



Scaling Impact

2024 Corporate Sustainability Report



Contents

Introduction	4	Sustainability at ADM	9	Protect Nature	13	Enrich Lives	24	Governance	32	Data Tables and Indices	36
About ADM	5	Key Topic Assessment and Stakeholder Engagement	10	Environmental Strategy	14	Culture, Engagement, & Inclusion	25	Strategy and Oversight	33	Data Tables	37
About the Report	5	Risk and Opportunity Management	11	Carbon Footprint	15	Health and Safety	26	Compliance and Ethics	34	Verification Statements	38
Our Business	6	Commitments and Policies	12	Energy	17	Food Safety and Quality	27			GRI Content Index	41
Where We Operate	7	Freshwater	18	Human Rights	28					SASB Standards	46
		Waste	19	Community Engagement & Global Impact	30					TCFD	48
		Biodiversity	20								





"Together with our partners and customers, we're scaling up and accelerating solutions to drive growth and secure our future."

CEO Statement

Dear Stakeholders,

ADM's sustainability efforts in 2024 reflect our continuous, dedicated work to enable and support agriculture and farmers, drive innovation and long-term value, protect and strengthen vital supply chains, and serve our customers. I'm proud of ADM's progress this year and the momentum we're building toward our goals.

Sustainability is integral to ADM's growth strategy. Our business is deeply connected to the land, farmers and responsible stewardship, and has been for over 120 years. Healthy and resilient soil, water and air are the foundation for the crops that we transform into an unparalleled array of products. ADM's work supports farmers by creating value and global demand for products and practices that help feed the world, protect nature and enrich lives.

As a pillar of the global food system, we recognize our role in ensuring billions have access to the fundamental nutrition they need, and our opportunity to support sustainable solutions to meet the needs of a growing global population. In addition, consumer demand is evolving, and customers increasingly expect sustainably sourced products.

Among the year's sustainability highlights, ADM expanded our global regenerative agriculture program, increasing acreage and downstream partnerships with customers, to help strengthen soil health and ensure the long-term resilience of agriculture. The program grew to 5 million acres globally, surpassing our 2024 goal of 3.5 million acres and achieving our 2025 goal a year early. Farmers in the program reduced their GHG emissions by more than 1 million metric tons of CO₂e and sequestered more than 363,000 metric tons of carbon in the soil.

We also continued enhancing the efficiency of our own footprint, reducing emissions and saving both energy and water as part of our Strive 35 strategy. In 2024, measuring over our 2019 baseline, we delivered a 14.5% reduction in our Scope 1 + 2 GHG emissions, 6.6% reduction in energy intensity and 3.6% reduction in water withdrawal.

Healthy ecosystems play a critical role in supporting agricultural resilience, and ADM progressed toward our target to achieve a deforestation-free supply chain by the end of 2025. We also remain committed to conversion-free supply chains in South America's high-risk biomes, helping to protect primary native vegetation.

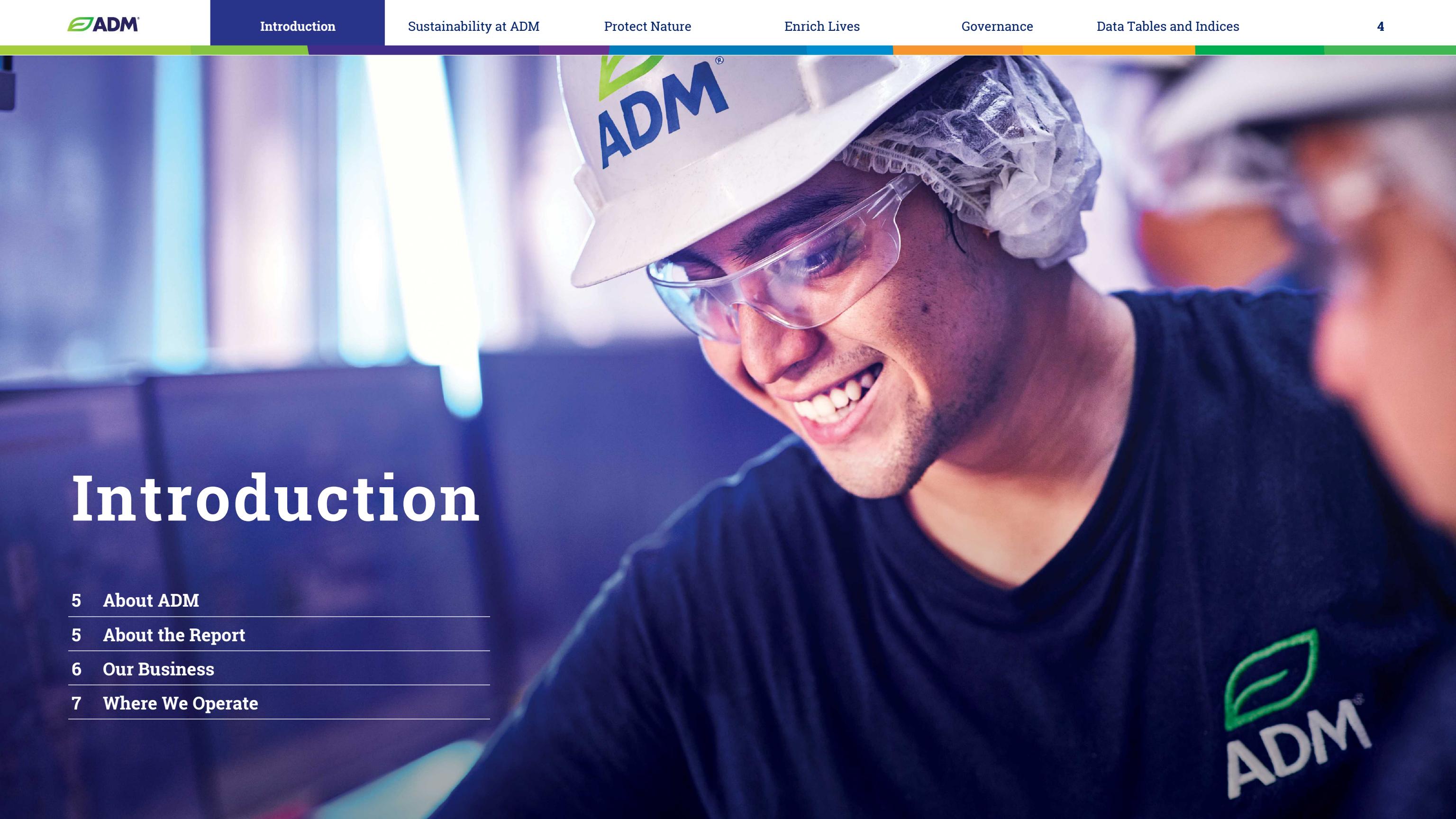
Of course, all of this work comes back to ADM's purpose: unlocking nature to enrich lives. We are committed to making a positive impact on the lives of our colleagues, our partners and the communities where we operate. This year, among other actions, we advanced our safety record, with a 31% year-over-year reduction in Tier 1 and 2 process safety incidents across our global network. ADM Cares, our corporate social investment program, also invested \$15.6 million in projects and organizations driving meaningful social, economic and environmental progress.

We know there's more to be done – and we can't do it alone. Together with our partners and customers, we're scaling up and accelerating solutions to drive growth and secure our future. I'm excited for the work ahead and confident ADM will meet the challenge.

Sincerely,

A handwritten signature in black ink that reads "Juan R. Luciano".

Juan R. Luciano
Board Chair and CEO



Introduction

5 About ADM

5 About the Report

6 Our Business

7 Where We Operate

About ADM

ADM unlocks the power of nature to enrich the quality of life. We're an essential global agricultural supply chain manager and processor, providing food security by connecting local needs with global capabilities. We're a premier human and animal nutrition provider, offering one of the industry's broadest portfolios of ingredients and solutions from nature. We're a trailblazer in health and well-being, with an industry-leading range of products for consumers looking for new ways to live healthier lives. We're a cutting-edge innovator, guiding the way to a future of new bio-based consumer and industrial solutions. And we're leading in business-driven sustainability efforts that support a strong agricultural sector, resilient supply chains, and a vast and growing bioeconomy. Around the globe, our expertise and innovation are meeting critical needs from harvest to home.

About the Report

We are committed to reporting on our sustainability activities on an annual basis. This report highlights our activities and progress toward addressing key sustainability topics from January 1, 2024, to December 31, 2024. Informed by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD), our disclosures cover governance, strategy, risk and impact mitigation, and metrics and targets. We have included an index to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) at the end of the report.



Our Business

ADM works with thousands of growers in the world's most productive agricultural regions to purchase millions of metric tons of crops each year. Our 44,000 employees work to transform many of those raw commodities into a broad array of products and ingredients serving our customers' needs in food, feed, fuel, industrial, and consumer product applications. ADM is able to efficiently distribute commodities and processed products virtually anywhere in the world with our integrated network of elevators, warehouses, terminals, and transportation fleet assets. ADM owns approximately 150 warehouses and terminals and has 68 innovation centers. We operate a transportation fleet consisting of 2,600 barges, 31,950 rail cars, 610 trucks, 1,740 trailers, 171 boats, and 23 ocean-going vessels, which allows us to move grain as needed in the event of extreme weather or political conflicts that may jeopardize food security. In 2024, we processed 18.5 million metric tons of corn and 35.7 million metric tons of oilseeds.

Origination of Crops

