



Environmental, Health, and Safety Policy

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| PREPARED BY: ANDE-EHS | Published: May 23,2024 | REVISED DATE: |
| NATURE OF REVISION: NEW POLICY | | |

Purpose

The Andersons believes that responsibly managing Environmental, Health, and Safety (EHS) topics is an important measure of our company's success. The health and safety of our employees, contractors, and communities as well as responsible environmental stewardship are foundational to fulfilling our "Statement of Principles."

Scope

This policy applies to all employees, contractors, and entities within ANDE operations.

Policy

I. We are committed to:

- Adhering to applicable EHS laws, regulations, and permits where we operate.
- Educating and training our employees to work in a safe and compliant manner.
- Building a learning culture through embracing total incident reporting, investigation, and open communication sharing.
- Reducing EHS risk through active and continuous hazard identification; Contractor selection and performance that aligns with our EHS objectives.
- Monitoring EHS performance and committing to continuous improvement; and,

II. Communicating objectives and performance to ensure transparency across all metrics.

Policy Administration

- To help facilitate these objectives, The Andersons utilizes online EHS management systems that reach all levels of employees while enhancing and promoting active feedback. The company leadership regularly monitors and utilizes the EHS management systems to analyze performance compared with the aforementioned objectives.