



PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	
COMPANY PERFORMANCE	ECONOMIC PERFORMANCE¹					
	Sales and Merchandising Revenue	\$ millions	-	201-1a.i	12,612	17,325
	Gross Profit	\$ millions	-	-	593	684
	Net Income Attributable to The Andersons	\$ millions	-	201-1a.iii	100	119
	Capital Expenditures and Investments (excludes acquisitions)	\$ millions	-	-	72	108
ENVIRONMENTAL PERFORMANCE	GREENHOUSE GAS EMISSIONS²					
	Total Scope 1 and Scope 2 GHG Emissions	metric tons CO₂e			693,940	697,303
	Scope 1 and 2 GHG Intensity Based on Fiscal Year Revenue	Metric Tons CO₂e/\$ millions		305-4	55	40
	Total Scope 1 GHG Emissions	metric tons CO₂e	FB-AG-110a.1	305-1a	531,333	536,981
	Total Scope 1 CO ₂ Emissions	metric tons CO ₂	-	-	530,113	536,981
	Total Scope 1 CH ₄ Emissions	metric tons CH ₄	-	-	16	15
	Total Scope 1 N ₂ O Emissions	metric tons N ₂ O	-	-	2	2
	Biogenic CO ₂ Emissions ³	metric tons CO ₂	-	305-1c	1,272,354	1,326,670
	Total Scope 2 GHG Emissions⁴	metric tons CO₂e	FB-AG-130a.1	305-2a	162,607	160,322
	Total Scope 3 GHG Emissions⁵	metric tons CO₂	-	305-3a	393	492
	Biogenic CO ₂ Emissions ⁶	metric tons CO ₂	-	305-3c	257,579	257,761
	ENERGY CONSUMPTION⁷					
	Total Energy Consumption	billion gj	FB-AG-130a.1	302-1a	0.02	0.02
	Non-Renewable Sources - Electricity	billion gj	FB-AG-130a.1	302-1a	0.00	0.00
	Non-Renewable Sources - Natural Gas Including Propane	billion gj	FB-AG-130a.1	302-1a	0.01	0.02
	Renewable Sources - Hydro	billion gj	-	-	0.000033	0.000032
	Energy Intensity			302-3a		
	Total Energy Intensity Based on Fiscal Year Revenue	billion g j/\$ millions	-	302-3a	0.0000012	0.0000010
	AIR EMISSIONS²					
	Total Criteria Pollutant Emissions	tons	-	-	1260	1305
Total SO _x Emissions	tons	-	305-7a.ii	64	49	
Total NO _x Emissions	tons	-	305-7a.i	449	460	
Total CO Emissions	tons	-	305-7a.vii	230	287	
Total VOC Emissions	tons	-	305-7a.iv	347	352	
Total PM ₁₀ Emissions ⁸	tons	-	305-7a.vi	170	157	
Total Criteria Pollutant Emissions Intensity Based on Fiscal Year Revenue	tons/\$ millions	-	305-4	0.0999	0.0753	

1. As reported in The Andersons 2022 Annual Report on Form 10-K for 2022 data.

2. Direct (Scope 1) emissions occur from owned/operated facilities. Our fleet emissions were not included in this year's review as we are still gathering data and the data currently captured did not equate to any significance for the review. Emissions were calculated in accordance with the GHG Protocol Corporate Standard for ESG reporting. Emissions calculated for facilities not under the regulatory reporting scheme followed the same calculation. Gas data was available for 75 sites out of 121 sites in 2021 and for 78 sites out of the 126 sites in 2022. Available data was included in the calculations.

3. Biogenic CO₂ emissions resulting from our ethanol facilities fermentation process are reported separately per GHG Protocol and GRI Standards (GRI 305-1).

4. Location-based Indirect (Scope 2) emissions related to emissions from the generation of purchased electricity, steam or heat consumed by the organization.

5. Scope 3 emissions reported for Category 6, corporate air travel as The Andersons is still refining our value chain scope 3 reporting and data.

6. 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 and have since been recalculated for inclusion in this year's review.

7. Includes natural gas, fuel and electricity use at our facilities. Renewable energy consumption represents hydro from some of our Canadian facilities.

8. The Clymers Ethanol plant emissions is an estimation based on 2021 data due to not being required to report in 2022.



PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	
ENVIRONMENTAL PERFORMANCE	WATER⁹					
	Total Water Withdrawal	cubic meters	-	303-3a	6,241,228	6,877,050
	Third Party - Municipality	cubic meters	-	303-3c.i	803,264	1,272,502
	Ground Water - Well	cubic meters	-	303-3c.ii	5,437,964	5,604,870
	Total Water Discharge	cubic meters	-	303-4a	2,192,177	10,114,916
	WASTE¹⁰					
	Total Waste Generated	metric tons	-	306-3.a	26,448	27,323
	Hazardous Waste Generated	metric tons	-	306-3.a	141	201
	Nonhazardous Waste Generated	metric tons	-	306-3.a	26,307	27,122
	Total Waste Diverted from Disposal	metric tons	-	306-4.a,c	19,818	24,314
	Nonhazardous Waste - Recycling	metric tons	-	306-4.c.ii	19,818	24,314
	Total Waste Directed to Disposal	metric tons	-	306-5.a	6,630	3,009
	Nonhazardous Waste Directed to Disposal	metric tons	-	306-5.c	6,489	2,808
	Hazardous Waste Directed to Disposal	metric tons	-	306-5.b	141	201
Nonhazardous Waste Diverted from Disposal	metric tons	-	306-5.c	19,818	24,314	
Nonhazardous Waste - Landfilling	metric tons	-	306-5.c.iii	6,489	2,808	
SOCIAL PERFORMANCE	WORKFORCE¹¹					
	TOTAL EMPLOYEES					
	Women	%	-	405-1	25.5	26.4
	Hispanic or Latino	%	-	405-1	6.4	5.6
	Black or African American	%	-	405-1	7.5	7.7
	Asian	%	-	405-1	1.3	1.2
	American Indian or Alaskan Native	%	-	405-1	<1	<1
	Native Hawaiian or Pacific Islander	%	-	405-1	<1	<1
	Two or More Races	%	-	405-1	1.3	1.1
	Not Identified	%	-	405-1	1.9	1.6
	Total Minority Representation	%	-	405-1	19.0	17.7
White	%	-	405-1	81.0	82.3	

9. 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.

10. Waste metrics were performed in accordance with GRI Standards (GRI 306). Waste definitions were in accordance with U.S. EPA 49 CFR Part 260-261. Waste values are still being refined as all facilities where The Andersons operates have not reported metrics due to their waste handling operations. These facilities are being addressed to ensure future data is captured.

11. Social data was compiled using EEO-1 data for United States employees and Workday for all employment data (international).



PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	
SOCIAL PERFORMANCE	WORKFORCE¹¹					
	EXECUTIVE/SENIOR OFFICIALS AND MANAGERS					
	Women	%	-	405-1	25.0	25.0
	Hispanic or Latino	%	-	405-1	0.0	0.0
	Black or African American	%	-	405-1	0.0	0.0
	Asian	%	-	405-1	0.0	0.0
	American Indian or Alaskan Native	%	-	405-1	0.0	0.0
	Native Hawaiian or Pacific Islander	%	-	405-1	0.0	0.0
	Two or More Races	%	-	405-1	0.0	0.0
	Not Identified	%	-	405-1	0.0	0.0
	Total Minority Representation	%	-	405-1	0.0	0.0
	White	%	-	405-1	100.0	100.0
	FIRST/MID-LEVEL OFFICIALS AND MANAGERS					
	Women	%	-	405-1	20.5	21.8
	Hispanic or Latino	%	-	405-1	3.9	3.3
	Black or African American	%	-	405-1	4.4	3.0
	Asian	%	-	405-1	1.5	1.0
	American Indian or Alaskan Native	%	-	405-1	<1	0.0
	Native Hawaiian or Pacific Islander	%	-	405-1	0.0	0.0
	Two or More Races	%	-	405-1	<1	<1
	Not Identified	%	-	405-1	2.7	2.3
	Total Minority Representation	%	-	405-1	12.9	10.0
	White	%	-	405-1	87.1	90.3
	PROFESSIONALS					
	Women	%	-	405-1	43.4	41.6
	Hispanic or Latino	%	-	405-1	4.0	4.7
	Black or African American	%	-	405-1	2.8	3.2
	Asian	%	-	405-1	2.5	2.3
	American Indian or Alaskan Native	%	-	405-1	<1	<1
	Native Hawaiian or Pacific Islander	%	-	405-1	0.0	0.0
	Two or More Races	%	-	405-1	1.2	1.2
	Not Identified	%	-	405-1	2.1	2.6
Total Minority Representation	%	-	405-1	13.1	14.2	
White	%	-	405-1	86.9	85.8	



PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	
SOCIAL PERFORMANCE	WORKFORCE¹¹					
	Total Workforce - All Employees	COUNT	-	-	2,368	2,278
	Total Workforce - Women	%	-	405-1	25.5	26.3
	Total Workforce - Not Identified Gender	%	-	405-1	<1	<1
	Total Workforce - Racial/Ethnic Minority Groups	%	-	405-1	18.3	18.3
	Employees by Age Group Baby Boomers	%	-	405-1	17.8	16.8
	Employees by Age Group Generation X	%	-	405-1	33.9	32.9
	Employees by Age Group Millennials	%	-	405-1	41.1	41.0
	Employees by Age Group Generation Z	%	-	405-1	6.7	8.9
	Employees by Age Group Silent Generation	%	-	405-1	<1	<1
	Employees by Age Group Not Identified	%	-	405-1	<1	<1
	Board of Directors					
	Board of Directors - Women	%	-	405-1	20.0	20.0
	Board of Directors - Racial/Ethnic Minority Groups	%	-	405-1	10.0	10.0
	Board of Directors by Age Group Baby Boomers	%	-	405-1	10.0	10.0
	Board of Directors by Age Group Generation X	%	-	405-1	90.0	90.0
	Officers					
	Officers - Women	%	-	405-1	25.0	25.0
	Officers - Racial/Ethnic Minority Groups	%	-	405-1	0.0	0.0
	Officers by Age Group Baby Boomers	%	-	405-1	38	38
	Officers by Age Group Generation X	%	-	405-1	38	38
	Officers by Age Group Millennials	%	-	405-1	13	13
	All Senior Management					
	All Senior Management	count	-	405-1	79.0	86.0
	Senior Management - Women	%	-	405-1	18.9	18.0
	Senior Management - Racial/Ethnic Minority Groups	%	-	405-1	7.0	9.6
	Senior Management by Age Group Baby Boomers	%	-	405-1	15.2	14.4
Senior Management by Age Group Generation X	%	-	405-1	57.6	56.9	
Senior Management by Age Group Millennials	%	-	405-1	27.2	28.7	



PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	
SOCIAL PERFORMANCE	WORKFORCE¹¹					
	All Supervisors	COUNT	-	-	453	445
	Supervisors - Women	%	-	405-1	21.1	21.5
	Supervisors - Not Identified Gender	%	-	405-1	<1	<1
	Supervisors - Racial/Ethnic Minority Groups	%	-	405-1	11.6	10.6
	Supervisors by Age Group Baby Boomers	%	-	405-1	14.9	13.3
	Supervisors by Age Group Generation X	%	-	405-1	43.7	43.3
	Supervisors by Age Group Generation Z	%	-	405-1	<1	1.0
	Supervisors by Age Group Millennials	%	-	405-1	40.8	42.5
	Total Hires - All Employees	count	-	401-1	797.0	913.0
	Total Hires - Women	%	-	401-1	24.3	24.3
	Total Hires - Not Identified Gender	%	-	401-1	2.5	1.0
	Total Hires - Racial/Ethnic Minority Groups	%	-	401-1	32.3	32.5
	Total Hires by Age Group Baby Boomer	%	-	401-1	5.4	9.6
	Total Hires by Age Group Generation X	%	-	401-1	18.6	19.4
	Total Hires by Age Group Millennials	%	-	401-1	49.3	42.5
	Total Hires by Age Group Generation Z	%	-	401-1	23.4	27.3
	Total Hires by Age Group Silent Generation	%	-	401-1	<1	<1
	Total Hires by Age Group Not Identified	%	-	401-1	2.6	1.0
	Intern/Co-op Hires - Total	count	-	-	14	15
	Intern/Co-op Hires - Women	%	-	405-1	28.6	28.6
	Intern/Co-op Hires - Not Identified Gender	%	-	405-1	14.3	0.0
	Intern/Co-op Hires - Racial/Ethnic Minority Groups	%	-	405-1	14.3	6.7
	Interns by Age Group Millennials	%	-	405-1	14.3	0.0
	Interns by Age Group Generation Z	%	-	405-1	85.7	100.0
	Intern to Employee Conversions - Total	count	-	-	12	15
	Intern to Employee Conversions - Women	%	-	405-1	19.0	14.3
	Intern to Employee Conversions - Racial/Ethnic Minority Groups	%	-	405-1	4.8	7.1
	Intern to Employee Conversions by Age Group Millennials	%	-	405-1	16.7	0.0
	Intern to Employee Conversions by Age Group Generation Z	%	-	405-1	83.3	100.0



PERFORMANCE DATA

	Unit of Measure	SASB Map	GRI Map	2021	2022	
SOCIAL PERFORMANCE	COMMUNITY INVESTMENT¹²					
	Nonprofits Supported	count	-	-	567	500
	Agriculture Supported	count	-	-	73	74
	Employee Donations to Nonprofits	\$	-	-	388,044	432,132
	Employee Volunteer Hours	hours	-	-	1,784	5,979
	Company Matching Gifts (From The Andersons Inc. Charitable Foundation)	\$	-	-	103,439	314,230
	Company Service Event Participation	%	-	-	11	45
	Total Employee Engagement	%	-	-	35	57
	SUPPLY CHAIN					
	Percent of Agriculture Products Sourced Certified to Third-Party	% by Cost	FB-AG-430a.1	-	NA	<1
Supplier Social and Environmental Audit, Nonconformance, and Corrective Action	Rate by %	FB-AG-430a.2	-	NA	<1	
SAFETY PERFORMANCE	PERSONAL SAFETY PERFORMANCE¹³					
	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	52	40
	Total Company - OSHA RECORDABLE INCIDENT RATE	per 200,000 hrs worked	FB-AG-320a.1	403-9	2.15	1.98
	Total Company - LOST TIME	count	FB-AG-320a.1	403-9	21	10
	Total Company - LOST TIME RATE	per 200,000 hrs worked	FB-AG-320a.1	403-9	0.87	0.49
	Total Company - TOTAL COUNT OF HEALTH ILLNESSES	count	-	403-10	0	0
	Process Safety Events - Tier 1 (API Calculation)					
	Total Company	count	-	-	1	1
Total Company	(total tier i count/total work hours) X 200,000	RT-CH-540a.1	-	0.04	0.05	
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	

12. Includes The Andersons Foundation dollars where applicable.

13. All data excluded contractors. The data presented does not include COVID-19 cases that The Andersons conservatively recorded as work-related.