



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 | | 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 | 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 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.
(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 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.



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 Recovery | metric tons | - | 306-5.c.ii | NA | 0 | 0 |
| | Incinerated with Energy Recovery | metric tons | - | 306-5.c.i | NA | 1 | 3 |
| | Hazardous Waste Directed to Disposal | metric tons | - | 306-5.b.iii | 201 | 157 | 88 |
| | Incinerated without Energy Recovery | metric tons | - | 306-5.b.ii | NA | 55 | 0 |
| | Incinerated with Energy Recovery | 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 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 | 2023 | |
|--|---|---|---------|-------|-------|-------|-------|
| SOCIAL PERFORMANCE | U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATISTICS ⁽¹²⁾ | | | | | | |
| | Total Employees | | | | | | |
| | Women | % | - | 405-1 | 26.4 | 27.3 | 26.9 |
| | Hispanic or Latino | % | - | 405-1 | 5.6 | 5.1 | 5.7 |
| | Black or African American | % | - | 405-1 | 7.7 | 7.2 | 3.3 |
| | Asian | % | - | 405-1 | 1.2 | 1.3 | 1.0 |
| | 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 | 1.1 | 1.2 | 1.2 |
| | Not Identify | % | % | 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 |
| | | 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 | 11.0 | 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 Millennials | % | - | 405-1 | 42.5 | 44.1 | 47.5 |
| | Supervisors by Age Group Gen Z | % | - | 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 | 2023 |
|-----------------------|---|-----------------|--------------|---------|---------|---------|---------|
| 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.