

GRI STANDARD	DISCLOSURE	LOCATION AND/OR RESPONSE
	3-3 Management of material topics	Pages 10-35  <a href="#">2025 Proxy Statement</a> pages 6, 26-27 <a href="#">2024 Form 10-K</a> pages 5-25, 26-28
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<a href="#">2024 Form 10-K</a> pages 32-55
	13.22 Economic inclusion	Pages 20, 22, 30
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	Pages 34-35
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Pages 17, 37  <a href="#">CDP Corporate Questionnaire</a> (7.30.9)
	302-3 Energy intensity	Pages 17, 37  <a href="#">CDP Corporate Questionnaire</a> (7.30.7)
	302-4 Reduction of energy consumption	Pages 17, 37
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Page 18  <a href="#">CDP Corporate Questionnaire</a> (5.11.7), (5.11.9, (9.2), (9.3)
	303-2 Management of water discharge-related impacts	Pages 18, 37  <a href="#">CDP Corporate Questionnaire</a> (9.2), (9.2.8), (9.2.10)
	303-3 Water withdrawal	Pages 18, 37  <a href="#">CDP Corporate Questionnaire</a> (9.2.2), (9.2.4), (9.2.6), (9.2.7)
	303-4 Water discharge	Pages 18, 37  <a href="#">CDP Corporate Questionnaire</a> (9.2.2), (9.2.8)
	303-5 Water consumption	Pages 18, 37  <a href="#">CDP Corporate Questionnaire</a> (9.2.2)
<b>GRI 304: Biodiversity 2016</b>	304-2 Significant impacts of activities, products and services on biodiversity	Pages 20-23
	304-3 Habitats protected or restored	Pages 20-23  <a href="#">CDP Corporate Questionnaire</a> (8.17) <a href="#">2024 Regenerative Agriculture Report</a> <a href="#">2024 Soy Progress Report</a> <a href="#">2024 Palm Oil Progress Report</a>

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<b>GRI 305: Emissions 2016</b>	13.4 Natural ecosystem conversion	Page 21 <b>CDP Corporate Questionnaire</b> (8.7), (8.7.1), (8.7.2), (8.9), (8.9.1), (8.9.2), (8.10.1) <b>2024 Soy Progress Report</b> <b>2024 Palm Oil Progress Report</b>
	13.5 Soil management plan	Page 22 <b>2024 Regenerative Agriculture Report</b>
	13.6 Pesticides use	Page 23
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Pages 15-16 , 37 <b>CDP Corporate Questionnaire</b> (6.1), (7.2), (7.3), (7.4), (7.4.1)
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 15-16 , 37 <b>CDP Corporate Questionnaire</b> (6.1), (7.2), (7.3), (7.4), (7.4.1)
	305-3 Other indirect (Scope 3) GHG emissions	Pages 15-16 , 37 <b>CDP Corporate Questionnaire</b> (6.1), (7.2), (7.3), (7.4), (7.4.1)
	305-5 Reduction of GHG emissions	Pages 14-17, 37 <b>CDP Corporate Questionnaire</b> (7.53)
	306-2 Management of significant waste-related impacts	Page 19
<b>GRI 306: Waste 2020</b>	306-4 Waste diverted from disposal	Page 19
<b>GRI 308: Supplier Environmental Assessment 2016</b>	13.23 Supply chain traceability	Pages 21-22 <b>2024 Palm Oil Progress Report</b> <b>2024 Soy Progress Report</b> <b>CDP Corporate Questionnaire</b> (8.8), (8.8.1), (8.9), (8.9.1), (8.9.2), (8.9.3), (8.9.4)
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Page 26
	403-3 Occupational health services	Page 26
	403-5 Worker training on health	Page 26 <b>2024 Form 10-K</b> page 14
	403-6 Promotion of worker health	Page 26
	403-9 Work-related injuries	Page 26 <b>2025 Proxy Statement</b> page 6 <b>2024 Form 10-K</b> pages 10-14

GRI STANDARD	DISCLOSURE	LOCATION AND/OR RESPONSE
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<b>2025 Proxy Statement</b> pages 4-5 <b>2024 Form 10-K</b> page 13
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Pages 28-29 <b>Supply Chain Due Diligence Report</b> <b>Modern Slavery Statement</b>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Pages 28-29 <b>Supply Chain Due Diligence Report</b> <b>Modern Slavery Statement</b>
<b>GRI 11: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights on indigenous peoples, including description of identified incidents of violations	<b>ADM Grievances Log</b>
	13.13 Number, size in hectares, and location of operations where violations of land and natural resource rights (including customary, collective, and informal tenure rights) occurred and the groups of rightsholders affected	<b>ADM Grievances Log</b> <b>2024 Soy Progress Report</b>
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 28-31
	13.9 Food security	Pages 22, 30-31
	13.13 Land and resource rights	<b>Policy to Protect Forests, Biodiversity, and Communities</b> <b>ADM Grievances Log</b>
<b>GRI 414: Supplier Social Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	Pages 28-31
	13.20 Policies or commitments regarding recruitment of workers	Pages 12, 28-29 <b>Supply Chain Due Diligence Report</b> <b>Modern Slavery Statement</b>
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<b>U.S. Political Contributions and Advocacy</b>
<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 27

# SASB Standards

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE OR LOCATION
<b>Greenhouse Gas Emissions</b>	Gross global Scope 1 emissions	FB-AG-110a.1	Page 37 <a href="#">CDP Corporate Questionnaire</a> (6.1), (7.2), (7.4.1)
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	FB-AG-110a.2	<a href="#">CDP Corporate Questionnaire</a> (3.5), (7.53.1) <a href="#">2024 Form 10-K</a> page 11
	Fleet fuel consumed, percentage renewable	FB-AG-110a.3	7,050,000 GJ; 13%
<b>Energy Management</b>	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-AG-130a.1	<a href="#">CDP Corporate Questionnaire</a> (7.30.1)
<b>Water Management</b>	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-AG-140a.1	<a href="#">CDP Corporate Questionnaire</a> (9.2.2), (9.2.4)
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AG-140a.2	<a href="#">CDP Corporate Questionnaire</a> (9.3)
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	FB-AG-140a.3	<a href="#">CDP Corporate Questionnaire</a> (3.3)
<b>Food Safety</b>	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective actions for (a) major and (b) minor non-conformances	FB-AG-250a.1	Global data is not currently available
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-AG-250a.2	Global data is not currently available
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-AG-250a.3	Global data is not currently available
<b>Workforce Health &amp; Safety</b>	(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	FB-AG-320a.1	Page 26
<b>Environmental &amp; Social Impacts of Ingredient Supply Chain</b>	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	FB-AG-430a.1	<a href="#">2024 Palm Oil Progress Report</a> <a href="#">2024 Soy Progress Report</a> <a href="#">CDP Corporate Questionnaire</a> (8.9)
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AG-430a.2	<a href="#">ADM Grievances Log</a>
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	FB-AG-430a.3	Pages 11, 20-23, 28-29
<b>GMO Management</b>	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	FB-AG-430b.1	<a href="#">Statement on Genetically Modified Organisms</a>
<b>Ingredient Sourcing</b>	Identification of principal crops and description of risks and opportunities presented by climate change	FB-AG-440a.1	Pages 11, 20-22 <a href="#">2024 Form 10-K</a> pages 8-9
	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	FB-AG-440a.2	<a href="#">CDP Corporate Questionnaire</a> (9.2.6)

**ACTIVITY METRIC**

<b>Production by principal crop</b>		FB-AG-000.A	Page 6
<b>Number of processing facilities</b>		FB-AG-000.B	Page 7
<b>Total land area under active production</b>		FB-AG-000.C	This activity metric is not relevant for ADM
<b>Cost of agricultural products sourced externally</b>		FB-AG-000.D	This information is considered confidential

# TCFD

TCFD CORE ELEMENT	TCFD DISCLOSURE REQUIREMENT	LOCATION
<b>Governance</b>	Board's oversight of climate-related risks and opportunities.	Page 33
	Management's role in assessing and managing climate-related risks and opportunities.	Page 33
<b>Strategy</b>	Climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<b>CDP Corporate Questionnaire (2.2), (3.1)</b>
	Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Page 33 <b>CDP Corporate Questionnaire (3.1), (5.2), (5.3)</b>
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<b>CDP Corporate Questionnaire (5.1)</b>
<b>Risk Management</b>	Process for identifying and assessing climate-related risks.	Page 11 <b>CDP Corporate Questionnaire (2.1), (2.2)</b>
	Process for managing climate-related risks.	Page 11 <b>CDP Corporate Questionnaire (2.1), (2.2)</b>
	Process for identifying, assessing, and managing climate-related risks is integrated into the organization's overall risk management.	Page 11 <b>CDP Corporate Questionnaire (2.1), (2.2)</b>
<b>Metrics &amp; Targets</b>	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Pages 11, 37 <b>CDP Corporate Questionnaire (7.52)</b>
	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Pages 15-16, 37
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Pages 14, 37