. Note to FB-AG-000.B – Processing facilities include those facilities that are involved in the manufacturing, processing, packing, or holding of agricultural products and exclude administrative offices.



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



GRI

	Disclosure	Location (Reference or URL)
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/



GRI

	Disclosure	Location (Reference or URL)
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



GRI

	Disclosure	Location (Reference or URL)
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/



GRI

	Disclosure	Location (Reference or URL)
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/

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 0063184			EMPLOYER NAME ANDERSONS INC THE												
ADDRESS 1947 BRIARFIELD BOULEVARD						CITY/TOWN MAUMEE				STATE OH		ZIP CODE 43537			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 341562374															
SECTION E – EMPLOYER FILING ELIGIBILITY															
☒ YES (Employer Is Eligible to File) ☐ NO (Employer Is Not Eligible to File) ☐ EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): Not Applicable															
☐ YES (Single-Establishment Employer is Federal Contractor) ☐ YES (Multi-Establishment Employer is Federal Contractor)															
☐ YES (Headquarters is Federal Contractor) ☐ YES (Non-Headquarters Establishment is Federal Contractor)															
☐ YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 561110 - Office Administrative Services															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	6	0	0	0	0	0	3	0	0	0	0	0	9
First/Mid-Level Officials and Managers	11	2	279	11	2	0	1	2	83	2	1	0	0	1	395
Professionals	9	12	199	7	8	0	1	3	155	5	2	0	0	1	402
Technicians	2	2	22	3	0	0	0	1	10	0	0	0	0	0	40
Sales Workers	0	0	40	0	0	0	0	0	15	0	0	0	0	0	55
Administrative Support Workers	3	7	34	3	0	0	0	0	138	6	3	0	1	1	196
Craft Workers	5	0	135	1	0	0	1	0	1	0	0	0	0	0	143
Operatives	59	10	503	85	5	0	3	9	63	3	0	0	0	3	743
Laborers and Helpers	5	1	39	40	0	0	0	0	18	4	1	0	0	0	108
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	94	34	1257	150	15	0	6	15	486	20	7	0	1	6	2091
PRIOR 2023 REPORTING YEAR TOTAL	96	34	1275	138	20	1	9	17	489	20	12	0	1	9	2121
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/17/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															