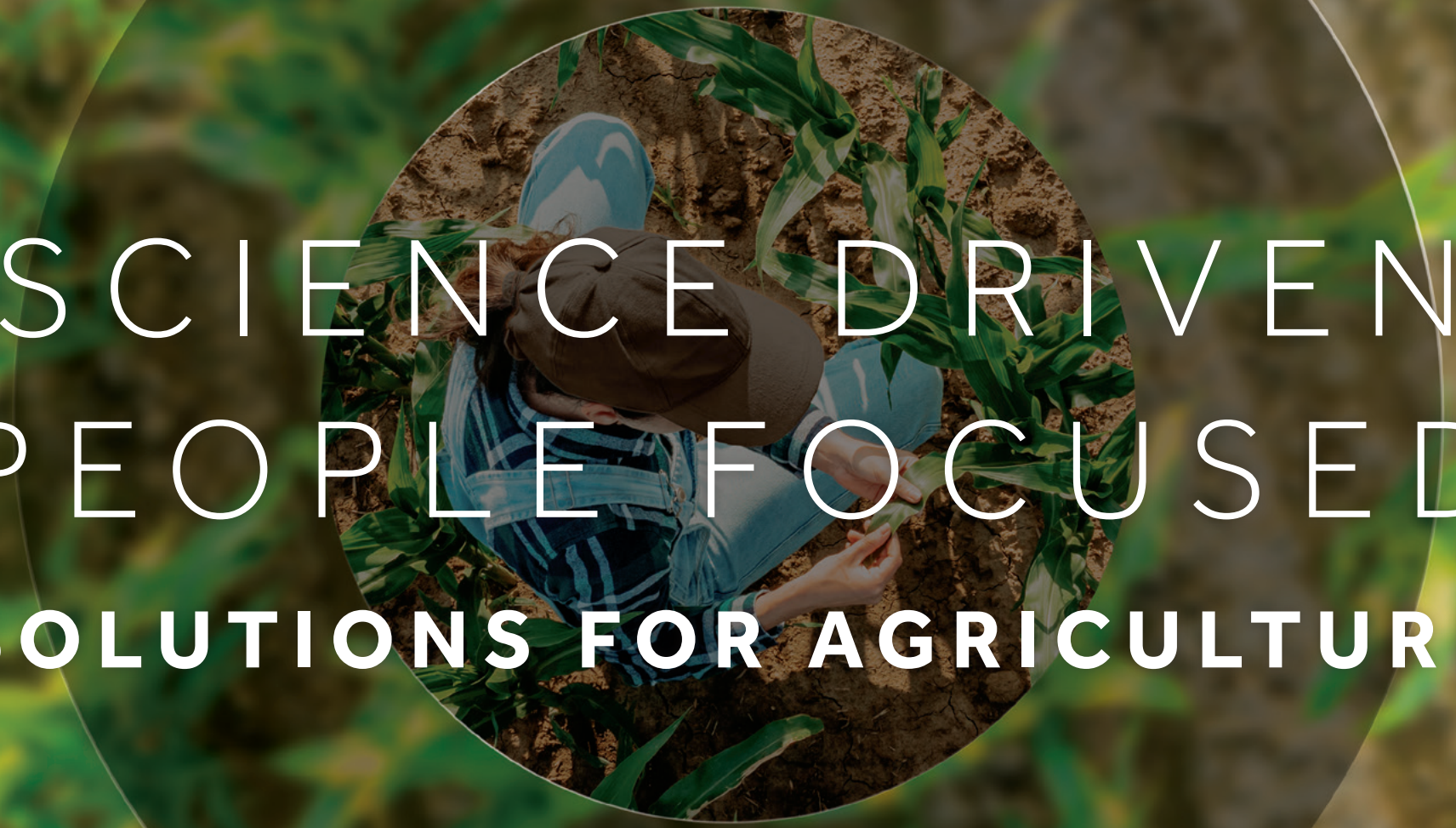
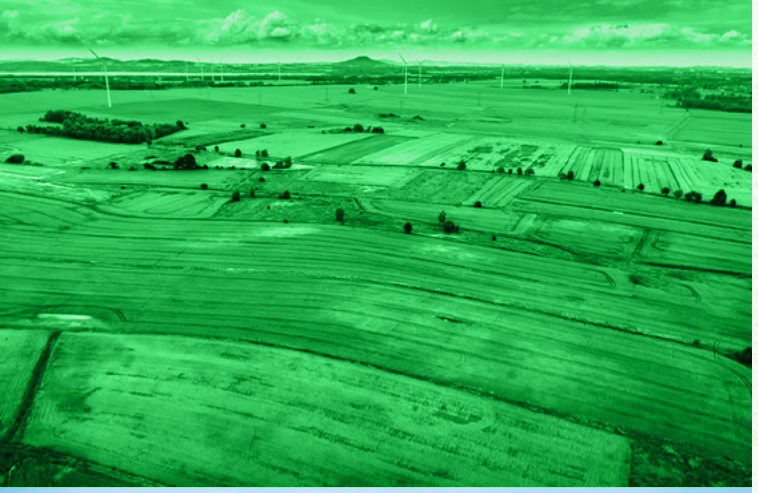
2022 SUSTAINABILITY REPORT



SCIENCE DRIVEN PEOPLE FOCUSED

SOLUTIONS FOR AGRICULTURE

FMC | An Agricultural Sciences Company



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*Please see our appendices in the **digital report** on FMC.com/sustainability for additional environmental, social and governance data, material topics, reporting frameworks and limited assurance criteria.*

ABOUT THIS REPORT & REPORTING FRAMEWORKS

FMC REPORTING AND CONSOLIDATION PRINCIPLES

Our annual sustainability report continues to be a key engagement and transparency vehicle for FMC. The environmental and safety data in this report include all sites under FMC's operational control in 2022. All greenhouse gas (GHG) emissions are reported in accordance with GRI and, as allowed by GRI, measured based on the Greenhouse Gas Protocol.

EXPLORE FMC.COM/SUSTAINABILITY

We invite you to visit our website for more information and data. You can explore the website to access FMC reports and videos related to our sustainability programs, as well as FMC policies and statements on several important topics including climate change, human rights, supplier code of conduct and animal welfare.

Reporting Frameworks

Detailed reporting framework indices can be found in **ESG Appendix - Governance** in our digital appendices.

Global Reporting Initiative (GRI)

This report and our web-based content at FMC.com/sustainability have been prepared in accordance with the GRI Universal Standards.

United Nations Global Compact (UNGC)

A principle-based framework for global companies committed to responsible business practices in the areas of human rights, labor, environment and anti-corruption. FMC became a signatory to the UNGC in 2015. FMC will complete our eighth annual Communication on Progress on the new digital UNGC platform.

Task Force on Climate-Related Financial Disclosures (TCFD)

A set of disclosures we have adopted that were created to improve and increase reporting of climate-related financial information. FMC is a TCFD supporter.

Sustainability Accounting Standards Board (SASB)

SASB provides industry-specific standards for companies across all sectors to disclose relevant and material sustainability key performance indicators (KPIs).

CDP

The global disclosure system that allows investors, companies, cities, states and regions to manage their environmental impacts. FMC has been reporting to CDP since 2016. In 2022, FMC received an A- on Climate Change and Water Security. To read more visit fmc.com/en/cdp-responses.

External Data Assurance

FMC engaged with KPMG to provide limited assurance in relation to specified 2022 environmental and safety data. The scope of this assurance includes total Scopes 1 and 2 GHG emissions, total Scope 3 GHG emissions (including Categories 1, 2, 3, 4, 5, 6, 7, 8, 9 and 12), energy, and renewable energy, waste (generated, disposed, and beneficially reused), water (withdrawals, discharges and consumption) and safety (TRIR and fatalities). The Independent Accountant Review Report is on page 39 and the complete list of data assured is available on page 63.

Materiality

The information and topics covered in this report were guided by our 2022 materiality assessment that was completed in accordance with GRI standards. This assessment was accomplished through surveys with stakeholders. Further details on this assessment and the materiality matrix can be found in **ESG Appendix - Governance**.

A MESSAGE

FROM MARK DOUGLAS
President and Chief Executive Officer

At FMC, we believe in the infinite potential of science and innovation to transform agri-food systems in a way that benefits people and the environment.

Never has this been more important to solving the complex global challenges facing agriculture and society today. I am proud of our company and colleagues around the world who have embraced FMC's vision for a sustainable future.

In recent years, we have seen first-hand the impacts of a changing climate on our industry and food production globally. FMC has committed to address this on two fronts. The first is in our own operations and improving the company's environmental footprint. Since setting a science-based target of net-zero greenhouse gas emissions by 2035, we have worked intensively to reduce emissions across our value chain. In 2022, we reduced Scopes 1 and 2 emissions by 3% while at the same time delivering record growth and increased volume.

The second front is on the farm, where we are supporting farmers around the world with sustainable technologies that help protect their crops and build resiliency to climate impacts. FMC has one of the strongest R&D pipelines in the industry. We continue to invest in new synthetic technologies as well as innovative biological solutions, like pheromones and peptides, to augment our rapidly growing plant health platform. FMC's acquisition of BioPhero is a giant step forward in bringing unique, environmentally friendly crop protection solutions to farmers worldwide.

Behind all of this is our people and the values of respect, integrity and agility that guide more than 6,600 employees across the company. We remain focused on creating an inclusive culture and moving the needle on our representation goals. With a workforce that is diverse and balanced, we can better engage customers and farmers wherever they are.

In this year's report, we are sharing our progress in the three focus areas we introduced in 2022: Protection, Innovation and Engagement. Within each area, we outline our commitments and actions on climate, sustainable innovation, stewardship, and diversity, equity and inclusion. These are important aspects of our strategy that benefit agriculture and society broadly while having a direct impact on the long-term viability and success of our company. And they are fundamental to our purpose and supporting farmers in their vital role of producing food, feed and fiber for a growing world.

MARK DOUGLAS

- *President and Chief Executive Officer*
  FMC Corporation

COMPANY OVERVIEW

FMC is an agricultural sciences company that advances farming through innovative and sustainable crop protection technologies. From our industry-leading discovery pipeline, to unique application systems, to modern biological products, we are passionate about bringing new solutions to growers around the world.

For more than 130 years, we've been rooted in agriculture and innovation. Today's FMC continues to earn the trust of growers and industry partners to maximize their productivity, profitability and sustainability. FMC employs more than 6,600 employees at more than 100 sites worldwide.

Our six Core Values define who we are and how we do business: Customer-Centricity, Sustainability, Respect for People, Safety, Integrity and Agility. Collectively, these values guide us as individuals and as a global team of people around the world. Operating with integrity is of utmost importance and our ethics and compliance values run deep. Read more about Governance and Operating Principles at FMC.com/sustainability or in **ESG Appendix–Governance**.

Main Product Lines

- Biologicals
- Fungicides
- Herbicides
- Insecticides
- Micronutrients
- Seed Treatments

FMC Global Locations

- Offices
- Manufacturing
- Research and Technology Centers

A Global Workforce

- **24%** North America
- **24%** Europe, Middle East & Africa
- **13%** Latin America
- **39%** Asia Pacific

Current Global Footprint

5	21	6%
Major Innovation Centers	Manufacturing Sites	R&D Spend as % of Revenues

2022 PROGRESS ON GOALS

In 2022, we continued to make progress on our sustainability goals, including our 2025 operational goals (sustainable innovation, safety, community engagement) and 2027 workforce diversity goals. This data is presented below and in **ESG Appendix–Social** in our digital appendices.

We also made progress on our environmental goals pertaining to absolute greenhouse gas emissions (GHG), waste to beneficial reuse and implementing sustainable water practices. These goals were established in 2022 as part of our Greater Than Green global sustainability platform. Progress toward these goals is presented in **ESG Appendix–Environment**.

2025 Sustainability Goals

INNOVATION	SAFETY	COMMUNITY ENGAGEMENT
100% R&D spend on sustainably advantaged products	**<0.1 Total** Recordable Incident Rate (TRIR)	**100** on the Community Engagement Index
2022 Progress		
98%	**0.08**	**90%**

2027 Workforce Diversity Goals

BLACK/AFRICAN AMERICAN REPRESENTATION	FEMALE REPRESENTATION
14% representation in the U.S. workforce	**50%** representation in the global workforce
10%	**32%**

2035 Environmental Sustainability Goals

ABSOLUTE GHG EMISSIONS		WASTE TO BENEFICIAL REUSE
Net Zero		**100%**
2022 Progress		
-3% Scopes 1 & 2	**-2%** Scope 3	**58%**

2022 Financial Performance Summary

For the year ending December 31, 2022, FMC Corporation recorded the following results:

$5.80	$742	$1.407*	$5.81	$7.41*
Annual Revenue (billions)	**GAAP Net Income** (millions)	**Adjusted EBITDA** (billions)	**GAAP Earnings** Per Diluted Share	**Adjusted Earnings** Per Diluted Share

*Represents a non-GAAP financial term. Refer to our website, **investors.fmc.com**, for definitions and reconciliations of non-GAAP terms to the most directly comparable GAAP term.

SAFETY, A SHARED RESPONSIBILITY

Our focus on the safety and wellbeing of people, whether they're our own employees and their families, customers or community members, is what has made us one of the safest chemical companies in the industry. It has earned us our fourth ACC Responsible Care Company of the Year award since 2017 and remains front and center as we work toward our ultimate goal of an injury-free workplace.

Last year was a challenge as employees adjusted to new routines and worked to reestablish connections after the pandemic. Despite this, we maintained a strong safety culture and industry leading performance while continuing to grow the company. As a result, we finished 2022 with a TRIR of .08.

As part of our safety procedures, we evaluate every safety incident, as well as reported near misses, to identify potential related risks and develop plans to prevent future incidents. Recent evaluations have shown a trend in the growing number of non-manufacturing injuries. Non-manufacturing employees include those who are out in the field meeting customers and visiting farms in every region of the world. To ensure we're addressing the unique safety hazards non-manufacturing employees face, we've developed targeted safety campaigns and training on specific topics, such as motor vehicle safety and the importance of staying "in the moment."

Please refer to **ESG Appendix–Social** for additional information on FMC's safety standards, protocols and procedures.

10-YEAR ANNIVERSARY OF TH!NK. SAFE.

As reported in our 2021 Sustainability Report, 2022 was the 10-year anniversary of TH!NK. SAFE., FMC's award-winning safety program. It was an opportunity for FMC to renew our commitment to safety and to our TH!NK. SAFE. Manifesto, which reminds us that we each have a responsibility to ourselves and to others to be safe. Safety is ongoing and constantly evolving as new hazards arise each day. At FMC, we commit to being safe by choice, not by chance.

TH!NK. SAFE.

2022 TH!NK. SAFE. CAMPAIGN

Our 2022 TH!NK. SAFE. Campaign focused on the Hierarchy of Control, a highly effective framework for safely dealing with hazards. Employees followed a fictional character, Effemcy, in her quest to restore safety to the kingdom of TH!NK. SAFE. Along the way, they learned about each **level of the Hierarchy of Control: Elimination, Substitution, Engineering Control, Administrative Control, and PPE.**

Process Safety

Process Safety Management (PSM) is a core element of our safety culture at FMC, and we are continually working to implement robust systems and procedures for employees across the company.

In 2022, we conducted several mandatory corrective and preventative actions (MCAPs) to address issues identified through our standard learning review process for incidents and near misses. These preventative programs were implemented at our global manufacturing sites as well as with contract manufacturers, where necessary. Programs focused on:

1. Evaluation and correction of the failsafe position of software-controlled valves to ensure correct valve positions during startup
2. Evaluation of our Process Hazard Analysis programs in our active ingredients tollers to ensure adequate risk control
3. Evaluation and correction of frequently removed instrumentation to prevent leaks, personnel exposure during changes, and inadequate installation

The evaluations provided useful insights that led to mitigation efforts to prevent the same issue from happening again at any of our locations. We will continue to leverage these proactive programs as key components of our learning review process.

TIME SINCE LAST RECORDABLE INJURY

Safety Milestones

FMC's Asia Pacific region achieved an outstanding safety milestone with **zero recordable injuries in 2022.** In addition, there were no severe process safety events or notices of violations throughout the year. This represents more than 460 days without a recordable injury in manufacturing and more than 1,000 days in non-manufacturing.

FMC Rønland, A Model for Safety in the Community

FMC's Rønland, Denmark, site is well recognized in the community for its high safety standards. Last year, the Police of Denmark invited the team to share FMC's safety philosophy and risk management approach with the area's police force of more than 1,400 employees during their annual management training and strategy seminar.

Eivind Triel, Health & Safety Manager, and Jesper Mikkelsen, Production Manager, discussed how FMC addresses risk, from high-level business risks to daily operational hazards, through safety programs and initiatives including annual TH!NK. SAFE. campaigns, Execution Control System board meetings and Safety Job Analysis and Life Critical Standard systems. They also shared a case study on FMC's COVID risk management and business continuity plan.

A MESSAGE FROM KAREN TOTLAND, PH.D.
CHIEF SUSTAINABILITY OFFICER
REFLECTIONS FROM COP27

Karen Totland
FMC Vice President and
Chief Sustainability Officer

The 2022 United Nations Climate Change Conference, or COP27, in Sharm el-Sheikh, Egypt, highlighted two points for our company: that the agriculture sector is finally being recognized as a crucial voice in the global debate on climate change and food security and that we are indeed doing our part to address the climate crisis.

FMC is uniquely positioned to deliver solutions to key challenges related to the environment and food. Our innovation capabilities contribute to the objective of helping farmers produce more with less, which is essential to continue feeding the world without further impacting the environment. Our products enable productivity and adaptation for farmers facing the challenges of a changing climate. Furthermore, private sector commitments on net-zero were the subject of much debate and scrutiny following the publication of a report by a UN panel on greenwashing. It was reassuring to see that FMC is taking all the right steps required from non-state actors that were put forth in the report — including setting science-based targets and tackling absolute emissions across our entire value chain.

The path to change is not linear and we are confronted by new challenges daily. But **we must remain focused and continue to push ourselves to pursue ambitious goals**. Because **only in striving to meet them will we make real progress**.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT

At FMC, we believe we have an obligation to leave this world a better place for generations that come after us.

That's why our Greater Than Green global sustainability platform extends beyond our company walls to the communities where we operate and the farms we serve. It's essential to our business, and it's vital to creating a more resilient world. We have taken immediate, bold action to prepare and protect people and the planet now and in the future. This includes establishing our most ambitious environmental goals to date, with a focus on achieving net-zero greenhouse gas (GHG) emissions by 2035.

In 2022, we created a global, cross functional team to identify opportunities to implement projects and initiatives that will help FMC achieve net-zero, including improvements in energy, water and waste management. The team works with stakeholders across the business to accelerate our renewable energy strategy, a key component of our net-zero plan.

PROTECTION

OUR ENVIRONMENTAL GOALS

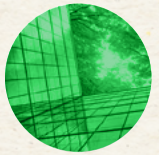
Net-Zero

The first step in our journey to net-zero by 2035 was to develop a detailed plan for reducing GHG emissions across FMC's value chain and submit our near- and long-term reduction targets to the Science Based Targets initiative (SBTi). **In early 2023, our reduction targets were verified by SBTi, a significant achievement in our net-zero journey.**

Ongoing supply constraints and rising energy prices posed significant challenges to our reduction plan in 2022. We addressed these challenges by implementing various short-term solutions that allowed us to continue to serve our customers. For example, our Rønland, Denmark, site had the flexibility to switch fuels to ensure continuous production. A temporary switch to diesel fuel in 2022 led to an 13% increase in annual GHG emissions at the site. **Despite this increase, FMC reduced absolute Scopes 1 and 2 GHG emissions globally by 3%.**

We continue to prioritize energy-efficient projects across our global locations, which have resulted in significant cost savings for the company as well as reductions in energy use at our operating sites. For example, the team at our Mobile, Alabama, site optimized the flow of natural gas to their unit flares and incinerators, which significantly reduced natural gas consumption, and the team at our Manatí, Puerto Rico site installed a variable frequency drive to optimize the fan speed in one of their cooling towers, resulting in significant energy reductions. These seemingly small changes continue to help drive our overall reduction in emissions.

LONG-TERM ENVIRONMENTAL GOALS



NET-ZERO by 2035 — Absolute GHG Emissions

100% by 2035 — Waste to Beneficial Reuse

100% of all sites by 2035 — Implement Sustainable Water Practices

SCIENCE BASED TARGETS INITIATIVE (SBTi)

FMC was the sixth company in the world (across all industries) to have an SBTi-approved net-zero by 2035 target. We are also:

- The first U.S. company to have an approved net-zero target by 2035
- The first crop protection company globally with an approved net-zero target
- The third chemical company globally with an approved net-zero target aligned with 1.5°C

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Energy

FMC's emissions reductions over the next few years will rely heavily on our ability to increase renewable energy and improve energy efficiency. Our sites are transitioning to cleaner energy options from a diversified portfolio of solutions that includes Power Purchase Agreements (PPAs), Virtual Power Purchase Agreements (VPPAs) and Energy Attribute Certificates (EACs).

We have already begun to use EACs (known as renewable energy certificates or RECs in the U.S.) at some of our sites as an interim step to reduce emissions as we establish additional infrastructure required for long-term solutions. An example of this approach can be found at our Wyong, Australia, site where the team initiated a multi-year partnership with a new energy provider that includes 25% renewable energy with flexibility to increase the amount in the future. This allows them to reduce emissions while planning for larger-scale renewable energy initiatives.

In 2022 FMC increased our percentage of renewable energy to 11% of our total energy consumption.

Supplier Engagement

Partnering with suppliers to reduce their GHG emissions is critical to achieving our net-zero targets as well as supporting broader climate change mitigation efforts. FMC has a dedicated team that works with key strategic contract manufacturers (whose emissions comprise 15% of our total Scope 3) to identify sustainability projects focused on emissions reductions, waste generation and water use.

~22,000 MT
CO_2 SAVED
FROM 8 STRATEGIC CONTRACT MANUFACTURERS

Eight of our contract manufacturers in China worked with our team and implemented multiple projects resulting in a total estimated savings of ~22,000 metric tons of CO_2. These projects focused on transitioning to lower carbon energy sources, including using steam generated from a municipal solid waste site instead of fossil fuels, and increasing renewable energy used from wind, solar, water and nuclear.

It is important to note that our current Scope 3 data does not reflect these savings. However, we are recalculating FMC's Scope 3 emissions from key suppliers and will report updated data in our 2023 Sustainability Report.

Waste

WASTE TO BENEFICIAL REUSE PROGRESS

We continue to promote waste circularity in our operations and are making strong progress against our goal of **100% waste to beneficial reuse**. We achieved 58% at the end of 2022. FMC defines beneficial reuse as recycling, reusing and/or converting waste materials that would otherwise go to a landfill into a valuable commodity such as a fuel or a substitute raw material.

58% WASTE TO BENEFICIAL REUSE
FMC PROGRESS AT END OF 2022

One of the biggest contributors to FMC's progress last year was our site in Rønland, Denmark. The team implemented two major projects that reduced both the overall amount of waste generated by 10% and **increased their waste to beneficial reuse to 99%**.

One of the projects focused on the beneficial reuse of sludge waste generated from the onsite biological wastewater treatment plant. Like many manufacturing sites, Rønland's sludge waste was disposed in a regulated landfill. Through our partnership with the landfill, the team discovered that the waste can be used as a stabilizer to manage daily landfill operations. In 2022, this material was used to beneficially replace more than 10 tons of virgin clay and bentonite material while maintaining compliance with all appropriate landfill management regulations.

The second waste circularity project resulted in the elimination of a waste stream at the site. The team recognized that a production by-product, which was previously disposed of off-site, could be a valuable substitute raw material in another company's manufacturing process. In addition to significant cost savings, the beneficial reuse of that by-product also resulted in a reduction of waste generated at Rønland.

Because the Rønland site accounts for 25% of FMC's total waste generated in 2022, these projects have had a significant impact on progress toward FMC's waste goal globally. Waste circularity will continue to be critical for all FMC locations in our journey to 100% waste to beneficial reuse.

FMC INDIA PLASTICS RECYCLING PROGRAM

The FMC team in India achieved a remarkable milestone in their sustainability journey, **recovering and recycling over 2.6 million kilograms, or 5.7 million pounds, of plastic waste** as part of a new initiative launched in 2021.

The initiative fulfills our extended producer responsibility for the treatment and disposal of post-consumer products. The objective is to recover and recycle the same amount of plastic as is used for product packing. To support this effort, we have partnered with a government-approved agency that specializes in the collection and disposal of plastic waste, and disposals are verified by a third party and the reports are submitted to the government.

Furthermore, FMC is also encouraging the Indian government to categorize Empty Pesticide Containers (EPCs) as "non-hazardous" if they have undergone triple rinsing at a government-approved collection and processing center. Triple rinsing is a best practice that has been shown in independent studies to remove nearly all remaining pesticides from EPCs. This will allow the industry to initiate EPC collection and disposal at the grassroots level.

"As a responsible company, FMC must do whatever we can to protect the environment while providing a range of innovative, sustainable solutions to Indian farmers. We actively promote product stewardship among farming communities, and we hope that with this initiative, we can demonstrate an important way to minimize the environmental impact of crop protection products through end-of-life management."

RAVI ANNAVARAPU
President of FMC India

Water

WATER STEWARDSHIP

Water stewardship is a priority for FMC's operating sites around the world. FMC is a proud member of the Alliance for Water Stewardship (AWS). In 2022, we committed to implementing sustainable water practices at all FMC sites by 2035. Our plan prioritizes reducing water consumption and increasing local stakeholder-involved stewardship practices in our high-risk water area locations by 2030.

For example, FMC's Panoli, India, manufacturing site is located in the state of Gujarat, where water scarcity is a critical issue for the community. Last year, we reported on the site's liquid discharge project (LDP), which implemented a reverse osmosis (RO) system that increased our internal wastewater treatment capacity, resulting in significant reductions in water withdrawn. The project was completed in November 2021, and in 2022 the site reduced water withdrawn by 20% as a result of reusing the RO permeate water while becoming a zero liquid discharge (ZLD) facility.

The RO system increases water efficiency at the site; however, it also requires additional energy. To address this, the site increased its use of renewable energy and was still able to reduce its Scopes 1 and 2 (market based) GHG emissions by 23% in 2022. This demonstrates how we are working to balance and prioritize our sustainability initiatives at FMC sites based on location-specific needs and risks.

FMC IS A PROUD MEMBER OF THE ALLIANCE FOR WATER STEWARDSHIP

AWS VISION

A water-secure world that enables people, cultures, business and nature to prosper, now and in the future

ALLIANCE FOR WATER STEWARDSHIP

RAINWATER HARVESTING AND STORMWATER MANAGEMENT

Rainwater harvesting is a low-cost and efficient tool to help improve FMC's water footprint at manufacturing locations around the world. In 2022, several sites installed rainwater harvesting systems to collect stormwater runoff to be used as a supplemental water source for the site.

Our Panoli site has two systems that collect stormwater runoff from 3,000 square meters of roof-top area. Together, they have the potential to harvest approximately 2,500 m^3 (~660,000 U.S. gallons) of water annually. In Puerto Rico, FMC's Manatí site plans to install three more rainwater harvesting systems to maximize stormwater runoff captured from impervious surfaces across the site.

POTENTIAL TO

HARVEST ~2,500 M^3 WATER ANNUALLY

AT FMC'S PANOLI SITE

FMC's site in Rønland, Denmark, also expanded its water treatment systems by installing a new carbon filter unit to treat stormwater runoff separately from process water. This allows the site to remain operational during extreme rainfall events, better prepares them for precipitation impacts due to climate change and reduces the load to the wastewater treatment plant, which ultimately reduces energy consumption.

Ongoing improvements in stormwater management will continue to be a focus for FMC as we increase our sites' resiliency through sustainable water practices.

ENVIRONMENTAL METRICS

Environmental Boundary and Data Assurance

FMC reports our GHG emissions in accordance with GRI and calculated in accordance with the Greenhouse Gas Protocol. Our Scopes 1 and 2 boundaries include emissions from our manufacturing sites, all FMC-owned (including our global R&D headquarters, Stine Research Center) sites as well as our fleet. FMC reports our total Scopes 1, 2 and 3 GHG emissions (including Categories 1, 2, 3, 4, 5, 6, 7, 8, 9 and 12).

In 2022, we engaged KPMG to perform a limited assurance review of certain environmental, sustainability and safety data.

KPMG provided limited assurance based on GRI and Management Criteria as outlined in **ESG Appendix–Governance**. See Independent Accountant's Review Report on Page 39 for the metrics subject to their review and the conclusion thereon.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT

At FMC, we are committed to supporting farmers with technologies that will improve yields while shrinking our collective impact on the environment. Innovation is at the heart of this commitment, and it is a central pillar of our Greater Than Green sustainability platform.

1. Invest in broadening our portfolio of new solutions to maximize crop yields on existing farmland
2. Enable advancements in farming that reduce on-farm carbon emissions and promote water stewardship
3. Enhance soil health, crop nutrition and biodiversity on the farm to ensure healthy, resilient and productive harvests

INNOVATION

INNOVATING WITH PURPOSE

The world is facing a food crisis like no other. The number of people facing acute food insecurity globally is expected to reach a record of more than 349 million in 2023, according to the World Food Programme. Meanwhile, the Food and Agriculture Organization (FAO) estimates up to 40% of crops are lost annually to pests. Farmers around the world depend on advanced solutions to protect their crops from disease, weeds and insects. Without innovation in crop protection, pests build resistance to existing technologies, rendering them less effective and leading to dramatic yield losses.

FMC's research organization screens more than 60,000 compounds every year to find molecules the world has never seen to control destructive pests that threaten the world's food supply. **With more than 25 new active ingredients in Discovery and 12 in Development, we are preparing to launch new synthetic and biological crop protection products throughout the next decade.** The pipeline features more than 20 new modes of action across each area of control, providing farmers with a diverse set of tools to address some of their biggest challenges.

We create innovative solutions to address food security without compromising the environment.

In my role as U.S. Crop Technology Market Manager, I see our contribution to food security firsthand. I see the passion, dedication and drive to deliver digital and precision technologies to farmers that help them produce more in a more efficient and sustainable way."

SYLVESTER MILLER
Technology Market Manager, U.S.

From new modes of action that combat resistance, to cutting-edge technologies that increase sustainability of farming practices, we create innovative solutions to address food security without compromising the environment. We are committed to creating new products that are consistently better for the planet than any that currently exist in the market. **Examples include:**

- Products that **require significantly less water** to manufacture and apply
- Products with a **lower carbon footprint**
- **Packaging and dispensing technologies** that reduce water use and plastic waste
- **Delivery systems** that apply products at the time of planting, improving labor and fuel efficiency
- Biological products that **promote plant health** and resiliency to environmental stresses
- **Environmentally friendly solutions** like pheromones that are safe for beneficial insects and can augment efforts to reduce the potential for resistance to synthetic pesticides
- New classes of chemistry that are used at very low dose rates and **target only specific pests**
- **Integrated Pest Management (IPM)** solutions that offer farmers complementary tools to address their toughest challenges

100% of new synthetic products in FMC's Development Pipeline meet our sustainable innovation criteria.

Developed in 2016 by a team of internal experts, **FMC's award-winning Sustainability Assessment Tool** is one of the instruments we use to drive sustainable innovation. The tool evaluates our new products in six key areas: **Food Expectations, Health and Safety Expectations, Environmental Consciousness, Climate Change, Scarce Resources and Land Competition.** A sustainably advantaged product is one that positively impacts at least one of these six areas compared to the benchmark product currently on the market.

Recognizing the changes our business, and to some extent the agriculture industry, have undergone since the tool was first developed, we updated the assessment criteria in 2022. Several new criteria emphasize how our products are used on the farm and the impact they have on sustainable agriculture. For example, key questions focus on application and whether the product can be applied using precision technologies that increase sustainability of farming practices. We're also looking at how our products contribute to more sustainable land use, such as no till or low till practices and maximizing crop yields on existing farmland.

In 2022, we completed a sustainability assessment of all new synthetic active ingredients in our development pipeline using the updated tool. 100% of them meet our sustainable innovation criteria. An assessment of our biologicals pipeline will be completed in 2023.

IMPROVING PRODUCTIVITY AND RESILIENCE

As climate change continues to impact global temperature, weather patterns and seasonality, FMC is developing solutions to help farmers adapt to difficult growing conditions and mitigate environmental impacts. An example is **Xyway®** brand fungicides, which have been shown to protect corn from disease while also alleviating environmental stresses. When applied at planting, the product generates physiological benefits including enhanced root growth and development. These benefits contribute to the development of a healthier, stronger and higher yielding corn crop, supporting farmers' productivity despite climate-related challenges.

BIOSTIMULANTS

Zoltán Rozgonyi, a farmer and Managing Director of Munka Mezőgazdasági Ltd. in Hungary, was challenged by increased stress on his crops caused by drought, changing temperatures and drifting of herbicides from neighboring farms. He needed a solution that would address the issues he faced without further stressing the plants. For him, that solution was FMC's **RhizoMagic™** biostimulant, made from a natural blend of seaweed, amino acids and essential nutrients.

XYWAY® BRAND FUNGICIDES IN CORN

Quick facts

- Available in two unique formulations: Xyway® LFR® and Xyway® 3D fungicides.
- FMC has observed measurable impacts on root growth and development:

52%	**Longer roots**
32%	**Greater root surface area**
80%	**More root forks**
15%	**More root volume**

- Studies show a **7.5% increase** in nutrient tissue test levels when using Xyway® LFR® fungicide compared to untreated acres.
- Corn treated with 15.2 fl. oz./A (1.1 litre/Ha) of Xyway® LFR® fungicide was taller and demonstrated greater leaf expansion, stalk diameter and increased drought and stress tolerance compared to untreated corn.

Within weeks of applying RhizoMagic™ biostimulant to a stressed green pea crop with erratic germination, the plants regrew stronger and healthier than before. As a result, his green peas yield improved by nearly 40%. It quickly became clear that additional crops treated with RhizoMagic™ biostimulant, from green beans and sweet corn to sunflowers and apples, better withstood drought and herbicide stress.

"Biologicals are my best course of action against the challenges of a changing climate."

ZOLTÁN ROZGONYI
Managing Director,
Munka Mezőgazdasági Ltd., Hungary

> ***"The crops I have treated with RhizoMagic™ biostimulant are coping much better with herbicide stress than untreated plants. It's made from organic matter like seaweed extract and amino acids that are ideal for plants. The amino acids are quickly absorbed for a fast and dramatic effect,"*** Rozgonyi shared.

PRECISION AG PARTNERSHIP WITH CONESA GROUP

Conesa Group is the number one tomato processing company in Europe and fifth in the world, with products ranging from pasta sauce to tomato powder. The company's commitment to sourcing quality ingredients underpins its focus on sustainability, which includes supporting tomato growers with tools and resources to practice regenerative agriculture, improve water stewardship, protect biodiversity and reduce their emissions.

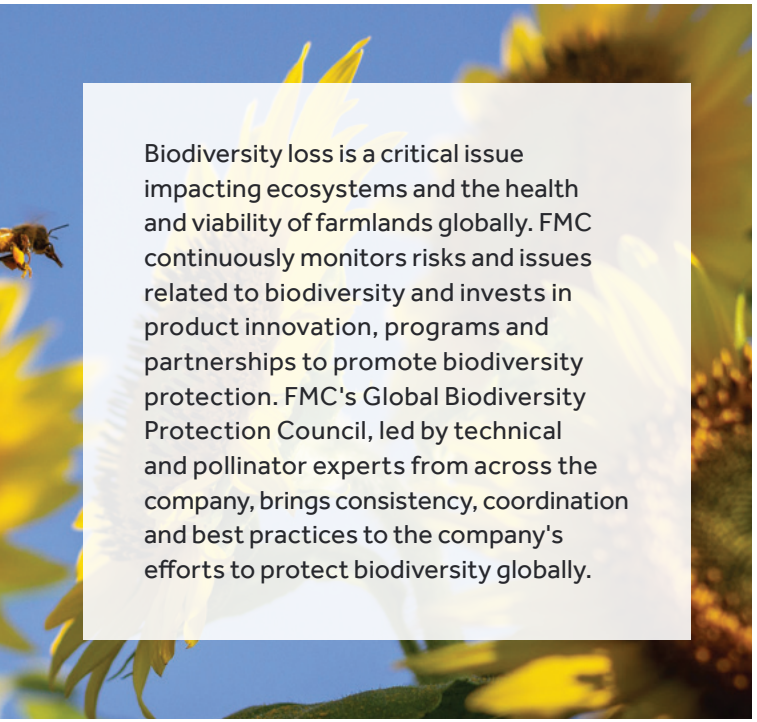
FMC has been helping Conesa Group meet its sustainability objectives with FMC's **Arc™ farm intelligence platform**, a precision technology that provides growers with critical data and information about the scope and scale of pest pressure on a crop. **Arc™ farm intelligence helps Conesa Group tomato growers protect their crops from damaging insects like cotton bollworms and tomato leafminers while meeting the company's standards for the sustainable use of crop protection products.**

With a network of smart traps deployed in their fields, Conesa Group growers receive enhanced field-level insights that tell them exactly when and where to apply crop protection products. This has led to reductions in the frequency of product applications and associated benefits to cost, labor, emissions and environmental impact. In addition to technology, FMC provides Conesa Group growers with training on good agricultural practices and the sustainable use of crop protection products, including application techniques and timing, proper dose rates and resistance management.

With variations in pest pressure becoming one of the biggest climate-related challenges facing growers today, early detection of an insect infestation is critical to addressing and even preventing yield and quality issues. Arc™ farm intelligence allows for Probabilistic and Degree Day modeling — weather-based indicator models used to predict plant and pest development rates.

Our partnership with Conesa Group demonstrates how we work across the food value chain to get advanced agricultural technology into the hands of more growers to improve sustainable productivity worldwide.

PIONEERING NATURAL SOLUTIONS



Biodiversity loss is a critical issue impacting ecosystems and the health and viability of farmlands globally. FMC continuously monitors risks and issues related to biodiversity and invests in product innovation, programs and partnerships to promote biodiversity protection. FMC's Global Biodiversity Protection Council, led by technical and pollinator experts from across the company, brings consistency, coordination and best practices to the company's efforts to protect biodiversity globally.

PHEROMONES

In 2022, FMC acquired the biotech company **BioPhero**, and with it, the technological key to expand the use of pheromones from specialty crops to large row crops. Known as biological yeast fermentation, this unique technology lowers the manufacturing cost of pheromones to a level feasible for row crops such as corn and soybean.

Pheromones are the "perfumes" of the insect world. When a grower applies a female insect's pheromones to a crop, it confuses the male, making it difficult for him to find a mate, reducing subsequent generations of crop-eating insect larvae. **This helps decrease the volume of insecticides the grower needs to protect the crop and minimizes the opportunity for insects to develop resistance to those products.**

Mating disruption is a tool best applied together with other control tactics as part of an Integrated Pest Management (IPM) system. IPM uses an array of practices to monitor, prevent and control pests with biological, physical and chemical methods. Precision agriculture can help growers monitor pest presence and target hotspots in the field while mating disruption can be applied preventatively to reduce pest reproduction, supported by insecticides to control outbreaks.

Part of the attractiveness of mating disruption lies in the ability to use species-specific pheromone blends for targeted application which means that bees and other beneficial insects are left to thrive. **Another benefit of these compounds is that they are effective in small concentrations on par with those already being emitted by insects in nature. Furthermore, they leave no residues, minimizing exposure for animals and humans.**

Our scalable fermentation and yeast engineering technologies enable production of pheromones for a wide range of insects and crop applications. They can also be modified to potentially develop sustainable solutions to target other types of pests, including fungi and weeds. We're excited about the potential for these new technologies to bring environmental friendly solutions to growers around the world.

MICROPEPTIDES

FMC and Micropep Technologies (Micropep), a global leader in micropeptide technology, are collaborating to develop biological solutions that control herbicide-resistant weeds. The collaboration will accelerate the ongoing development of natural weed control products based on short protein molecules that are naturally produced by plants to respond to stress and regulate their development.

These novel mode-of-action biomolecules in agriculture represent an exciting new frontier — a completely new solution compared to what is available to growers today. Micropep's micropeptide pipeline has shown promising results on resistant weeds and pathogens threatening major crops throughout the world.

"Micropep is building the next generation of natural solutions addressing global challenges in multiple markets, and agriculture is a key focal area. Climate change is already impacting the way farmers produce food, and they urgently need new sustainable solutions to protect their crops. This partnership with FMC will expedite the availability of more sustainable solutions."

THOMAS LAURENT
Micropep Founder and Chief Executive Officer

FMC's partnership with Micropep reflects our commitment to diversify our world-class R&D pipeline with a broader portfolio of biologicals that work in combination with synthetics.

Technology plays an important role in growing more healthy food. Being the Plant Health Lead for India and ASEAN, I feel a greater responsibility to contribute to safe-food production by sharing technologies and solutions with farmers that improve soil health and fertility, which is vital to sustainable food production. Every time we see a smile on farmers' faces, we are inspired to do more."

M.K. KUMAR
Portfolio Head, India and Plant Health Business Marketing, ASEAN

Award-Winning Innovation

BEST BIOSTIMULANT PRODUCT

FMC received the "Best Biostimulant Product" award for Accudo™ biostimulant at the Annual World BioProtection Awards Summit and Awards 2022 in Birmingham, U.K. This award recognizes outstanding achievements in the field of biopesticides and their impact in crop protection.

MORE THAN **15% YIELD**
INCREASE WITH THE USE OF ACCUDO™ BIOSTIMULANT

Accudo™ biostimulant is a microbial biostimulant and strong root colonizer that enables growers to maximize crop quality and yield. The use of Accudo™ biostimulant has demonstrated more than 15% yield increase, improved crop appearance and vigor, strong early establishment and enhanced crop development under some stress conditions.

ESG INNOVATIVE PRODUCT/SERVICE OF THE YEAR

FMC was recognized in the ESG Innovative Product/ Service of the Year category at the inaugural ESG China Awards for its biological portfolio. Organized by the British Chamber of Commerce Shanghai, the ESG China Awards highlight businesses and organizations that have made a positive ESG impact in China.

In China, FMC focuses on ecological management solutions for soil as growers commonly face problems like acidification and hardening.

Chinese growers are quickly adopting biostimulants to balance soil microbial communities and improve nutrient utilization. **In 2021, Monarch® biostimulant was awarded the title of "Innovative Product" in a fertilizer and pesticide reduction and efficiency campaign organized by the China Agro-technological Extension Association (CATEA).**

Over the last several years, the FMC team in China has intensified outreach and education activities to promote the benefits of biologicals. They have engaged over two million farmers to support the integration of biologicals in their crop protection approach to improve soil health and yield.

THOMAS SELBY, LIFETIME ACHIEVEMENT AWARD WINNER

At the 2022 IHS Markit Crop Science Forum and Awards, FMC Fellow, Dr. Thomas "Tom" Selby was honored with the Lifetime Achievement Award for his contributions to discovery chemistry.

Over Tom's illustrious 43-year career, he has become widely acknowledged as the foremost expert in heterocyclic chemistry in the crop protection industry. He has also made important contributions to the field of agricultural chemistry in insect, disease and weed control. Tom co-invented numerous commercial products, including proquinazid fungicide and the **Rynaxypyr®** and **Cyazypyr®** active ingredients. He also discovered the area of chemistry that has produced tetflupyrolimet, the first new herbicide mode of action in decades.

Tom earned his doctoral degree in 1978 from the University of Indiana. Among other awards, he has received the Heroes of Chemistry Award from the American Chemical Society (ACS) and the ACS's Kenneth Spencer Award, the most prestigious award available to crop protection chemists.

> ***I've always had a strong affinity for biology, so the field of agri-chemistry has always been a natural fit for me. There's nothing more exciting than discovering a totally new area of biological activity, and I still feel like there are new and exciting discoveries yet to be made."***
>
> **DR. TOM SELBY**
> FMC Fellow

INVESTING IN FUTURE INNOVATION

FMC is committed to investing in the next generation of science leaders through a variety of programs and scholarships offered globally. One example is the New Investigator Award, which supports up and coming research faculty with a two-year $50,000 research grant. Eligible research is not limited to plant science. Awards cover all scientific disciplines and awardees are selected by an interdisciplinary committee of scientists from across FMC's R&D community.

2022 NEW INVESTIGATOR AWARD RECIPIENTS

DR. MARK LEVIN, PH.D.
University of Chicago, Precision Synthesis

Dr. Levin is developing chemical reactions that enable the insertion or deletion of a single atom in a molecule. His work expands the chemist's toolbox with a new way to functionalize molecules at a late stage, which we envisage will enhance research efficiency in discovery chemistry.

DR. TYLER FRANKEL, PH.D.
University of Mary Washington, Ecotoxicology

Dr. Frankel is examining the effects of endocrine disrupting chemicals on the viability, reproduction and behavior of aquatic species. He is interested in developing assays for challenging aquatic tests, which could streamline ecotoxicology data generation for registration purposes.

DR. TOMOKAZU KAWASHIMA, PH.D.
University of Kentucky, Plant and Soil Sciences

Dr. Kawashima has been studying land plant sexual reproduction using model systems such as the liverwort *Marchantia polymorpha*. Dr. Kawashima's expertise with *Marchantia polymorpha*, which is considered one of the best model systems for investigating herbicide modes of action, could have a significant impact on the discovery of more efficient herbicides.

PRODUCT STEWARDSHIP

Product stewardship is critical to realizing the benefits of our innovation while ensuring the safety of people and the environment. At FMC, we promote stewardship at each stage of the product life cycle, and stewardship priorities are built into R&D, portfolio and marketing strategies. We work to identify, quantify and mitigate risks around how our products are used and ensure strict due diligence around products that go into the market, including third-party products.

Our Product Stewardship teams around the world engage more than three million farmers annually and conduct hundreds of hours of training on the safe, sustainable and responsible use of crop protection products. Topics include how to select the appropriate products for their needs, proper handling and application techniques, timing and dose rates, disposing of leftover products and empty containers, and personal protective equipment. We also developed an app to help farmers identify illegal and counterfeit pesticides, which pose serious risks to the environment and human health.

Our four-pillar Product Stewardship Framework guides our work with teams and stakeholders across the company as well as with customers, farmers and industry partners.

As the regulatory environment and agriculture industry evolves, we are committed to maintaining the highest standards for product stewardship at FMC.

To support continuous improvement, we've established key metrics for each pillar of the framework to assess our performance and impact globally.

Pillar I: Governance

LABEL REVIEW PROCESS

Product labels are highly regulated and developed in-country for submission to local regulatory authorities. However, as they are vitally important for communicating instructions to anyone using our products, FMC conducts a **Label Review Process** that goes beyond regulatory requirements. As part of this process, a team of internal experts reviews each label for accuracy, consistency and completeness prior to submission. Labels are also reviewed to ensure they're easy to understand and contain all required elements.

FOUR-PILLAR PRODUCT STEWARDSHIP FRAMEWORK

Internal Facing

Governance
Manage risks associated with use of FMC products and ensure integrity of labels

Culture
Establish strong Stewardship culture within the company and ensure employees are equipped to implement Product Stewardship relevant to their roles

External Facing

Farmer & Industry Engagement
Ensure the safety of people and protect the environment while realizing the benefits of FMC products

Sustainability
Support FMC's sustainability objectives to drive progress across our company and agriculture to create a better world for generations to come

Pillar II: Culture

A key area we've invested in over the past year is our company culture related to product stewardship. The global Product Stewardship team initiated a series of surveys to assess employees' knowledge, competencies and perceptions related to safe and proper use of our products and how to share this information with farmers and distributors. The surveys identified important strengths as well as opportunities to improve employees' awareness and understanding of stewardship principles and practices. To address some of the knowledge gaps, **the Product Stewardship team hosted a series of virtual seminars on stewardship topics, including responsible use, empty container management, resistance management, drones in agriculture, and how product stewardship enables us to care for the environment, farmers and the crops they grow.** They were some of FMC's most well-attended events.

In addition, the team launched the Move the Elephant Challenge, which asked employees to create short videos on product stewardship topics. This unique campaign was designed to involve employees in developing a fun and creative way to share important product safety and sustainability messages with distributors and farmers around the world.

"As a Development Director, I contribute to food security through driving the development of efficacious products and technologies to protect crop yields across the EMEA region. With current cropping systems, it is not possible to produce enough quality food if we don't protect the crops from biotic and abiotic stresses. Science and innovation play a critical role in helping solve the challenge of producing enough food without depleting resources, and even ensuring their conservation and regeneration."

CLAUDIA ORTUGNO
EMEA Development Director, Switzerland

KEY PARTNERSHIPS

We continue to strengthen partnerships with local governments to help amplify communications about the safe use of our products. For example, in India, we partnered with the Agriculture Department of the Maharashtra state government on a pesticide safety awareness campaign for the farming community in the Indian district of Akola. Pesticide poisoning was a significant problem in the community, resulting in the deaths of more than 50 farmers and farm laborers annually.

The campaign seeks to educate farmers about safe agricultural practices, including how to correctly mix, apply, store and dispose of crop protection products to prevent accidental exposure. The team has extended the campaign to local schools, educating youth on safe use and application of products so they can pass the message on to their parents.

Now in its third year, **the campaign has distributed over 1,000 PPE kits and reached more than 12,000 farmers** in villages across the Akola district. Incidents of pesticide poisoning have significantly dropped as a result.

Pillar III: Farmer & Industry Engagement

DRONE SPRAYING SERVICES

Unmanned Aerial Vehicles (UAV), or drones, are among the most advanced robotics technologies used in agriculture today. They can assist farmers in a wide range of tasks, including planting, field monitoring, pest identification and product application.

FMC partners with drone providers, agricultural researchers, pesticide regulators and smallholder farmers on the safe and responsible use of pesticides via drone application. We pilot drone technology with FMC products across a variety of crops so we can provide tailored instructions on safe application and continue to update our Best Management Practices (BMPs) as drone technology becomes more ubiquitous in large and small operations.

In 2022, **FMC launched drone spraying services for farmers in India to accelerate adoption of digital and precision technologies that improve productivity, efficiency and sustainability of farming practices.** FMC provides access to drone technology, training and financing to promote rural entrepreneurship and facilitate widespread uptake of precision agriculture.

PESTICIDE APPLICATOR CERTIFICATION

One of FMC's priorities is to ensure pesticide applicators, whether they're farmers or others providing technical assistance, have the knowledge and training they need to apply products correctly and safely, every time. A 2017 Brazilian census estimated there are about 2 million pesticide applicators in Brazil. A survey conducted by CropLife Brazil and EY revealed that only 25% of them received formal training for their roles. In 2021, the Brazilian government enacted legislation that requires all pesticide applicators in the country to be registered, trained and certified by the end of 2026.

In 2022, **FMC, along with members of CropLife Brazil, sponsored the "Aplicador Legal" program, a partnership between Brazil's Ministry of Agriculture and SENAR (National Rural Learning Service), that aims to certify 100% of pesticide applicators over five years.** Program content focuses on the correct use of pesticides, application techniques and technology. Equipment and training is provided free of charge by SENAR. It is an enormous undertaking, and collaboration between the private sector, government and organizations like CropLife is crucial to expanding the reach and impact of the program across the country. We are excited to engage with the various groups and stakeholders involved, supporting the advancement of sustainable agriculture in Brazil through the safe, responsible and ethical use of crop protection products.

Pillar IV: Sustainability

CARABAN 8MT

Rice is a staple food in many Asian countries and serves as a primary source of income for farmers and agricultural workers. Malaysian rice farmers are faced with a variety of challenges throughout the growing season, including weeds and destructive insects such as the rice leaffolder and rice stemborer, which can significantly impact crop yields. Malaysian rice growers widely use FMC's **Prevathon®** insect control to target these key pests. In 2020, FMC launched a new SC formulation of Prevathon® insect control which had a different application rate from the previous formulation. To educate rice growers in Malaysia on the importance of using the Right Product at the Right Application Timing and the Right Dosage (the 3Rs), FMC Malaysia launched a product stewardship program with a yield challenge component to raise awareness and encourage participation. **Caraban 8MT (8 Metric Tons Challenge) ensures farmers are well equipped with the 3R knowledge and encourages farms to implement sustainable crop protection techniques.** This was the first time a product stewardship program was combined with a yield challenge in Malaysia and was effective in engaging over 1,600 growers in 2020 and over 1,600 in 2021.

The program earned recognition as a finalist for Best Stewardship Program from the 2022 Agribusiness by S&P Global Crop Science Awards.

MALAYSIA PALM OIL

Malaysia is the second largest producer of palm oil with a plantation area of about 5.2 million hectares. In 2022, the FMC team conducted a series of sustainability workshops for oil palm plantations in West Malaysia and Sarawak, in collaboration with Behn Meyer, a key distributor. The workshops emphasized the safe and responsible use of crop protection products, including proper timing, use rate and application techniques. For example, the team demonstrated the correct use of drones to apply products safely on high rise trees. They also introduced farmers to FMC's **Altacor®** insect control, which is highly effective against bagworms, a significant pest in Malaysia, while having a minimal impact on beneficial insects. Such workshops play an important role in helping farmers improve their productivity and incomes while promoting sustainable farming practices.

HIGHLY HAZARDOUS PESTICIDES (HHPs)

FMC is the only crop protection company to have committed to not developing any new HHPs. Further, we continue to phase out HHPs from our product portfolio, eliminating carbofuran at the end of 2019. HHPs accounted for less than 0.2% of our 2022 sales.

We define and evaluate HHPs using the criteria and process defined by the United Nations Food and Agriculture Organization (FAO), which is the globally accepted regulatory classification system.

Additionally, we continue to actively review our portfolio according to the FAO process, taking action to phase out newly identified HHPs where alternatives exist. Where no effective alternatives exist to protect crops from devastating infestations, risk assessments and product stewardship programs for the very few remaining HHP products in specific countries are in place so that they can be managed safely.

INTERVIEW WITH SEVA ROSTOVTSEV

Seva Rostovtsev, Ph.D.
FMC Vice President and
Chief Technology Officer

How can science and innovation contribute to global food security?

Feeding the world takes a lot of resources, and we know that global crop yields must increase to meet the nutritional needs of the nearly 9 billion people who will populate the planet ten years from now. One way science and innovation contribute to this is by controlling pests that damage crops. Controlling pests is a difficult thing to do — growers deal with it every day. Our job as an R&D company is to offer growers multiple tools to help them address the wide range of challenges they face. We are in constant pursuit of new and differentiated technologies that help protect and improve the productivity of farms across the globe. Knowing that children will have a secure future with enough food is something that is very personal to me. I feel proud to be able to contribute to that.

What are you most excited about when it comes to the newer technologies FMC is developing?

In R&D, we work on projects that are five to ten years away from commercialization. We need to be aware not only of the challenges growers face today, but also of the issues that might become important in the future. They may be related to the emergence of new pests, the development of resistance, climate change or registrability. I am excited about the new products coming through the pipeline and new technologies we are pursuing to help growers solve these problems. For example, we have traditionally relied on synthetic chemistry to develop new products. These will continue to play a significant role in crop protection, but we have a whole new group of compounds and structures with biologicals to work with in R&D. We are also looking at other natural products — proteins, RNA interference (RNAi) — to help manage crops and control harmful pests. Additionally, digital technology and data science are becoming more important for decision making both in the field and in the lab. R&D organizations are collecting useful data and learning from it. This is not to say that uncertainty and risk will go away, but we are able to make decisions faster and use fewer resources to be more effective in moving our pipeline forward.

What do you believe is the role of innovation in advancing sustainable agriculture?

For centuries, agricultural lands expanded to meet food needs. But there is a finite amount of arable land on earth, and as the population increases, growers need to achieve the greatest yield from the land they farm. Our role as an innovation company is to help them do that sustainably by providing solutions that enable them to address pest pressure while also improving soil quality, using water and inputs more efficiently, and protecting pollinators and other beneficial insects. Innovation is essential. New technologies, products and approaches will make agriculture more resilient, supporting sustainable growth, productivity and the livelihoods of growers everywhere.

What are the keys to success for R&D at FMC?

Curiosity and creativity. As scientists, we face new problems every day. We are always thinking about how we can use new tools, new approaches, to solve those problems. That might mean looking outside of our walls, or even outside of traditional areas of discovery, and broadening partnerships and collaboration across sectors. Every day I come to work excited and expecting to learn something new, and I am amazed by the people around me, the scientists and team members who are thinking about and doing things that no one ever has before. It is inspiring.

ENGAGEMENT

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOAL ALIGNMENT

8 DECENT WORK AND ECONOMIC GROWTH

Engagement is about how we, as individuals, as a company and as a global community, work together to bring positive change to people's lives. In accordance with established United Nations Sustainable Development Goals (SDGs), we are working to advance five key imperatives of our Engagement pillar:

1. Enrich lives and livelihoods of minority and smallholder farmers
2. Cultivate a diverse, equitable and inclusive workplace
3. Expand our relationships and reach to ensure fair and equitable opportunities for partners across our value chain
4. Invest in programs and partnerships that strengthen the communities where we live and work
5. Actively participate in key coalitions on climate action and food systems resilience

OUR IMPACT ON PEOPLE

From advancing a company-wide focus on diversity, equity and inclusion to supporting women and minorities in agriculture to packing food and supplies for people in need, the impact our employees had in 2022 was felt around the world.

Many of our actions last year were inspired by a passion for agriculture and a commitment to diversity, equity and inclusion. Whether it was celebrating the contributions of women farmers in Mexico or sharing best practices for the responsible use of pesticides with farmers in Kenya, we aimed to support and empower all those who contribute to the food value chain.

SMALLHOLDER & MINORITY FARMER ENGAGEMENT

Asia Pacific

An important area of focus for FMC is increasing the sustainable productivity of smallholder farmers. Smallholder farmers are a vital part of the food production system globally, responsible for producing up to one-third of the world's food supply.

Recognizing the needs and challenges of smallholder farmers in the Asia Pacific region, **FMC launched a three-year initiative to improve smallholder productivity through technology, knowledge-building and community engagement.** Our partnership with these farmers is centered around good farming practices and safe, responsible and sustainable use of crop protection products.

FMC GOAL TO IMPROVE SUSTAINABLE PRODUCTIVITY OF

MORE THAN 120,000
SMALLHOLDER FARMERS

BY THE END OF 2025

This includes education and training on sustainable technologies, how to select the right products for their needs, proper use rates, application techniques and timing, identifying counterfeit products, connecting with retailers, financing and more.

The first phase of the initiative targets smallholder farmers from disadvantaged farming communities in Pakistan, India and the Philippines. Average land holding for this segment of farmers is less than four hectares. For this reason, these smallholders have historically been overlooked.

The goal is to engage and ultimately improve the sustainable productivity of more than 120,000 smallholder farmers by the end of 2025.

INVESTING IN OPPORTUNITIES FOR YOUTH IN KENYA

As the global food crisis escalates, fueled by conflict, climate change and the COVID-19 pandemic, FMC is stepping up to help agriculture and farmers around the world thrive. Perhaps nowhere is this more important than Africa, where nearly two-thirds of the population depend on agriculture for their livelihoods.

In Kenya, the agriculture sector employs more than 40% of the total population and 70% of the rural population, according to the U.S. Agency for International Development (USAID). However, rising input prices, climate impacts and limited market access have left many smallholder farmers struggling to earn enough to feed their families. Investments in youth and agriculture are necessary to strengthen agri-food systems, increase global food security and bring long-term economic stability to the region.

To help drive these investments, FMC made a three-year, $1.5 million commitment in support of Generation Unlimited's Engaging Kenyan Youth in Agriculture and Nutrition (EKYAN) program. Generation Unlimited (GenU) is the world's first global public-private-youth partnership co-founded by UNICEF to meet the urgent need for expanded education, training and employment opportunities for youth.

The EKYAN program will prepare youth for employment opportunities in agribusiness by providing them with the necessary tools and training to deliver extension services to smallholder farmers across the country. The services the farmers receive, including access to quality inputs, advanced technologies and financing, will in turn help boost local food production.

> ***"This partnership will create a generation of young agripreneurs with the skills and real-world know-how to boost yields, increase incomes and create jobs for the community. With youth driving innovation within food systems, local economies will benefit from sustainable transformation in the agribusiness sector,"*** says Kevin Frey, Chief Executive Officer of Generation Unlimited.

We're excited to contribute to GenU's work to prepare young people for a future in agriculture and make a meaningful difference in the lives of Kenyan farmers, and ultimately, the health and wellbeing of people throughout Africa.

Minority Farmers in the U.S.

Interview with Brandon Doggett, Special Accounts Manager for Minority Farmer Groups

In our 2021 report, we discussed FMC's commitment to underrepresented farmers and the work we're doing to support Black and minority farmer groups in the U.S. Last year, FMC created a unique role dedicated to these groups. Since assuming the role, Brandon Doggett has been actively connecting with African American, Tribal, Asian American, Native American, Female and LGBTQ+ led farming operations. He shares his experience after his first year in the role:

Q What is your role at FMC?

My official title is Special Accounts Manager for Minority Farmer Groups. My job is to help minority farmers feel included and know that they're an important part of the ag value chain — because they are.

Q Why is it important to focus on underrepresented farmers?

Underrepresented farmers tend to miss out on a lot of the innovation and technology that companies are launching. My goal is to make sure as many farmers as possible know what we're doing so when they walk through the door at the retailer, they feel confident and can have productive conversations about the right products for their farm.

It's also a good business opportunity for FMC. These producers are making input purchase decisions on operations growing 60 million acres of crop across all crop markets. The industry has yet to fully unlock the potential of engaging these groups.

Q Can you give an example of how you work to expand opportunity for these farmers?

Last year, I traveled with my colleagues to Kansas to engage with Kansas State University, Kansas State Extension and the Kansas Black Farmers Association (KBFA) to uncover opportunities to better engage African American and Tribal community growers across the state. We met with Dr. Hazell Reed of the National Black Growers Council, Dr. Zelia Wiley, chief diversity officer for Kansas State University, and Dr. Johnella Holmes, executive director of Kansas Black Farmers Association, to discuss how we can work together to improve access to technology and create a platform for underserved farmers' voices to be heard.

We talked about the need for these groups to have a seat at the table to discuss the solutions being built for them. And how we can help build bridges and create a seat for those voices, not just within our own organization but within the broader agriculture industry.

It was the kind of conversation that needs to happen more often.

Q What have you enjoyed most about your work so far?

My favorite thing about the role by far is the relationships I'm building with the farmers. When you see their farms, hear their stories, meet their families, you know that what you're doing is making a difference.

It's also been great to see their reaction when I introduce them to the new technologies FMC is working on. These farmers were often missing from the broader conversation about agricultural innovation. FMC wanted to work directly with them to change that.

GENDER EQUITY IN AGRICULTURE

Globally, women play a central role in the agriculture sector as producers, laborers, marketers, scientists and entrepreneurs. According to FAO estimates, women are responsible for more than 50% of food production worldwide. Despite their importance to the sector, their role is often marginalized and opportunities for economic and social empowerment limited. To create a world free from hunger, we must tackle the gender inequalities endemic in agri-food systems and empower women in all parts of the agriculture sector.

Empowering Rural Women in India

In the rural area of Uttarakhand, India, approximately one-third of the population lives below the poverty line. Women in particular face many barriers due to limited access to education, healthcare, transportation and sanitation.

In 2022, FMC partnered with G. B. Pant University of Agriculture & Technology, India's premier agricultural university, to launch a first-of-its-kind sustainable development initiative focused on economic empowerment of women in India. The initiative, known as Project MadhuShakti (Madhu in Hindi means 'honey' and Shakti refers to 'power in feminine gender'), trains rural women in beekeeping as a source of sustainable income. Beekeeping is a viable business opportunity for women in the region as it requires minimal investment and infrastructure. Further, in a biodiverse state like Uttarakhand, the potential of beekeeping remains untapped. The state currently produces only 12,500 metric tons of honey annually. This figure is expected to grow significantly with the support of a program like MadhuShakti, as the region is abundant with natural herbs and flora useful for honey production.

WOMEN ARE RESPONSIBLE FOR
MORE THAN 50%
OF FOOD WORLDWIDE

In the first year of the project, 69 women participated in an entrepreneurship development program in which they learned the practice of beekeeping, from preparing the hive to harvesting the honey, as well as important skills required for managing a small business. After completing their courses, the women returned to their villages with bee boxes provided by the university project team.

The produce from the beehives will be procured by the university's Honeybee Research and Training Centre (HBRTC) which will facilitate payment to the farmers and market products from the hives.

In addition to supporting rural women and their communities, the program has important environmental benefits. Researchers from the Apiary Research Centre of the university will closely monitor pollinator behavior in the project area and generate

> ***Every day is a new experience and learning opportunity to do things differently, to force myself outside of my comfort zone and grow! I'm motivated every day by the positive impact I can create at FMC, from improving the livelihoods of our farmers with great crop protection technology, to empowering and paving the way for other female colleagues, showing them that women can play a significant role in advancing agriculture just like our male counterparts."***
>
> **YING LING TAN**
> Country Manager, Malaysia

data and insights that will benefit beekeepers and farmers across the country. The next phase of the project will measure pollinator count and efficiency as well as the quality and amount of honey produced.

Women in Agriculture Initiative

The agriculture industry in Turkey has traditionally offered few career opportunities for female agronomists. Committed to improving the representation of women in the field, FMC launched an outreach program to promote equity and inclusion in Turkey's agriculture sector. The program highlighted different types of roles and opportunities for women and the important contributions women can make to the sector. It was featured on digital platforms and traditional media as well as career seminars delivered to female students at agronomy universities. As a result of the initiative, we added six new female agronomists to the Turkey team in 2022.

FMC Partnership with AgroLigadas

FMC is a corporate sponsor and partner of AgroLigadas, a Brazilian organization created by and for women in agribusiness. AgroLigadas aims to connect the field and the city through education and communication that advocates for the importance of the agricultural sector in our everyday lives. It was founded in Mato Grasso, a rich agricultural region of Brazil, and today reaches more than 100 cities across the country.

Our Brazil team and Women's Initiative Network (WIN) partner with AgroLigadas on national projects creating positive connections between urban and rural environments and empowering the women behind the movement.

Unidas por el Campo – United for the Countryside

Unidas por el Campo is a unique campaign developed by FMC's Mexico marketing team to recognize and celebrate the work of women throughout the agricultural value chain. Through videos, social media engagement and in-person events, the goal is to build and strengthen a community of women working toward a future with more equitable opportunities. This is a first-of-its kind campaign for equity and inclusion in the agricultural sector.

We are ending another year with absolute success, taking with us new knowledge, new friends and many people connected to Agro. Thank you FMC, especially, for the support of our institution. With this support, many achievements were possible. FMC has believed in the AgroLigadas movement since the beginning and this support from FMC encourages the continuous commitment to our purpose on behalf of all the AgroLigadas women of this movement. We look forward to continuing our partnership."

GENI CALINE
President, AgroLigadas

DIVERSITY, EQUITY & INCLUSION AT FMC

Engagement is central to our vision for sustainability and serves as the driving force behind our Global Diversity, Equity & Inclusion strategy.

In 2022, we elevated the role of equity in our broader approach to Diversity, Equity & Inclusion (DEI). **For FMC, equity means removing barriers and creating opportunities more fairly, whether for employees looking to advance their careers or farmers working to support their families.**

Our focus on equity is evident in the new Global DEI strategy we introduced last year. The strategy is built on five key pillars that address systemic and cultural elements that can create or perpetuate inequities.

- Workforce Diversity
- Workplace Equity
- Inclusive Culture
- Governance
- Business & Community Impact

FMC's Global DEI Office establishes the strategy, goals and objectives, and infrastructure to support DEI work across all regions, ensuring the impact and value of DEI at FMC is the responsibility of all employees globally.

In 2022, we continued to make strides in building an Inclusive Culture largely due to the work of our **Regional Inclusion Councils and Employee Resource Groups (ERGs)**. Regional Inclusion Councils are responsible for executing the DEI strategy in each region, ensuring activities meet local needs and deliver real impact. These Councils have been active in Latin America, Asia Pacific and Europe (covering Europe, Middle East and Africa) since 2018, and we recently established the **North America Inclusion Council**. These groups are employee led and 100% voluntary. They deliver impactful and engaging programs, events and initiatives that celebrate the diversity among our workforce and strengthen allyship with underrepresented groups.

Workforce diversity remained a key area of focus in 2022. As an innovation-driven company, **we rely on the diverse views and ways of thinking that come from people with different backgrounds and experiences**.

Diversity helps us think big. It helps us be agile. It helps us find solutions where others can't. Diversity makes us a better, stronger company.

We believe building a diverse and inclusive workplace is everyone's responsibility. **Our gender and race equity goals are built into the company's executive compensation plan and incorporated into annual performance goals for directors and managers across the company**. Our Gender Equity and Social Justice & Race Equity task forces continue to lead initiatives to help attract, engage, develop and retain employees from underrepresented groups.

VOICES OF DEI AT FMC
LORA'S STORY

Mitakuye Oyas'in (All are related). In the Lakota culture, this phrase speaks to the concept of interconnectedness and the worldview that we are all family.

My name is Kimimila (meaning butterfly in Lakota), although most know me as Lora Woodruff. I am a member of the Oglala Lakota Tribe on the Pine Ridge Reservation in South Dakota. I grew up in a small town of around 1,000 people, called Porcupine. At a young age I learned the art of weaving, metal work, woodworking and tanning hides. We did not have much, but we had each other, and family is an essential part of Reservation life.

I started at FMC in 2018 as a Demand Planner in our **Global Specialty Solutions (GSS)** business. I was immediately drawn to that same sense of "family" that comes with a culture of inclusion and belonging. I was impressed with the number of **Employee Resource Groups (ERGs)** within the organization and the support they had from leadership. In my second year with the company, I approached the DEI Director about forming an ERG dedicated to Indigenous peoples, and they were immediately receptive to the idea. I was so excited because I had proposed forming an Indigenous peoples ERG in several large companies I worked for previously and was met with resistance. FMC is the first company that heard me and gave me the support I needed to move forward.

With help from The Bridge Co-Chairs and allies, IPOW was created. IPOW stands for **Indigenous Peoples of the World** and its mission is to educate FMC employees about indigenous cultures and acknowledge the First People from all regions of the world.

Since we launched IPOW, we've held four Discover Learning sessions, one alongside the HONOR ERG and another with the Spectrum ERG, which had participation from employees all over the world. FMC's headquarters in Philadelphia also proudly displays a traditional Lakota drum that I made with my grandfather.

I am incredibly grateful to FMC for the opportunity to share my story, and the story of other indigenous peoples, to ensure our cultures are never forgotten.

HEAR FROM HER PODCAST

In 2022, the Gender Equity task force launched "Hear from Her"— a podcast series about women in the workforce. **Hear from Her was created to amplify the voices of women across the company and provide a platform for learning from others' career journeys.** It examines career-elevating strategies and ideas with some of FMC's most respected female leaders, including Diane Allemang, Executive Vice President and Chief Marketing Officer, who shared her story about how she entered the ag industry and the importance of taking advantage of unexpected opportunities.

> ***The Hear from Her Podcast is a new adventure and an incredible opportunity for us at FMC. Hear from Her was developed after we noticed a growing trend of female employees expressing a desire to learn how their peers and colleagues are navigating their careers. After several episodes, we are seeing great results and receiving positive feedback on the transparency and candor of our guests telling their inspirational stories."***

KIANNA WILSON
Industry Relations Manager and Host of *Hear from Her*

RØNLAND FEMALE APPRENTICESHIP PROGRAM

FMC has made it a priority to hire more women into manufacturing roles, globally, including at our site in Rønland, Denmark. In 2022, the team hired several female apprentices as process operators, electricians, and laboratory technicians, as well as roles in logistics and storage.

Women are still underrepresented in the process industry in Denmark, making it more difficult to recruit female apprentices into certain roles, like electricians and process operators. Only 20% of last year's apprentices in process operator training were women, according to figures from Statistics Denmark and the Ministry of Education.

Outreach to nearby universities and close cooperation with the local job center have played a central role in FMC's strategy to attract women to the company. Recruiting locally has made a difference in finding apprentices who will stay at the company after graduation.

One of the biggest misconceptions that has led to low female participation in the industry is that women don't have the physical abilities to perform the job.

Mette Schultz is one of the apprentices training to be an electrician and has been with FMC for a year.

> ***"I had a very hard time at first because I felt like I had so much more to prove. But I could easily lift as heavy loads as the others and keep focus if it got a little difficult. I've been out here for a year and feel welcome and part of the group. It doesn't matter if you're male or female, you're just as well received,"*** Mette says.

FMC aspires for its workforce to reflect the gender distribution in the surrounding community and hopes the apprentice program leads to more women applying for manufacturing roles in the future.

> ***"It's healthy with diversity. The female apprentices just come with a different approach to things and that's really good for our workplace,"*** says Jens Christian Rønn Iversen, Joint Shop Steward at FMC.

EMPLOYEE ENGAGEMENT & TALENT MANAGEMENT

EMPLOYEE ENGAGEMENT SURVEY

The last few years have been challenging for employees and employers alike. The demands of balancing work and family life forced many employees to seek more flexible arrangements, change careers or leave the workforce altogether.

FMC has always strived to be a great place to work where employees thrive professionally and personally. Recognizing the challenges employees faced throughout the pandemic, we conducted an Employee Engagement Survey in 2021 to gather feedback and gauge employee sentiment across the globe. While engagement scores were strong, we identified several key areas to focus on and improve in 2022. One of those areas was career growth and development.

Throughout the year, we provided opportunities for employees to learn how to navigate their careers at FMC and participate in learning and development activities.

We also use the engagement survey to assess how we're progressing across several DEI-related goals and objectives. The results are analyzed across a variety of dimensions and demographics including race, gender, tenure, age and role. Understanding different employees' experiences with the company ensures that DEI priorities and efforts address real needs and deliver measurable results.

FMC conducted a second Engagement Survey at the end of 2022 and saw measurable improvement.

> *Career coaching has helped me voice my opinions and ideas more effectively. During a recent coaching session, I was introduced to a 4-Step Framework for Productive Conversations (Positive Intention). It was easy to implement and this helped me prepare for a sensitive conversation. The conversation was productive and had a positive outcome, thanks to the advice and techniques I was introduced to through coaching."*

ANABEL LEGOOD
Manager, Product Registration, Canada

2022 ENGAGEMENT SURVEY RESULTS

83% EMPLOYEE SATISFACTION WITH FMC AS A PLACE TO WORK	**86%** EMPLOYEE PRIDE IN FMC AS A COMPANY
79% FMC'S GLOBAL ENGAGEMENT INDEX (global norm is 74%)	**92%** FMC EMPLOYEE 2022 SURVEY PARTICIPATION (2021 participation was 79%)

RBO CAREER ADVISORY PROGRAM

FMC's **Retention & Belonging Office (RBO)** was established in 2022 to support employees through job-related challenges and help them reach their full potential at FMC. The RBO offers a **Career Advisory Program** that provides professional career coaching services to employees. Coaching is designed to help employees navigate a variety of situations and development opportunities, such as job changes, preparing for critical conversations, improving relationships with colleagues and building communication and leadership skills. The program is currently offered to employees in North America and will be expanded to other regions over the next few years.

CAREER DAY

FMC held its first Career Day in 2022. The 24-hour, global event featured virtual and in-person sessions with senior leaders and external speakers covering a range of topics from how to be a lifelong learner to how to create a development plan. **FMC's global Human Resources team also introduced new tools and resources, including the Development Map, to support employees in their learning journeys at the company.** With how much has changed over the past few years in how we work, where we work and the type of work we do, Career Day offered employees an opportunity to step back and think about how they can be most successful in the careers they have today, where they might go in the future and how to navigate that journey.

> *FMC offers me new ways to learn, empowering me to challenge myself and try something different. I've seen my contributions impact the growth of the Singapore Regional Headquarters. Every day here is a new day for opportunities!"*

TRACY LIM
HR Manager, Singapore and HRBP, APAC Corporate Functions

HELPING COMMUNITIES THRIVE

At FMC, we are committed to having a positive impact on the people and environment around us. We invest in programs and partnerships that address critical areas of need, including hunger relief, access to education, and the health and safety of our communities.

Our **Community Engagement Index (CEI)** tracks progress toward our goal to have 100% engagement from our manufacturing and R&D sites by 2025 in areas including community participation, community leadership, operational transparency and safety. As of December 31, 2022, **our CEI is 90%, up from 84%** in 2021.

Uberaba, Brazil: Rising hunger continues to impact communities across the globe with more than 828 million people experiencing food insecurity in 2021. In May, **FMC's Uberaba site donated 57 food parcels to the City Hall of Uberaba to provide relief to their neighbors in need.** The donations, which included rice, beans, coffee, salt, cornmeal, tomato sauce, jelly, sugar, soybean oil and pasta were distributed to families living in rural areas. FMC's support helped more than 50 families and 170 individuals living in Uberaba.

Panoli, India: FMC's Panoli site sits on land that is part of Umarwada, a rural village situated along the western coast of India. As part of an effort to give back to the community, **Panoli donated 150 streetlights with 45-watt light fittings to provide light and improve safety for the village's 6,000 residents.** The streetlights are solar-powered, which provides the community with energy savings and reduces greenhouse gas emissions.

San Colombano, Italy: FMC's San Colombano site contributed to the development of an open-air classroom for more than 100 students between the ages of 6 and 10 years attending the Primary School of San Fiorano. The donation, which was part of a crowdfunding campaign, will equip the classroom with tables, chairs and gazebos that will help the students discover and connect with nature. Open-air classrooms are beneficial to the learning process and positively impact areas of personal growth for young people including motivation, attention and self-esteem.

Newark, Delaware: Employees at FMC's Stine Research Center partnered with Fair Hill Nature Center to support a variety of programs designed to introduce students to careers in science and sustainability. **Through FMC's support, more than 1,000 second graders participated in field trips to FMC where they learned about insects and the important role they play in agriculture.** Students also had an opportunity to learn about environmental science, plant science, chemistry and entomology from FMC scientists at a STEM summer camp at the Center.

Philadelphia, Pennsylvania: Nearly 100 employees gathered at Lincoln Financial Field in Philadelphia to help pack meals for families facing food insecurity. The event, hosted by the 9/11 Day organization in partnership with the Philadelphia Eagles, took place in honor of the federally recognized 9/11 National Day of Service and Remembrance. More than 800 volunteers from companies across the region packed more than 200,000 meals that were distributed throughout the city by a local food bank.

Responding in a Crisis

Our global community faced unprecedented challenges in 2022 that left devastation and destruction in many areas of the world. With compassion at the forefront, FMC quickly responded by partnering with community-based organizations to provide much needed aid for those who were most impacted.

In March, we launched a matching gifts campaign with the Red Cross to raise funds for families who were displaced or otherwise affected by the war in Ukraine. The campaign raised **nearly $300,000 USD, which helped provide food, clothing, shelter, medical assistance and other necessities to those who were impacted.** In addition to the Red Cross campaign, **FMC donated $75,000 USD to UNICEF** to support efforts focused specifically on the health and wellbeing of children.

FMC LAUNCHED A MATCHING GIFTS CAMPAIGN FOR UKRAINE THAT

RAISED $300,000 USD

In August, one of the wettest monsoon seasons on record brought torrential downpours to Pakistan, causing flooding that impacted more than 30 million people across the country. **FMC's Lahore site contributed ration boxes to the Pakistan government to distribute to people impacted by the floods**, particularly in remote areas. Australia also experienced record-breaking rainfall in 2022, resulting in flooding and infrastructure damage in three states. FMC contributed financial aid and supplies to nonprofit organizations, including BlazeAid, to clean debris, rebuild fencing and assist with recovery efforts for farming communities. **FMC's donations helped BlazeAid rebuild hundreds of properties in the affected region.**

In September, a slow-moving category 1 hurricane hit Puerto Rico causing several days of heavy rain and subsequent flooding. More than 70% of the island's population was left without electricity or water, and in many cases, their homes. **Employees from FMC's Manatí site teamed up with the community-based organization, Unidos para Servir, to gather cleaning supplies, personal hygiene products and non-perishable food that they delivered to more than 100 families in affected communities across the island.** Employees also helped water trucks fill buckets of clean and safe drinking water in the town of Arecibo.

CULTIVATING FREEDOM FOR FARMERS IN UKRAINE

Following FMC's exit from Russia in April 2022, we began looking for ways to support Ukraine and Ukrainian agriculture given its crucial role in supplying grain to the rest of the world, including parts of Africa and southeast Asia where food insecurity is at an all-time high.

Ukrainian agriculture is suffering heavy losses due to the war — production facilities are destroyed, and fields are littered with mines and bomb craters. According to Ukraine's Ministry of Agrarian Policy and Food, 25%-30% of the country's territories are contaminated by explosive hazards.

Under the umbrella, Cultivating Freedom, FMC launched a campaign to get farmers safely back on their land by donating 3% of 2023 sales revenue in Ukraine to assist with demining efforts in impacted regions. We are collaborating with **The HALO Trust**, a humanitarian non-governmental organization that has led demining programs around the world for more than 30 years. The HALO Trust has been active in Ukraine since 2016, and the funding from FMC will allow for a considerable increase in capacity to remove landmines from farms across the country.

> ***"The project not only ensures Ukrainian farmers can safely return to their fields for planting and harvest, but it also contributes to improving food security around the globe. Through this collaboration, we aspire to contribute to a future where farmers can cultivate their lands without fear of explosive remnants from the war and pave the way for robust reconstruction efforts that benefit farming communities and the entire country,"*** says Mark Douglas, FMC President and CEO.

KPMG LLP
1601 Market Street
Philadelphia, PA 19103-2499

INDEPENDENT ACCOUNTANT'S REVIEW REPORT

The Board of Directors and Management
FMC Corporation:

We have reviewed the FY22 identified metrics with the symbol "+" (the Selected Metrics) on pages 43-45 and 49 of the 2022 Sustainability Report (the "Report") of FMC Corporation. FMC Corporation's management is responsible for presenting the Selected Metrics in accordance with the criteria set forth in the Management Criteria Appendix (the Criteria) as defined on pages 64-69 of the Report. Our responsibility is to express a conclusion on the Selected Metrics based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Selected Metrics in order for them to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Selected Metrics are in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgement and consisted primarily of inquiries of management to obtain an understanding of the methodology applied, recalculations of the Selected Metrics based on the Criteria, and performing analytical procedures.

As described in the accompanying appendices, the identification, measurement, and reporting of the Selected Metrics requires management to establish the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. The selection by management of different but acceptable measurement methods, data or assumptions could have resulted in materially different amounts of metrics being reported.

Our review was limited to the Selected Metrics for the year ended December 31, 2022 identified on pages 43-45 and 49 of the Report. The Report includes other information and metrics that were not subject to our review procedures, including comparative information. Accordingly, we do not express a conclusion or any other form of assurance on such information or metrics.

Based on our review, we are not aware of any material modifications that should be made to the Selected Metrics of FMC Corporation for the year ended December 31, 2022, in order for them to be presented in accordance with the criteria identified on pages 64-69 of the Report.

KPMG LLP

Philadelphia, Pennsylvania
May 31, 2023

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STOCKHOLDER DATA

Prevathon™ and Altacor™ insect control, Xyway® brand fungicides, Accudo™ and RhizoMagic™ biostimulants, may not be registered for sale or use in all states and jurisdictions.

FMC Corporation is an active participant in the American Chemistry Council (ACC) and we support the principles of the ACC's Responsible Care® Program by working with our employees, suppliers, customers, contractors and commercial partners to promote responsible management of our products and processes through their entire life cycle, and for their intended use, worldwide. FMC undergoes third-party review and certification of our conformance with the Responsible Care Management System requirements at our headquarters offices and all of our sites located in the United States. For additional information on our Responsible Care Program, please go to FMC.com.

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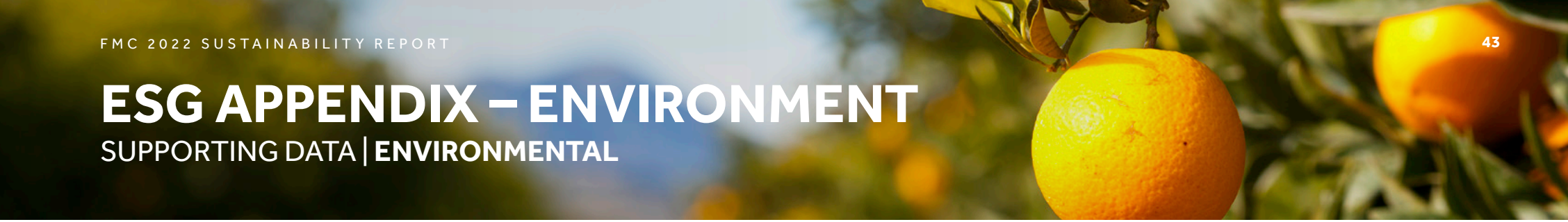


ESG APPENDIX – ENVIRONMENT

SUPPORTING DATA | **ENVIRONMENTAL**

The following tables provide a detailed breakdown of the 2022 environmental data as well as data trends over three years. In 2020 and prior years, FMC's boundary was our manufacturing sites and our Stine R&D facility. In 2021, we expanded our reporting boundary to include: fleet, fugitive emissions, and all FMC owned sites. All data presented before 2021 does not represent the expanded reporting boundary.

Regional Breakdown

ENVIRONMENTAL METRIC	EMEA	NA	LATAM	APAC	TOTAL
Total Energy Use (GJ)	876,600	1,156,600	37,500	403,400	2,474,000+
Electricity (GJ)	136,600	387,500	36,900	109,900	670,800
Steam	200			51,700	52,000
Fuels	739,700	769,100	600	241,800	1,751,200
Total Renewable Energy Use (GJ)	45,300	5,200	-	221,300	272,000+
Scope 1 & 2 GHG Emissions, Market Based (tCO_2e)	45,500	80,400	7,900	26,700	160,000+
Waste (kg)					
Generated	21,911,200	27,108,700	3,369,900	21,094,700	73,485,000+
Disposed	1,104,800	14,220,100	714,000	14,946,300	30,985,000+
Waste to Beneficial Reuse	20,806,400	12,888,600	2,656,000	6,148,400	42,499,000+
Water (ML)					
Withdrawals	374	735	14	214	1,300+
Discharge	304	480	3	41	800+
Consumption	70	255	12	173	500+

+ Indicates metric included in assurance boundary.

Due to rounding, numbers within ESG Appendix - Environment may not add up precisely.

Data and Intensity Trends

	2020*	2021*	2022	YOY % CHANGE
Revenue USD (In thousands)	4,642,000	5,045,000	5,802,000	+15%
Scope 1 GHG Emissions (tCO_2e)	84,000	103,000	88,000+	-14%
Scope 2 GHG Emissions, Location Based (tCO_2e)	68,000	63,000	67,000+	+6%
Scope 2 GHG Emissions, Market Based (tCO_2e)	67,000	62,000	72,000+	+16%
Scope 1 & 2 GHG Emissions, Market Based (tCO_2e)	151,000	165,000	160,000+	-3%
Scope 1 & 2 GHG Emissions Intensity, Market Based (tCO_2e/Revenue USD in thousands)	0.033	0.033	0.028+	-15%
Biogenic Carbon Emissions (tCO_2e)	14,000	17,000	20,000	+21%
Total Scope 3 GHG Emissions (tCO2e)	N/A	2,056,000	2,018,000+	-2%
SBTi Boundary Scope 3 GHG Emissions (tCO_2e)	N/A	1,871,000	1,813,000	-3%
Total Energy Use (GJ)	2,115,000	2,163,000	2,474,000+	+14%
Energy Intensity (GJ/Revenue USD in thousands)	0.456	0.429	0.426+	-7%
Total Non-Renewable Energy Use (GJ)**	1,972,000	1,963,000	2,202,000	+12%
Total Renewable Energy Use (GJ)**	143,000**	200,000**	272,000+	+4%
Renewable Energy Percentage (%)**	7%**	9%**	11%	+2%
Water Withdrawals Total Volumes (ML)	1,500	1,400	1,300+	-8%
High-Risk Water Withdrawals Total Volumes (ML)	220	240	190+	-21%
Total Waste Disposed (kg)	50,215,000	49,915,000	30,985,000+	-38%
Total Waste to Beneficial Reuse (kg)	22,400,000	26,952,000	42,499,000+	+58%
Waste to Beneficial Reuse Percentage (%)	31%	35%	58%	+23%

* 2020 and 2021 data has been rounded to the nearest thousandth place in accordance with common industry practices.

** 2022 values include briquettes as a renewable energy source (biomass). 2020 and 2021 has been revised to reflect this change in renewable energy accounting.

GHG Summary

GHG BY SCOPE	2021 (tCO_2e)	2022 (tCO_2e)
SCOPE 1 GHG EMISSIONS	103,000	88,000+
SCOPE 2 GHG EMISSIONS, MARKET BASED*	62,000	72,000+
SCOPE 2 GHG EMISSIONS, LOCATION BASED	63,000	67,000+
TOTAL SCOPE 3 GHG EMISSIONS** (Including 1, 2, 3, 4, 5, 6, 7, 8, 9, 12)	2,056,000	2,018,000+
Category 1 *(Purchased Goods & Services)*	1,559,300[1, 2, 3]	1,577,800
Category 2 *(Capital Goods)*	32,200[3]	39,100
Category 3 *(Fuel- and Energy-related Activities)*	42,800	46,600
Category 4 *(Upstream Transportation & Distribution)*	251,400[1, 3]	178,000
Category 5 *(Waste Generated in Operations)*	63,800	63,000
Category 6 *(Business Travel)*	1,800[4]	6,200
Category 7 *(Employee Commuting)*	6,000[4]	5,700
Category 8 *(Upstream Leased Assets)*	14,800	13,000
Category 9 *(Downstream Transportation & Distribution)*	9,600	7,600
Category 12 *(End-of-life Treatment of Sold Products)*	74,600[1]	80,700
TOTAL GHG EMISSIONS, MARKET BASED	2,221,000	2,178,000+
TOTAL GHG EMISSIONS, LOCATION BASED	2,222,000	2,173,000+

*Includes Energy Attribute Certificates (EACs), Power Purchase Agreements (PPAs), and Green Power Tariffs.

**Scope 3 categories 10, 11, 13, 14 and 15 have been evaluated and are considered not relevant. This is consistent with 2021 reporting and there are no changes in FMC's business model in 2022.

Footnotes:

[1] FMC regularly revisits our methodology to maintain the GHG Protocol's principles of accuracy and completeness. In 2022 we improved our source data for Scope 3 Categories 1, 4 and 12 due to enhanced data extract methodology from FMC's Enterprise tool, SAP S/4 HANA, which comprehensively captures all of FMC's spend and financial data. As a result of this change, we have recalculated 2021 Scope 3 GHG emissions using the enhanced data extract methodology.

[2] In an effort to improve the granularity of our data, in 2022 FMC improved the emission factor accuracy for 14 material direct chemicals in FMC's upstream value chain. This change resulted in an 8 percent decrease in Scope 3 Category 1 emissions for 2021.

[3] Restated 2021 GHG emissions in Categories 1, 2, and 4 to reflect the updated CEDA (Comprehensive Environmental Data Archive) Global Enterprise database. Previous values reported were calculated using CEDA 5.0. CEDA Global was released in 2022 with the base year of 2018, which incorporates more granular location-specific factors and provides more accurate values for 2021 GHG emissions than CEDA 5.0's base year of 2014.

[4] Restated to include wheel-to-well boundary. Previous value reported was limited to well-to-tank emissions.

Energy Summary

	2022 ENERGY AND SCOPE 1 & 2 GHG EMISSIONS, MARKET BASED BREAKDOWN		
	TOTAL ENERGY USE (GJ)	TOTAL RENEWABLE ENERGY USE (GJ)	TOTAL GHG EMISSION (tCO_2e)
Operating Sites	2,071,300	236,400	140,500
Other Owned Sites	402,700	35,400	1,400
Fleet	N/A	N/A	16,800
Fugitives	N/A	N/A	1,700
TOTAL	2,474,000+	272,000+	160,000+

Notes:

Operating Sites boundary includes FMC Manufacturing sites and Stine. Other Owned Sites boundary includes all other FMC owned sites apart from manufacturing sites and Stine. Fleet and Fugitives boundaries include global total. There are no exclusions to FMC's Scope 1 & 2 GHG emissions boundary.

Refer to Methodologies and Assumptions on pages 65-67.

+ Indicates metric included in assurance boundary.

Due to rounding, numbers within ESG Appendix - Environment may not add up precisely.

Water Summary

	WATER WITHDRAWALS (ML)	HIGH-RISK WATER WITHDRAWALS (ML)	WATER DISCHARGED (ML)	HIGH-RISK WATER DISCHARGE (ML)	WATER CONSUMPTION (ML)	HIGH-RISK WATER CONSUMPTION (ML)
TOTAL VOLUMES	1,300+	190+	827+	24+	510+	165+

Note: Water metrics apply to operating sites. Refer to additional Methodologies and Assumptions on page 68.

Water Withdrawals by Source

	WATER WITHDRAWALS VOLUMES BY SOURCE (ML)	HIGH RISK WATER WITHDRAWALS VOLUMES BY SOURCE (ML)
Third Party	415+	169+
Groundwater	904+	20+
Surface Water	18+	0+

Note: Seawater and produced water are not relevant for FMC's water withdrawal.

Air Quality Summary

AIR QUALITY	METRIC TONNES	FMC BOUNDARY
NOx	90.61	Global*
SOx	38.94	Global*
VOCs	25.41	Global*
HAPs	15.27	North America Only

*Global boundary has been adjusted to include two manufacturing facilities that were not previously reported in 2021.

Waste Summary

	TOTAL WASTE GENERATED (KG)		TOTAL WASTE TO BENEFICIAL REUSE (KG)		TOTAL WASTE DISPOSED (KG)	
	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous
TOTAL	50,207,000+	23,278,000+	23,780,000+	18,719,000+	26,427,000+	4,558,000+

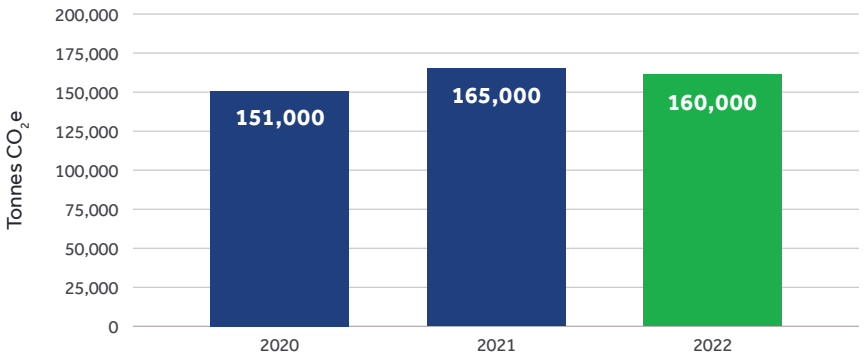
	WASTE DISPOSED - BY TYPE						WASTE TO BENEFICIAL REUSE - BY TYPE					
	LANDFILL (KG)		INCINERATION W/O ENERGY RECOVERY (KG)		OTHER - DISPOSED (KG)		RECYCLED (KG)		INCINERATION W/O ENERGY RECOVERY (KG)		OTHER - BENEFICIAL REUSE (KG)	
	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous
TOTAL	2,270,000+	3,907,000+	16,525,000+	188,000+	7,632,000+	463,000+	6,822,000+	18,504,000+	5,734,000+	207,500+	11,223,000+	8,500+

Note: Waste metrics apply to operating sites. Refer to additional Methodologies and Assumptions on page 64.

+ Indicates metric included in assurance boundary.
Due to rounding, numbers within ESG Appendix - Environment may not add up precisely.

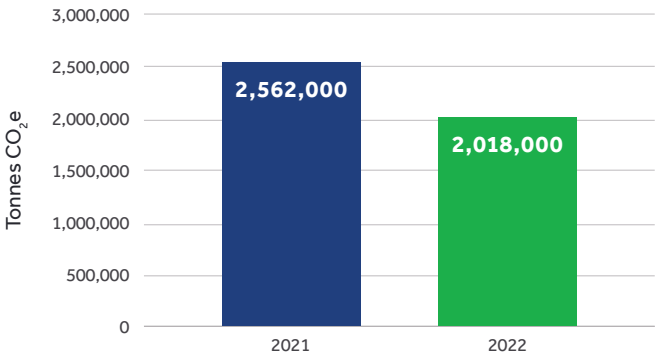
Environmental Metrics – Global Trends

GHG Emissions (Scope 1 and 2 Emissions)



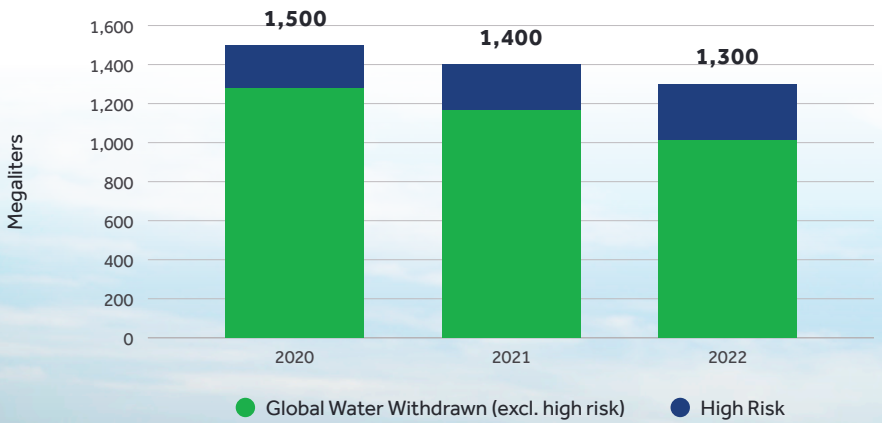
Note: 2020 GHG emissions does not reflect expanded reported boundary. As such, comparison to 2020 does not accurately represent performance.

GHG Emissions (Scope 3 Emissions)

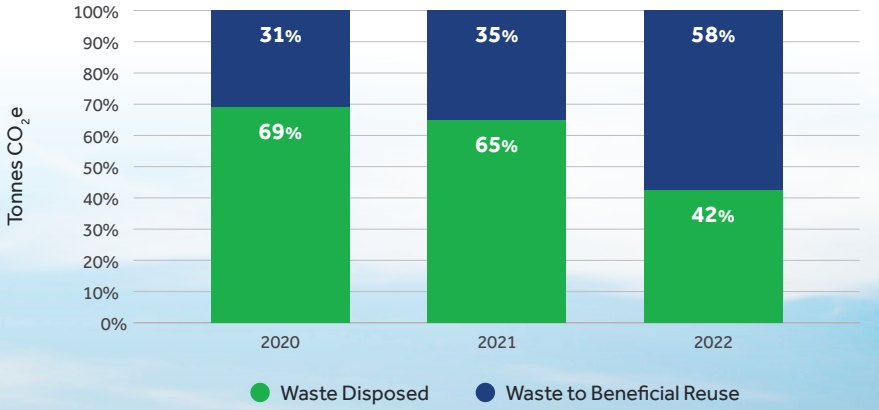


Note: Total Scope 3 Emissions not calculated prior to 2021.

Water Withdrawn



Waste Summary



Environmental Topics – Goals

At FMC, our longstanding commitment to sustainability is reflected in our ambitious environmental goals related to net-zero emissions, water and waste.

i GHG Emissions

FMC is committed to addressing climate change and its impacts and has set science-based emissions reduction targets in line with limiting global temperature rise to 1.5°C. The company announced its net-zero ambition in 2021 with a commitment to target net-zero greenhouse gas emissions across its value chain by 2035. Its near-term targets include a 42% absolute reduction for Scope 1 and 2 emissions and 25% absolute reduction in Scope 3 emissions by 2030. FMC's net-zero target was validated by the Science Based Targets initiative (SBTi) in March 2023.

ii Water

FMC is committed to implementing sustainable water practices across its global footprint. In 2023, the company became a member of the Alliance for Water Stewardship (AWS). AWS certification is extensive, and implementation of the standard is intended to achieve five main outcomes for the site and its physical scope: good water governance; sustainable water balance; good water quality status; important water-related areas; and safe water, sanitation and hygiene for all (WASH). FMC will prioritize its manufacturing locations in high-risk water areas, as defined by the WRI Water Aqueduct Water Risk Atlas.

iii Waste

FMC is committed to achieving 100% waste to beneficial reuse by 2035. FMC defines beneficial reuse as reusing and/or converting waste materials into a valuable commodity (fuel or substitute raw material). Beneficial reuse of waste must not adversely impact human health or the environment. To achieve this, FMC's manufacturing facilities must take steps to reduce the amount of hazardous and non-hazardous waste generated at the source and use materials more efficiently. Where waste is unavoidable, FMC is committed to managing it sustainably, which includes reusing, recycling and repurposing it. This is vital in the transition to a circular economy and will ultimately reduce the consumption of virgin materials.

Environmental Topics – General

At FMC, we proactively identify and manage material ESG risks, which is integral to our commitment to sustainable business practices.

i Biodiversity

FMC continuously monitors risks and issues related to biodiversity and invests in product innovation, programs and partnerships to promote biodiversity protection. FMC offers an innovative product pipeline and complementary solutions for Integrated Pest Management (IPM), including precision agriculture and biologicals, to minimize impact on biodiversity.

FMC also proactively engages in the task force on biodiversity through Crop Life International and are active members of The Keystone Coalition on Honeybee Health, Farmers for Monarchs and FieldWatch, a non-profit organization that develops technology to support pollinator protection in agriculture.

FMC's Global Biodiversity Protection Council, led by technical and pollinator experts from across the company, brings consistency, coordination and best practices to the company's efforts to protect biodiversity globally.

ii Air, Waste, Effluent and Water Quality Management

1. **Waste, Effluent and Water Quality:** As outlined in FMC's Environment, Health and Safety (EHS) policy, FMC is committed to ensuring the health and safety of communities where it operates. This includes properly tracking and managing hazardous and nonhazardous waste through on-site procedures and global guidelines and monitoring environmental impacts at all sites in accordance with local laws and regulations. For example, FMC regularly performs water quality monitoring and testing on effluent discharge in groundwater where appropriate to ensure the protection of water sources from contamination. The company is committed to institutional control measures to prevent unpermitted discharges.

2. **Air:** FMC monitors and tracks air pollutants, including SOx, NOx, VOCs, and HAPs, in accordance with global and regional laws and regulations. The company has taken action to prevent and reduce air pollutants from company operations, which includes implementing Hearing Conservation programs to reduce noise emissions and Leak Detection and Repair (LDAR) programs to ensure the enclosure of emissions sources and ways to locate and repair leaking components.

iii Environmental Remediation

FMC outlines responsibilities related to environmental remediation at key sites as well as information related to environmental reserves in the company's annual 10-K. As highlighted in previous sustainability reports, a key part of FMC's environmental remediation includes the beneficial reuse and restoration of legacy FMC sites. For instance, sites in Newark, California, and Baltimore, Maryland, are in the process of remediation and redevelopment into mixed-used spaces that benefit local communities and the planet.

ESG APPENDIX–SOCIAL

SUPPORTING DATA | **SAFETY**

Safety Data

At FMC, people come first. We strive for an injury-free workplace, where every employee returns home the same way they arrived. We encourage a culture of open reporting, so we can learn from our safety incidents and continuously improve behaviors and processes.

FMC Injuries/Illnesses

(Number of Cases)

	2019	2020	2021	2022
Fatalities	0	0	0	0+
Lost Time	4	2	2	4
Total Recordables	12	7	6	7
Total Manhours (hr)	27,839,639	18,095,671	18,139,849	17,614,168
TRIR	0.13	0.08	0.07	0.08+
LTIR	0.03	0.02	0.02	0.05

3rd Party Injuries/Illnesses

(Number of Cases)

	2019	2020	2021	2022
Fatalities	1	0	0	0
Lost Time	5	4	4	3
Total Recordables	8	7	6	5
Total Manhours (hr)	4,293,426	3,318,109	4,134,426	5,377,945
TRIR	0.37	0.42	0.29	0.19
LTIR	0.23	0.24	0.19	0.11

+ Indicates metric included in assurance boundary.

Process Safety Events

	2019	2020	2021	2022
Tier 1	2	1	1	0
Tier 2	7	1	5	7

Notice of Violations (NOVs) with Penalty

	2019	2020	2021	2022
NOVs with Penalty	2	4	3	0

DEFINITIONS TABLE

Fatalities | *Work-related injury or illness that results in death.*

Lost Time | *Work-related injuries that result in a person being unfit for work on any day after the day of the injury as determined by a physician or other licensed health professional.*

FMC Injuries/Illness | *FMC employee or FMC supervised contractors.*

Total Recordables | *Total number of work-related injuries or illnesses requiring treatment beyond first aid, based on US OSHA Recordkeeping Framework.*

Total Manhours | *Total number of hours worked.*

TRIR | *Total Recordable Incident Rate = (# of OSHA Recordable Incidents) X 200,000 / (Total # of Hours Worked), as based on OSHA Recordkeeping Framework.*

Process Safety Events | *According to the API 754 3rd Edition Definitions.*

LTIR | *Lost Time Injury Rate = (# of Lost Time Injuries) 200,000 / (Total # of Hours Worked).*

3rd Party Injury/Illness | *Permanent and resident contractors to FMC.*

NOVs with Penalties | *Letter or notice received from an EHS regulatory authority alleging violation of a law, regulation or permit that resulted in a fine or penalty.*

Social Topics – Safety

At FMC, we are committed to proactively identifying and managing material ESG risks, which is integral to our commitment to sustainable business practices.

Environmental, Health and Safety (EHS) Audit Process

1. FMC is committed to protecting the environment and the health and safety of its employees and communities through full compliance with all applicable laws and continuous improvement of EHS performance. To meet FMC EHS standards, every FMC owned-and-operated facility must demonstrate compliance and maintain an open dialogue with local communities on the nature and hazards of the materials that it manufactures or handles.

2. FMC completes verified audits on a regular basis at all FMC-owned facilities to ensure compliance with FMC Standards and legal requirements. Third-party audits are performed under programs such as Responsible Care, ISO 9000 and ISO 14000. Per FMC's Audit Standard, the company endeavors to audit all FMC sites on a 36-month cycle. Additionally, the audits ensure compliance with FMC EHS standards and facility-specific legal requirements. At leadership discretion, sites may be audited more frequently, which may include a comprehensive EHS compliance audit, focused topic-specific audit, or an audit of an action plan implemented from a previous audit.

3. **Responsible Care:** The safety of chemical operations and products is a core value for American Chemistry Council (ACC) members, including FMC. Responsible Care represents the industry commitment to the health and safety of employees, communities and the environment. FMC is committed to practicing Responsible Care® and certifies management system alignment with the Responsible Care core values by demonstrating compliance with the Responsible Care Management System® (RCMS). FMC works to achieve improvements in these areas through the RCMS® framework of "Plan-Do-Check-Act." In recognition of FMC's achievements around RCMS®, the company has been awarded by the ACC as the Responsible Care Company of the Year four times since 2017.

ii Emergency Preparedness

FMC has emergency response programs in place to safely manage an emergency at any facility.

1. **EHS Incident Reporting Standard:** Requires all FMC sites to report, categorize and perform the appropriate level of incident investigation for all incidents. It includes procedures to report injury, illness, process safety, environmental incidents or other crisis incidents. The standard applies to FMC employees, contractors and visitors while at company operated sites, FMC employees and contractors while conducting FMC business at alternate locations, FMC operated equipment and company owned property or products while in transit.

2. **Corporate Incident Management Standard:** Establishes a framework for managing incidents at a site. This standard creates three levels of response for sites, depending on the criticality of the incident. This standard, along with regulatory requirements, determines required emergency response plans that are developed for every FMC facility.

iii Process Safety

Process Safety Management (PSM) is a key element of FMC's safety programs. FMC ensures robust standards and procedures are in place for employees across all global sites.

1. **PSM Standard:** This standard sets the minimum process safety system requirements for manufacturing sites, pilot plants and kilo labs to prevent fires, explosions and releases of hazardous materials.

2. **Process Hazard Level (PHL) Screening:** This screening tool uses an internally developed methodology to identify the hazards of a process and ensure both effective and efficient control of process hazards.

3. **Process Safety Information (PSI):** This contains details about materials, equipment and process technology. This information is used to support all other elements of PSM and is necessary to understand, identify and evaluate process safety hazards.

4. **Process Hazard Analysis (PHA):** This is a systematic review of a specific process to identify and evaluate process hazards. As a result of these PHAs, FMC immediately addresses unacceptable risks and develops action plans to mitigate them.

ESG APPENDIX–SOCIAL

SUPPORTING DATA | **WORKFORCE**

Workforce Data for Full-Time Employees (FTE) in 2022

	TOTAL WORKFORCE											
	TOTAL EMPLOYEES	MALE		FEMALE		GENDER NOT DISCLOSED		<20	20-29	30-39	40-49	50-59	60+
		Value	Percent	Value	Percent	Value	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Asia Pacific (APAC)	2,499	1,831	73.3%	666	26.7%	2	0.1%		11.8%	39.8%	32.7%	14.9%	0.9%
Europe, Middle East, Africa (EMEA)	1,430	918	64.2%	512	35.8%			0.07%	6.9%	26.9%	27.9%	26.2%	11.8%
Latin America (LATAM)	795	515	64.8%	279	35.1%	1	0.1%		14.5%	44.0%	28.8%	10.3%	2.4%
North America (NA)	1,529	986	64.5%	531	34.7%	12	0.8%		10.4%	25.1%	24.1%	25.1%	15.3%
TOTAL	**6,253**	**4,250**	**68.0%**	**1,988**	**31.8%**	**15**	**0.2%**	**0.02%**	**10.7%**	**33.8%**	**29.0%**	**19.4%**	**7.1%**

	EXTERNAL HIRES																	
	MALE	FEMALE	GENDER NOT DISCLOSED	MALE					FEMALE					GENDER NOT DISCLOSED				
				20-29	30-39	40-49	50-59	60+	20-29	30-39	40-49	50-59	60+	20-29	30-39	40-49	50-59	60+
Asia Pacific (APAC)	299	133	4	109	117	63	10	0	46	53	32	2	0		3	1		
Europe, Middle East, Africa (EMEA)	109	71	28	22	30	37	19	1	11	32	18	10	0	4	10	9	3	2
Latin America (LATAM)	88	95	2	26	45	13	4	0	39	42	12	2	0		2			
North America (NA)	179	89	15	56	59	34	24	6	28	23	21	16	1	2	7	0	3	3
TOTAL	**675**	**388**	**49**	**213**	**251**	**147**	**57**	**7**	**124**	**150**	**83**	**30**	**1**	**6**	**22**	**10**	**6**	**5**

(cont.)

	VOLUNTARY TURNOVER													
	MALE	FEMALE	GENDER NOT DISCLOSED	MALE					FEMALE					GENDER NOT DISCLOSED	
				20-29	30-39	40-49	50-59	60+	20-29	30-39	40-49	50-59	60+	30-39	50-59
Asia Pacific (APAC)	231	67		57	111	46	15	2	14	26	20	7			
Europe, Middle East, Africa (EMEA)	67	44		9	29	16	10	3	7	23	11	3			
Latin America (LATAM)	56	19	1	7	32	12	4	1	6	10	3			1	
North America (NA)	60	48	1	12	19	11	12	6	8	18	11	8	3		1
TOTAL	**414**	**178**	**2**	**85**	**191**	**85**	**41**	**12**	**35**	**77**	**45**	**18**	**3**	**1**	**1**

Female Employees by Level, Global

	COUNT	%
Board of Directors	3	30%
Operating Committee	6	29%
Executive Level/ Leadership Positions (Job Grade 25 or Above)	67	35%
Professional Roles	1,469	33%
TOTAL # OF WOMEN	**1,988**	**32%**

Black/African American Employees by Level, U.S. Only

	COUNT	%
Board of Directors	1	5%
Operating Committee	0	0%
Executive Level/ Leadership Positions (Job Grade 25 or Above)	4	3%
Professional Roles	80	8%
TOTAL # OF EMPLOYEES	**131**	**10%**

Governance Bodies (Operating Committee) by Age Group

	COUNT	%
Under 30	0	0%
30-50	6	29%
Over 50	15	71%
OPERATING COMMITTEE TOTAL	**21**	**100%**

DEFINITIONS TABLE

Board of Directors | *FMC Board of Directors, responsible for overall management of the company.*

Operating Committee | *Executive leadership and officers.*

Executive Level/Leadership Positions | *Roles with significant responsibility to oversee and direct a functional discipline or business area for FMC.*

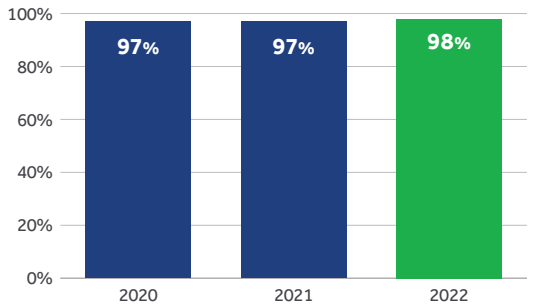
Professional Roles | *Defined by types of responsibilities and requirements, such as independent judgment and decision making that impact the business. Includes Executive/Senior Management, First Level Managers, Professionals and Sales Workers.*

EEO-1 | *Employee demographic information disclosed and submitted by FMC is attached here. Please note that job categories differ in the way in which we categorize jobs and track diverse employee representation at FMC.*

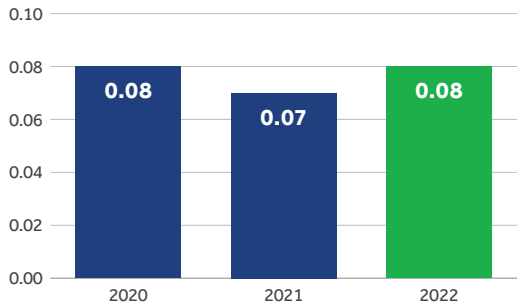
Full Time Employees | *Metrics include full-time FMC employees and excludes other payroll workers (i.e. interns, apprentices, and trainees)*

2025 Sustainability Data – Progress Towards Goals

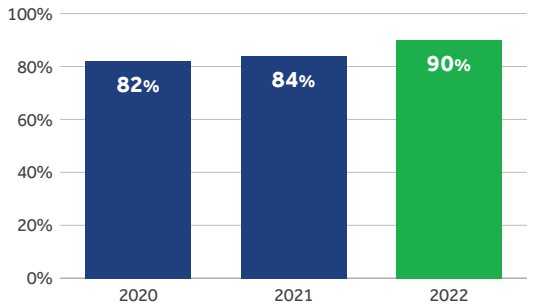
R&D Spend on Sustainably Advantaged Products



Total Recordable Incident Rate (TRIR)



Community Engagement



DEFINITIONS TABLE

R&D Spend on Sustainably Advantaged Products | *Products in development that exceed the Sustainability Assessment Tool benchmark in at least one of the six categories without retreating in any category.*

Total Recordable Incident Rate (TRIR) | *Total Recordable Incident Rate = (# of OSHA Recordable Incidents) X 200,000 / (Total # of Hours Worked), as based on OSHA Recordkeeping Framework.*

Community Engagement | *FMC manufacturing and R&D sites engagement in the community as tracked through four categories: community participation, community leadership, operational transparency and safety.*

Social Topics – General

At FMC, we proactively identify and manage material ESG risks, which is integral to our commitment to sustainable business practices.

i Human Rights

As outlined in FMC's Human Rights Policy, the company is committed to the protection and advancement of human rights throughout its business and value chain. This commitment requires strict adherence to policies and procedures as outlined in FMC's Supplier Selection and Approval Process, in which all new significant contractors and raw materials suppliers are screened for their adherence to human rights standards. All supplier-facing employees are trained on this process. All employees globally are required to complete a training during onboarding and annual training on FMC's Code of Ethics, which serves as the foundation for the company's Human Rights Policy.

ii Supply Chain Engagement

1. Supplier engagement is a key part of FMC's plan to achieve its environmental goals, including the company's aggressive emissions reduction targets. For Scope 3 Category 1, which comprises the majority of the company's GHG emissions, FMC is working with raw materials and packaging suppliers to set mutual objectives that focus on top GHG emissions contributors.

2. FMC's Suppler Code of Conduct and Sustainability Sourcing Statement define the company's expectations of suppliers on environmental, social and governance topics. All potential suppliers are evaluated through the Supplier Selection and Approval Process, which outlines requirements for due diligence, screening and third-party assessments of suppliers.

iii Human Capital Development

FMC ensures all employees receive ongoing, comprehensive training to support their professional growth and development. All current and new FMC employees receive regular trainings (both virtually and in-person) on a range of topics, including human rights, ethics and compliance, cybersecurity and safety. In addition to global trainings, FMC provides region- and function-specific trainings to ensure employees have the skills and knowledge necessary to succeed in their roles. FMC is in the process of implementing a learning management system to comprehensively manage and track trainings.

For example, FMC hosts Global Leadership Development Programs for new and existing people managers — the Art of Leadership and Science of Leadership, respectively. Through a combination of in-person and virtual trainings, aligned with FMC core values and leadership competencies, FMC employees have the opportunity to learn how to optimize their people management skills. In 2022, 100 FMC employees participated in some of these Global Leadership Development Programs, receiving 50 training hours each for a total of 5000 hours.

iv Total Rewards and Pay Equity

FMC compensates employees through Total Reward programs that are aligned with performance and competencies following the annual performance appraisal process. Performance-based direct pay programs include competitive base pay, annual bonus opportunities, sales incentive plans and long-term incentives. These compensation elements, along with health benefits, work-life flexibility, recognition awards, and talent and career development, enable FMC to offer a comprehensive total reward package designed for employees throughout their career. This includes an assessment of pay equity, which involves ensuring employees in the same job function, location and pay level are paid fairly relative to one another, regardless of their gender or race/ethnicity.

ESG APPENDIX–GOVERNANCE

CORPORATE GOVERNANCE

Corporate governance establishes the systems, rules and practices that ensure FMC operates with integrity and accountability. Details on FMC's corporate governance structure is disclosed in our **Annual Report**, **Proxy Statement** and on our **website**.

FMC also has a robust governance structure for sustainability at the company, as described in this section.

BOARD OF DIRECTORS SUSTAINABILITY COMMITTEE

FMC's Board of Directors Sustainability Committee, created in 2011, is tasked with overseeing and evaluating the effectiveness of FMC's sustainability strategy to ensure it continues to create value and deliver real impact for the company and society. The Committee reviews and provides guidance to management on FMC's sustainability initiatives including those relating to its environmental and social impact, climate change, community engagement and diversity equity and inclusion. The Committee meets four times a year.

EXECUTIVE SUSTAINABILITY COUNCIL

The Executive Sustainability Council meets four times a year to review progress on goals, new initiatives, commitments and challenges. It recommends actions, as necessary, to ensure continuous performance improvement and alignment with constituent expectations (both internal and external).

OFFICE OF THE CSO

The office of the CSO brings greater focus and direction to our sustainability efforts around the world, driving meaningful change across the company and supporting global initiatives to address some of the world's most urgent challenges. There are five key functions that report to the Chief Sustainability Officer:

1
Corporate Sustainability

2
Diversity, Equity and Inclusion

3
Product Stewardship

4
Government and Industry Affairs

5
Sustainability Communications, Engagement and Philanthropy

EXTERNAL SUSTAINABILITY ADVISORY COUNCIL

FMC's External Sustainability Advisory Council, initiated in November 2017, provides perspectives and objectivity to our sustainability strategy. Members of the Council are leaders in agriculture, energy, water, academia and environmental issues. Council meetings are held twice a year and have focused on topics such as sustainably-advantaged innovation, sustainability goals, materiality, diversity and inclusion, issues management strategy, product stewardship and stakeholder engagement.

ESG APPENDIX–GOVERNANCE

STAKEHOLDER ENGAGEMENT

FMC regularly engages a variety of stakeholder groups to ensure alignment, gather input and feedback, and identify key trends, issues and risks for the company. The table below indicates FMC's main stakeholder groups as well as topics and methods of engagement. More information about FMC's stakeholder engagement can be found on the company's **website**.

STAKEHOLDER GROUP	CHANNELS OF ENGAGEMENT	FREQUENCY	KEY TOPICS COVERED
Employees	Town Hall meetings Reports, email blasts and videos Surveys Focus groups Training Social media	Quarterly Monthly Annually As needed Annually Weekly	Safety Ethics and compliance Sustainable procurement Sustainability assessment tool DEI Sustainability branding
Prospective Employees	Sustainability Report Annual Report	Annually Annually	Sustainability DEI
Customers	Meetings Innovation collaboration Industry partnerships	Quarterly Quarterly Quarterly	Innovation Pollinator safety Product stewardship
Suppliers	Supplier audits Supplier surveys Code of Conduct	Bi-annually Quarterly Monthly	Fair wages and labor Sustainability goals Responsible care
Investors	Ratings/rankings and indices Conference calls Surveys	Annually As needed Annually	FMC's performance and our strategic growth plan DEI, climate action and food security The sustainability of new products
Local Communities	Donations to local organizations Employee volunteers Community Advisory Panels	Quarterly Monthly Quarterly	Hunger Science education Disaster relief
Regulators and Public Policy Makers	Meetings Risk assessments and studies	Monthly Regularly	Endangered species Product stewardship, science-based evaluations, safety and environmental standards
Non-Government Organizations (NGOs)	In-person meetings/conference calls Survey responses Policies and best practices	As needed Bi-annually As needed	Biodiversity Secondary standards UN Sustainable Development Goals
Industry Associations	Leading/participating on committees and working groups Advocacy	Bi-monthly As needed	Responsible care Product stewardship and sustainability
External Sustainability Advisory Council	In-person meetings Conference calls	Bi-annually As needed	Sustainability strategy and reporting Innovation

Governance Topics – General

At FMC, we proactively identify and manage material ESG risks, which is integral to our commitment to sustainable business practices.

i Executive Compensation

FMC has a longstanding practice of including sustainability objectives in the individual measures as a component of annual incentive pay of the CEO and other named executive officers. These metrics relate to FMC's sustainability goals as highlighted on page 4, including safety, workforce diversity and progress towards our net-zero goal. Performance against sustainability-related goals is reported in the **annual proxy report**.

ii Ethics and Compliance

1. **Ethics Hotline:** The FMC Ethics Response Line is available both externally at FMC.com or internally at the FMC SharePoint with links on several webpages. Reports to the FMC Ethics Response Line may be made anonymously (or reporters may self-identify) by phone, web portal, QR code or mail. In 2022, the FMC Ethics Response Line received 20 global reports classified as harassment, discrimination or retaliation. Of these 20 reports, 11 were substantiated and remediation included training or discipline.

2. **Training:** In 2022, FMC's Law Department completed over 21,000 person-hours of employee training across all regions: North America; Europe, the Middle East and Africa; Latin America and the Asia Pacific Region.

3. **Ethics Office:** The FMC Ethics Office delivered many communications, events and trainings for the global employee population in 2022, including 11 mandatory trainings for new employees; 5 mandatory trainings for active employees; the annual mandatory Code of Ethics and Business Conduct Questionnaire Certification; and Conflict of Interest Disclosure for all active employees. Additionally, the Ethics Office shared case studies on ethics violations, sponsored ambassador events to promote ethics awareness and hosted the Ethics and Compliance Achievement Awards, which recognize employees who make significant contributions to and are champions of integrity at FMC.

iii Corruption and Bribery

As set forth in FMC's Code of Ethics, FMC applies stringent standards around corruption and bribery that go beyond compliance with local regulation. FMC operates in markets where business ethics may differ from company standards, which increases risk of impropriety. To mitigate that risk, the company administers a robust internal audit program and ensures all appropriate resources are trained, engaged and focused on achieving business objectives while adhering to integrity as a core value.

iv Collective Bargaining

A portion of FMC employees are covered under collective bargaining agreements. For each manufacturing site where collective bargaining agreements are present, FMC makes every effort to reach agreements that are mutually beneficial. FMC strongly believes in a cooperative approach and works closely with unions and work councils to find solutions for everyday interactions as well as contract negotiations. FMC expects that suppliers will respect their employees' right to join, form or abstain from joining a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, FMC would expect suppliers to be committed to establishing a constructive dialogue with their representatives.

v Risk, Control, and Audit

1. FMC has a robust Internal Audit (IA) function and Enterprise Risk Management (ERM) process led by FMC's Risk, Control and Audit (RC&A) group and the Chief Audit Executive. The Chief Audit Executive, who reports directly to the Audit Committee, sets an annual audit plan based on appropriate risk factors for financial and non-financial compliance, including but not limited to FMC's Code of Ethics and Business Conduct, Financial Standards (internal and GAAP), Foreign Corrupt Practices Act (FCPA), Sarbanes-Oxley (SOX) compliance and relevant data privacy laws. Internal audit maintains objectivity and independence through means such as organizational structure, reporting lines, culture and operations. Additionally, FMC conducts an annual company-wide ERM assessment to assess exposure and manage enterprise-wide risks. The ERM process assists in guiding FMC's 10-K risk disclosures. ERM Assessment findings are reported to the FMC Risk Council and executive leadership quarterly and annually to the Board of Directors.

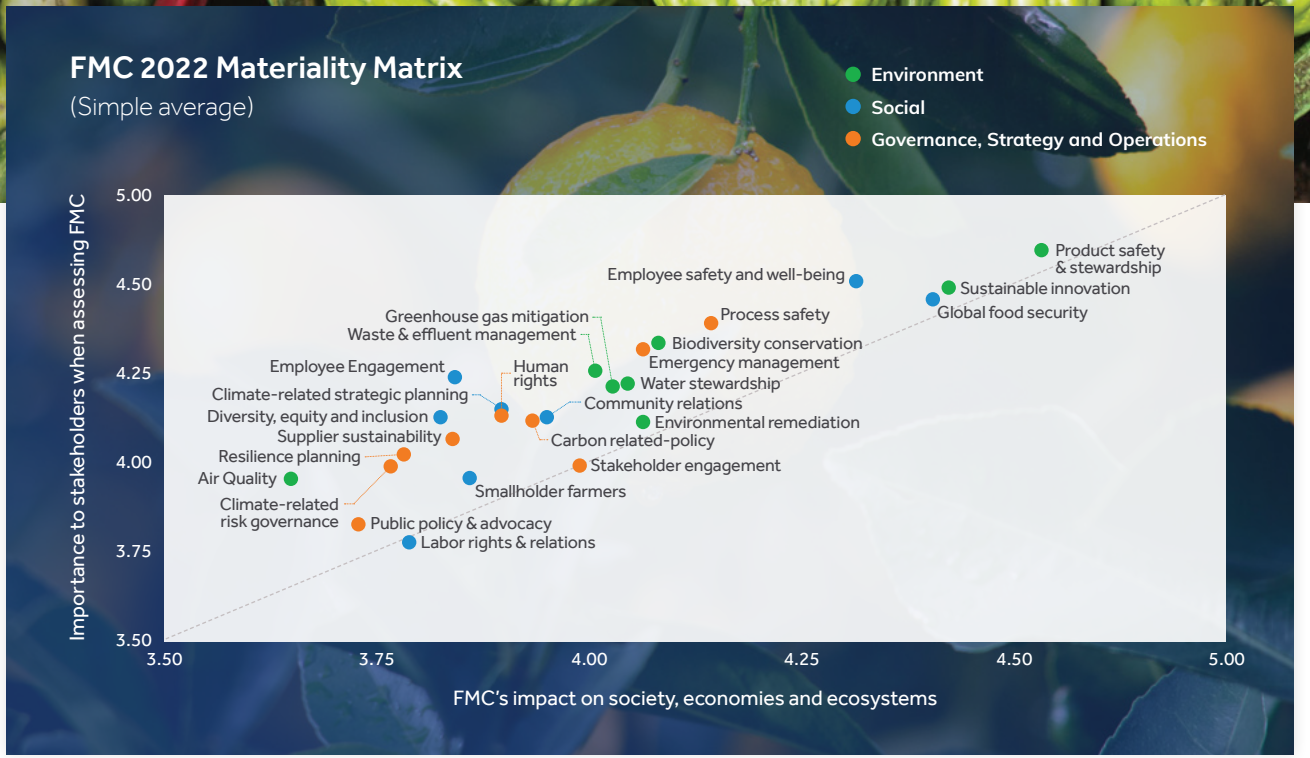
2. FMC is committed to conducting business with honesty and integrity and complying with all applicable laws. FMC's Code of Ethics and Business Conduct (the "Code") summarizes the legal and ethical principles embedded in the company's policies and practices. For many years, the Code has served as a constant guidepost for the way FMC does business. FMC's commitment to ethics and compliance starts at the top of the corporation. FMC's Corporate Responsibility Committee, which consists of executive management and reports to the Audit Committee of the Board of Directors, assesses FMC's overall compliance with applicable law and the Code, oversees the compliance training program and considers the appropriate response to significant compliance matters and legal developments.

FMC Policies & Procedures

This table provides an overview of publicly available documents related to ESG topics at FMC. All policies can be accessed on FMC's sustainability **website**.

POLICIES AND PROCEDURES	DESCRIPTION	SCOPE	UNGC ALIGNMENT
Environment, Health, and Safety Policy	FMC's EHS policy outlines our responsibility to the environment, health, safety (including occupational and process safety) to our employees and global community.	Company, World	8
Our Care for the Planet	Provides an overview of FMC's commitment to care for the planet and the communities in which we operate, including climate change, water security and biodiversity.	Company, Supplier Expectations, World	7,8,9
Commitment to Animal Welfare	Outlines FMC's requirements to adhere with animal testing requirements through regulatory standards and responsibility to adhering to global principles (replace, reduce, refine) for animal welfare.	Company	8,9
Policy on Human Rights	Builds upon FMC's Code of Ethics to further outline FMC's commitment to the protection and advancement of human rights as a principle and within global business operations. Outlines adherence to international best practices and standards, guiding pillars, due diligence and reporting and employee training.	Company, Supplier Expectations	1,2,3,4,5,6
Code of Ethics and Business Conduct	FMC's Code of Conduct serves as the cornerstone of our belief in conducting business with honesty and integrity, setting high standards that align with, and often exceed, local laws and regulations. The Code outlines the requirements for all employees and stakeholders and provides clear information on how to report any violations through our Ethics hotline.	Company, Suppliers	1,2,3,4,5,6,10
Supplier Code of Conduct	Clarifies expectations placed on FMC suppliers and their subcontractors to act in accordance with the Supplier Code of Conduct, which covers elements relating to ethics, human rights, labor, environment and health and safety.	Suppliers	1,2,4,5
Sustainable Sourcing Statement	Outlines expectations placed on FMC suppliers and outlines FMC's plan related to ESG Supplier Engagement, including supplier screening, auditing, employee training and adherence to Modern Slavery Acts globally.	Suppliers	1,2,3,4,5,8
Conflict Minerals Statement	Outlines FMC's commitment to conflict minerals sourcing in compliance with Section 1502 of the Dodd-Frank Act.	Company, Suppliers	1, 2, 10
Corporate Tax Policy Statement	Provides transparency to FMC stakeholders on tax policy matters and compliance with tax regulations.	Company	10
Cybersecurity Policy	Provides an overview of FMC's comprehensive cybersecurity program to protect company and supply chain data. This includes details around FMC's executive oversight and risk mitigation program, which includes risk assessment, auditing, security systems, employee training and response plans.	Company, Suppliers	10
Board Sustainability Committee Charter	Summarizes the responsibilities of the Sustainability Committee of the Board of Directors to ensure the effectiveness of FMC's sustainability strategy and efforts related to ESG, including sustainability goals and objectives.	Company (Board)	8
CDP Reports	Provides a detailed understanding of FMC's sustainability efforts around climate change and water security and comprehensive sustainability data disclosures. In 2022, FMC received an "A-" on both climate change and water security.	Company	7,8

MATERIALITY ASSESSMENT



FMC began conducting impact materiality assessments in 2013 and currently conducts the assessments biannually. The assessments are reviewed by the Board of Directors and our Executive Sustainability Committee once completed. FMC's materiality assessment is used to identify and value our impact on external stakeholders associated with our business operations, products/services and supply chain.

The results of our 2022 materiality assessment, which identifies sustainability topics of most importance for our business based on inclusive stakeholder feedback, are indicated in the matrix to the right. This assessment was completed in accordance with GRI standards.

The assessment was conducted via an online survey with internal and external stakeholders. Internal stakeholders included employees from all major functions, including operations, sales, regulatory affairs and research and development, among others. External stakeholders included customers, investors, consultants and representatives from academia, government, trade associations and non-governmental organizations.

We analyzed 25 potential material topics based on GRI, SASB, United Nations Global Compact and other expert recommendations. Respondents were asked to rate topics on a scale of 1-5, 1 being low and 5 being high, based on two dimensions:

- **The importance to the stakeholder when assessing FMC (Y-axis)**
- **FMC's impact on societies, economies and/or ecosystems (X-axis), as per GRI recommendations**

Based on the results of the assessment, as well as additional analyses conducted across participant responses, we have identified five core material issues that will help inform the development of FMC's sustainability strategy and reporting going forward. Three of the five — innovation, stewardship and safety — are foundational to FMC's business and work with growers across the globe. The remaining two — biodiversity and food security — are areas where we see opportunities to take bigger, bolder steps to affect positive change related to some of the world's most urgent challenges.

ESG APPENDIX–GOVERNANCE

SCOPE OF ASSURANCE

Engagement Summary – Assured Boundary

ASSURED DATA TABLE		
Scope of Engagement	**GHG Emissions & Energy:** Scope 1 GHG Emissions Scope 2 GHG Emissions, Market Based Scope 2 GHG Emissions, Location Based Scope 1 & 2 GHG Emissions, Market Based Total Scope 3 GHG Emissions (Including 1,2,3,4,5,6,7,8,9,12) Total GHG Emissions, Market Based Total GHG Emissions, Location Based Scope 1 & 2 GHG Emissions Intensity, Market Based Total Energy Use Total Renewable Energy Use Energy Intensity **Water:** Water Withdrawals Total Volumes Water Withdrawals Volumes by Source Water Discharges Total Volumes Water Consumption Total Volumes High Risk Water Withdrawals Total Volumes High Risk Water Withdrawals Volumes by Source High Risk Water Discharges Total Volumes High Risk Water Consumption Total Volumes	**Waste:** Total Waste Generated Total Hazardous Waste Generated Total Non-Hazardous Waste Generated Total Waste Disposed Total Hazardous Waste Disposed Total Non-Hazardous Waste Disposed Waste Disposed - By Type Hazardous Waste Disposed - By Type Non-Hazardous Waste Disposed - By Type Total Waste to Beneficial Reuse Total Hazardous Waste to Beneficial Reuse Total Non-Hazardous Waste to Beneficial Reuse Waste to Beneficial Reuse - By Type Hazardous Waste to Beneficial Reuse - By Type Non-Hazardous Waste to Beneficial Reuse - By Type **Safety:** Total Recordable Incident Rate (TRIR) Fatalities
Assurance Standard	The review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*	
Assurance Level	Limited Assurance	
+	Indicates metric included in assurance boundary.	

Management Criteria

Waste

METRIC	PAGE(S)	REPORTING CRITERIA	METHODOLOGY, ASSUMPTIONS AND DEFINITIONS
Total Waste Generated	43	Management's Criteria	The amount of waste generated by FMC Operating Sites, reported on a monthly basis with no exclusions. **Waste Definition:** Any substance or object which the holder discards or intends or is required to discard. This includes waste and by-product materials in both solid and liquid form and may be non-hazardous or hazardous waste generated; and includes all regulated and non-regulated waste.
Total Hazardous Waste Generated	45	Management's Criteria	The amount of hazardous waste generated by FMC Operating Sites, reported on a monthly basis with no exclusions. Regulatory requirements dictate the classification and management criteria of hazardous materials and are location-specific. **Hazardous Waste Definition:** Material which contains or exhibits hazardous characteristics, consistent with regulatory requirements in the location that the waste is generated.
Total Non-Hazardous Waste Generated	45	Management's Criteria	The amount of non-hazardous waste generated by FMC Operating Sites, reported on a monthly basis with no exclusions. **Non-Hazardous Waste Definition:** Waste that is not regulated as hazardous waste.
Total Waste Disposed	43	Management's Criteria	The amount of waste generated by FMC Operating Sites that is disposed through the following disposal methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. Other Disposal includes liquid waste that is treated and disposed and waste disposed via transfer station. Waste disposed metrics are reported on a monthly basis with no exclusions.
Total Hazardous Waste Disposed	45	Management's Criteria	The amount of hazardous waste generated by FMC Operating Sites that is disposed through the following methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. Waste disposed metrics are reported on a monthly basis with no exclusions.
Total Non-Hazardous Waste Disposed	45	Management's Criteria	The amount of non-hazardous waste generated by FMC Operating Sites that is disposed through the following methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. Waste disposed metrics are reported on a monthly basis with no exclusions.
Total Waste to Beneficial Reuse	43	Management's Criteria	The amount of waste generated by FMC Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that processed for fuel blending or cement mixing. Waste to beneficial reuse metrics are reported on a monthly basis with no exclusions.
Total Hazardous Waste to Beneficial Reuse	45	Management's Criteria	The amount of hazardous waste generated by FMC Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that processed for fuel blending or cement mixing. Waste to beneficial reuse metrics are reported on a monthly basis with no exclusions.
Total Non-Hazardous Waste to Beneficial Reuse	45	Management's Criteria	The amount of non-hazardous waste generated by FMC Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that processed for fuel blending or cement mixing. Waste to beneficial reuse metrics are reported on a monthly basis with no exclusions.

Safety

METRIC	PAGE(S)	REPORTING CRITERIA	METHODOLOGY AND ASSUMPTIONS
Total Recordable Incident Rate (TRIR)	4, 5, 49, 54	Management's Criteria	Total Recordable Incident Rate = (# of OSHA Recordable Incidents) X 200,000 / (Total # of Hours Worked), as based on OSHA Recordkeeping Framework. OSHA recordable incidents refers to a work-related injury or illness with an FMC employee or FMC supervised contractor, requiring treatment beyond first aid, based on US OSHA Recordkeeping Framework (Standard 1904).
Fatalities	49	Management's Criteria	Total number of work-related injury or illness that results in the death of an FMC employee or FMC supervised contractor, based on US OSHA Recordkeeping Framework (Standard 1904).

GHG Emissions & Energy

METRIC	PAGE(S)	REPORTING CRITERIA	METHODOLOGY AND ASSUMPTIONS
Scope 1 GHG Emissions	43, 44	GRI 305-1	FMC calculated Scope 1 emissions includes emissions from FMC Operating Sites, Other Owned Sites, Fleet, and fugitives. There are no exclusions from FMC's reporting boundary. Emissions factors used to quantify Scope 1 GHG emissions are from Department for Energy Security and Net Zero, Department for Business Energy & Industrial Strategy (DEFRA 2022), US EPA 2022 and Danish Energy Agency 2022. GHG emissions are reported in tonnes of CO_2 equivalents. Global Warming Potential (GWP) are obtained from Intergovernmental Panel on Climate Change (IPCC), Fourth Assessment Report (AR4), 2007.
Scope 1 Fleet	44	GRI 305-1	Fleet source data is reported directly by the fleet management companies contracted by FMC. In regions where consolidated fleet management companies are not contracted by FMC, source data is provided by FMC regional managers. FMC calculates fleet related emissions following a hierarchy of fleet data availability. FMC calculates emissions using actual fuel consumption, and estimates fuel consumption if actual fuel consumed is unavailable, and applies emission factors from DEFRA 2022. Where actual fuel and estimated fuel consumption is unavailable, then actual distance traveled and distance-based emission factors from DEFRA 2022 are used to calculate emissions. Where actual fuel consumed, estimated fuel consumed and actual distance traveled is unavailable, then contractual distance and distance-based emission factors from DEFRA 2022 are used to calculate emissions.
Scope 2 GHG Emissions, Location Based	43, 44	GRI 305-2	FMC's Scope 2 inventory includes indirect emissions from purchased electricity and steam at FMC sites, using invoice information and substation meter readings, that is converted to CO_2 equivalents (CO_2e). There are no exclusions from FMC's reporting boundary. Location based emission factors sources include IEA 2022, eGRID 2021, Canada National Inventory Report 2022, Institute for Global Environmental Strategies 2021, Shanghai Ecology and Environment Bureau 2022, and Australia Government Department of Climate Change, Energy, the Environment and Water - National Greenhouse Accounts (NGA) 2021.
Scope 2 GHG Emissions, Market Based	43, 44	GRI 305-2	FMC's Scope 2 inventory includes indirect emissions from purchased electricity and steam at FMC sites, using invoice information and substation meter readings, that is converted to CO_2 equivalents (CO_2e). There are no exclusions from FMC's reporting boundary. Residual mix emission factors were used to calculate market based emissions. Market based emission factor sources include AIB European Residual Mixes 2021 and US EPA Green-e 2022. Where residual mix factors were not available and Energy Attribute Certificates were not applicable, the location based emission factor was applied.
Total Scope 3 GHG Emissions ***(including 1, 2, 3, 4, 5, 6, 7, 8, 9, 12)***	43, 44, 46	GRI 305-3	Total Scope 3 GHG Emissions.

METRIC	PAGE(S)	REPORTING CRITERIA	METHODOLOGY AND ASSUMPTIONS
Scope 3 Category 1	44	GRI 305-3	FMC calculated emissions include four subcategories: Direct Chemicals, Packaging, Remediation Indirect Spending and Other Indirect Spending. Emissions for purchased chemicals were calculated using a weight-based methodology and chemical-specific emission factors from ecoinvent v3.9 and Agrifootprint databases. Where chemical-specific emission factors were not available, an average emission factor for the procurement category grouping was applied. Emissions for purchased packaging, indirect spending remediation and other indirect spending were calculated using a spend-based methodology with material-specific and industry-specific emission factors, obtained from the CEDA Global database. Activity data and spend data are managed in FMC's internal Enterprise Resource Planning (ERP) system.
Scope 3 Category 2	44	GRI 305-3	FMC used spend-based methodology for calculating emissions from capital goods based on GAAP expenditures, mulitplying dollar spend from each capital goods expenditure category by industry specific emission factors from CEDA Global. Spend data is obtained from external invoices and internally tracked.
Scope 3 Category 3	44	GRI 305-3	FMC used a fuel-based method for calculating emissions using fuel and electricity data from FMC's organizational boundary. Well-to-tank emission factors were obtained from the DEFRA 2022 Conversion Factors datasheet. Emission factors for transmission and distribution-related electricity losses were obtained from the IEA emission factors database. For renewable energy not produced on site, only emissions from grid losses were considered. Activity data is mostly provided internally from FMC Operating Sites, Other Owned Sites, and FMC management. In some cases, fleet activity data is provided by third party fleet management providers.
Scope 3 Category 4	44	GRI 305-3	FMC calculated emissions using a spend-based methodology, multiplying logistics spending by industry-specific emission factors for each of the five sub-categories of logistics spend (truck freight, ocean freight, air freight, rail freight and warehousing & storage) obtained from the CEDA Global database. Spend data is obtained from external invoices and internally tracked.
Scope 3 Category 5	44	GRI 305-3	FMC's waste-related emissions from third-party disposal and treatment of waste were calculated using an activity-based methodology based on waste type, treatment type, and weight of waste disposed, with emission factors obtained from the ecoinvent v3.9 database and average transport distances from the European Commission EeBGuide. Per GHG Protocol, waste disposal types with beneficial outputs are assigned zero waste treatment emissions factor as emissions are accounted for by the user of the beneficial output. Activity data is provided internally from FMC Operating Sites and Other Owned Sites.
Scope 3 Category 6	44	GRI 305-3	FMC calculates Business Travel emissions in four sub-categories (air, rail, rental car, and hotel) based on an activity-based consumption metric for each category. Air, rail and rental car emissions are based on actual distance travelled and hotel emissions are based on number of hotel night stays per region. Emission factors were obtained from DEFRA 2022 Conversion Factors database for calculation of emissions related to air, rail and rental car miles and hotel night stays. Where location-specific emission factors for hotel night stays were not available, emission factors from the Greenview Hotel Footprinting Tool were applied. Activity data is provided externally from third party providers.
Scope 3 Category 7	44	GRI 305-3	FMC calculated employee commuting emissions using distance-based models, based on employee headcount and commuting data, with different models for US and international locations. For the US, distance travelled and modes of transport per state were estimated using National Household Travel Survey, mapping to the EPA's emissions factor hub. For the world model, distance traveled and modes of transport is calculated using data from the Mobility in Cities Database and European Commission on Transport Statistics for the World, mapping mode-specific emissions from DEFRA 2022. Headcount data and known enrollment in FMC's flexible work program are used to estimate total commuting days. All employees are estimated to work 48 weeks per year. Activity data is estimated using internal data.

METRIC	PAGE(S)	REPORTING CRITERIA	METHODOLOGY AND ASSUMPTIONS
Scope 3 Category 8	**44**	GRI 305-3	FMC's leased offices and leased R&D facilities emissions were quantified using location type, square footage, and headcount. A floor area-based emissions benchmark was used to calculate emissions for each site type matched to the closest category within the benchmark data (University College of London Energy Institute, 2013). When floor-area information was unavailable, emissions were estimated using headcount or average values.
Scope 3 Category 9	**44**	GRI 305-3	Emissions are calculated using an activity-based methodology, based on the total weight of distributor to end user shipments per country, the assumed shipment method, and assumed shipment distance, with emissions factors obtained from the ecoinvent v3.9 database (region-specific where possible). Activity data is managed in FMC's internal ERP system.
Scope 3 Category 12	**44**	GRI 305-3	FMC's calculated emissions are divided into Active Ingredients (AI) and Packaging. End-of-life AI emissions are calculated by estimating the proportion of material that degrades into CO2 over time based on chemical properties and total production volume, as measured by the Soil DT50 persistence end-point and using chemical properties sourced in publicly available regulatory reviews or Pesticides Properties Database. Where chemical properties were unavailable, average emission factors (kgCO2e per kg AI) from AI's with known chemical properties was applied. This is consistent with the carbon content method described by the World Business Council for Sustainability Development (WBCSD). Packaging emissions are calculated using estimated packaging weight and region-specific waste treatment benchmarks to estimate the proportion of packaging recycled, incinerated and landfilled. Pallets were assumed to be reused four times and all other packaging material was assumed to be single-use. Material-specific waste treatment emission factors obtained from the DEFRA 2022 Conversion Factors database.
Total GHG Emissions, Market Based	**44**	GRI 305-1, 305-2, 305-3	The sum total of Scope 1 GHG Emissions, Scope 2 GHG emissions (Market Based) and Scope 3 GHG emissions.
Total GHG Emissions, Location Based	**44**	GRI 305-1, 305-2, 305-3	The sum total of Scope 1 GHG Emissions, Scope 2 GHG emissions (Location Based) and Scope 3 GHG emissions.
Scope 1 & 2 GHG Emissions Intensity, Market Based	**43**	GRI 305-4	Total Scope 1 GHG emissions and Scope 2 GHG emissions (Market Based) divided by Revenue in thousand USD.
Total Energy Use	**43**, **44**	GRI 302-1	Total energy use reported includes energy consumption from the direct combustion of fuels, purchased electricity and steam, and renewable energy at FMC Operating Sites and Other Owned Sites. Fuel sources include briquettes, diesel oil, gasoline, natural gas, kerosene, propane, liquified petroleum gas and distillate fuel oil. Conversion factors are from DEFRA 2022, Danish Energy Agency 2022 and US EPA 2022.
Total Renewable Energy Use	**43**, **44**	GRI 302-1	Total renewable energy includes renewable electricity generated and consumed on-site, Energy Attribute Certificates (EACs), Power Purchase Agreements (PPAs), Green Power Tariffs, and briquettes. Total renewable energy is inclusive of FMC's operating sites and other owned sites. FMC's renewable energy boundary has been revised in 2022 to include renewable energy from briquettes (biomass source). FMC uses briquettes as a significant source of energy at one of its manufacturing plants in India. Briquettes are made from an agricultural by product (groundnut shells). Total renewable energy reported in previous years has been revised to be consistent with 2022 methodology. Conversion factors are from DEFRA 2022.
Energy Intensity	**43**	GRI 302-3	Total Energy Use in GJ divided by Revenue in thousand USD.

Water

METRIC	PAGE(S)	REPORTING CRITERIA	METHODOLOGY AND ASSUMPTIONS
Water Withdrawals Total Volumes	**43**, **45**, **46**	GRI 303-3-a-b, d*	Water withdrawals are measured across all FMC Operating Sites and reported monthly using invoice information and meter readings. Water withdrawal sources applicable to FMC Operating Sites include: Surface water (including harvested rainwater), Groundwater and Third-party water. *FMC does not report on GRI Disclosure 303-3-c; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in future years as it becomes available at a global level.
High Risk Water Withdrawal Total Volumes	**43**, **45**	GRI 303-3-a-b, d*	Water withdrawals are measured across all high risk water locations and reported monthly using invoice information and meter readings. Water withdrawal sources from high risk locations include: Groundwater and Third-party water. High risk locations are defined by the 2022 WRI Aqueduct Overall Water Risk Assessment. *FMC does not report on GRI Disclosure 303-3-c; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in future years as it becomes available at a global level.
Water Discharges Total Volumes	**43**, **45**	GRI 303-4-a*	Water discharges are measured at FMC Operating Sites representing >95% of FMC operational value and reported annually. For sites that do not monitor water discharge, water discharge is estimated as a proportion of water withdrawals based on the average ratio from reported sites. Water discharge by destination is not included within this report. *GRI 303-4-a-i, -ii, -iii and -iv is not included in the limited assurance boundary. GRI 303-4-c-i and -ii is not included in the limited assurance boundary. FMC does not report on GRI Disclosure 303-4-b and 303-4-d; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in the future as it becomes available at a global level.
High Risk Water Discharges Total Volumes	**45**	GRI 303-4-c*	High risk water discharge is measured - High risk locations are defined by the 2022 WRI Aqueduct Overall Water Risk Assessment. FMC does not report water discharge by category. *GRI 303-4-a-i, -ii, -iii and -iv is not included in the limited assurance boundary. GRI 303-4-c-i and -ii is not included in the limited assurance boundary. FMC does not report on GRI Disclosure 303-4-b and 303-4-d; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in the future as it becomes available at a global level.
Water Consumption Total Volume	**43**, **45**	GRI 303-5	Water Consumption = Water Withdrawals - Water Discharges in alignment with CDP Water Security calculation methods.
High Risk Water Consumption Total Volume	**45**	GRI 303-5	High risk locations are defined by the 2022 WRI Aqueduct Overall Water Risk Assessment.

Boundary Definitions

BOUNDARY DEFINITIONS - ENVIRONMENTAL SUSTAINABILITY METRICS	
Organizational Boundary	The operational control approach is used to develop FMC's GHG inventory for its base year (2021) and all subsequent years. FMC defines Operational Control as facilities, equipment, products, personnel, and other FMC assets owned by FMC and/or whereby FMC has the authority, responsibility, or legal obligation pertaining to FMC business and manufacturing operations. FMC Sites within our organizational boundary includes fully owned and partially owned buildings, properties, and associated assets. The organizational boundary definition is also applicable to energy, waste and water within this report. Of the seven GHGs covered by the GHG Protocol (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3), four (CO_2, CH_4, N_2O, and HFCs) are currently applicable to our operations. All GHG emissions are reported in CO_2 equivalents. There are no exclusions from our organizational boundary. The 2022 GHG emissions includes activities from the BioPhero acquisition in July 2022. FMC has established 2021 as the base year due to significant updates in emissions accounting and boundary expansion, including the implementation of SAP S/4 HANA enterprise tool to accurately and comprehensively capture all FMC spend and financial data for Scope 3 calculations.
Operating Sites	Includes FMC manufacturing sites and the Research & Development (R&D) facility Stine.
Other Owned Sites	FMC Owned Sites that are non-manufacturing sites including R&D Facilities (not including Stine) and Remediation Sites.
Fleet	Includes vehicles that are owned or leased by FMC. FMC reports fuel consumption for business operations. Vehicle use for personal travel is excluded from FMC's reporting boundary.
Scope 3 GHG Boundary	Includes all upstream and downstream financial and business activities that are outside of FMC's operational control, but essential to FMC's business. This includes all FMC Leased Sites and FMC environmental liabilities where FMC does not own the property.
Base Year Restatement	FMC uses a significance threshold of 5% for Scope 1 & 2 base year emissions restatement and separately, FMC uses a significance a threshold of 5% for Scope 3 base year emissions restatement. The 5% significance threshold applies to adjustments resulting from structural changes and methodology changes. Should an acquisition occur, FMC allows for a 12- to 24-month integration period for the acquired entity's GHG emissions to be incorporated into FMC's GHG Inventory, depending on the complexity of the acquisition and business activities.
Sustainability Disclosures	Management is responsible for the collection, quantification, and presentation of sustainability disclosures and for the selection of the criteria, which provides an objective basis for measuring and reporting on sustainability disclosures. Measurement of certain disclosures includes estimates and assumptions that are subject to inherent measurement uncertainty resulting for example from accuracy and precision of conversion and other factors. The selection by management of different but acceptable measurement methods, input data, or assumptions may have resulted in variability in the amounts or metrics being reported.

ESG APPENDIX–GOVERNANCE

UNITED NATIONS GLOBAL COMPACT

WE SUPPORT

FMC became a signatory to the UN Global Compact (UNGC) in 2015. FMC will complete our eighth annual Communication on Progress on the new digital UNGC platform. More information on our initiatives to support the UNGC principles can be found below and on **FMC.com/sustainability**.

TOPIC	PRINCIPLE	INITIATIVES
Human Rights	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.	• Human Rights Supply Chain Training • Supplier Screening Process
	Principle 2: Make sure that businesses are not complicit in human rights abuses.	• Sexual Harassment Prevention Campaign
Labor	**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	• Collective bargaining agreements
	Principle 4: The elimination of all forms of forced and compulsory labor.	• Supplier Screenings
	Principle 5: The effective abolition of child labor.	• Supplier Screenings
	Principle 6: The elimination of discrimination in respect of employment and occupation.	• FMC Employee Resource Groups • DEI Goals • Regional Inclusion Councils • D&I Training for Leadership
Environment	**Principle 7:** Businesses should support a precautionary approach to environmental challenges.	• Environmental risk assessment for agricultural products • Sustainability Assessment Tool for R&D Product Pipeline • Adherence to strict regulatory frameworks
	Principle 8: Undertake initiatives to promote greater environmental responsibility.	• Responsible Care • 2035 Net-Zero, Water, and Waste Goals • Product Stewardship Programs
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	• Sustainability Assessment Tool for R&D Product Pipeline • Precision Agriculture and Arc Farm Intelligence • Plant health and biologics products • Evalio AgroSystems • Seed Treatment Products
Anti Corruption	**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.	• Ethics Training Courses • FCPA Compliance Standard Practices and Audits • Training of FMC organizations and FMC key third parties • Anti-trust compliance campaign for FMC employees

ESG APPENDIX–REPORTING STANDARDS

2022 GRI INDEX

STATEMENT OF USE	FMC Corporation has reported in accordance with the GRI Standards for the period January 1, 2022 - December 31, 2022.
GRI UNIVERSAL STANDARDS	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	No applicable GRI Sector Standards at this time.

General Disclosures

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
2-1 Organizational details	pg. 1-4			
2-2 Entities included in the organization's sustainability reporting	pg. 3			
2-3 Reporting period, frequency and contact point	2022, pg. 3			
2-4 Restatements of information	pg. 44			
2-5 External assurance	pg. 38			
2-6 Activities, value chain and other business relationships	pg. 3			
2-7 Employees	pg. 52-53, 2022 FMC Form 10-K pg. 11			
2-8 Workers who are not employees	pg. 3, pg. 52, 2022 FMC Form 10-K pg. 11			
2-9 Governance structure and composition	pg. 57-59			
2-10 Nomination and selection of the highest governance body	FMC Proxy pg. 23			

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
2-11 Chair of the highest governance body	FMC Proxy pg. 18			
2-12 Role of the highest governance body in overseeing the management of impacts	FMC Proxy pg. 23			
2-13 Delegation of responsibility for managing impacts	FMC Proxy pg. 23			
2-14 Role of the highest governance body in sustainability reporting	FMC Proxy pg. 25			
2-15 Conflicts of interest	FMC Code of Ethics and Business Conduct			
2-16 Communication of critical concerns	FMC Code of Ethics and Business Conduct			
2-17 Collective knowledge of the highest governance body	FMC Proxy pg. 17			
2-18 Evaluation of the performance of the highest governance body	FMC Proxy pg. 7, pg. 29			
2-19 Remuneration policies	FMC Proxy pg. 25			
2-20 Process to determine remuneration	FMC Proxy pg. 25, pg. 34-65			
2-21 Annual total compensation ratio	FMC Proxy pg. 61			
2-22 Statement on sustainable development strategy	pg. 2			
2-23 Policy commitments	pg. 1-4			
2-24 Embedding policy commitments	pg. 61, pg. 70			
2-25 Processes to remediate negative impacts	pg. 58			
2-26 Mechanisms for seeking advice and raising concerns	pg. 59			
2-27 Compliance with laws and regulations	FMC Code of Ethics and Business Conduct			
2-28 Membership associations	FMC.com/sustainability			
2-29 Approach to stakeholder engagement	pg. 58			
2-30 Collective bargaining agreements	2022 Form 10-K pg. 11			

Material topics

GRI 3: Material Topics 2021

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
3-1 Process to determine material topics	pg. 62			
3-2 List of material topics	pg. 62			
3-3 Management of material topics	FMC Sustainability Report			

GRI 205: Anti-corruption 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
205-1 Operations assessed for risks related to corruption	pg. 40, pg. 44			
205-2 Communication and training about anti-corruption policies and procedures	pg. 40, pg. 44			
205-3 Confirmed incidents of corruption and actions taken			Confidentiality constraints	

GRI 206: Anti-competitive Behavior 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	FMC Code of Ethics and Business Conduct			

GRI 207: Tax 2019

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
207-1 Approach to tax	Corporate Tax Policy Statement			
207-2 Tax governance, control, and risk management	Corporate Tax Policy Statement			
207-3 Stakeholder engagement and management of concerns related to tax	Corporate Tax Policy Statement			
207-4 Country-by-country reporting			Confidentiality constraints	

GRI 302: Energy 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
302-1 Energy consumption within the organization	pg. 43-44, pg. 67			
302-2 Energy consumption outside of the organization			Information unavailable/incomplete	FMC does not currently track and report this information at a global level
302-3 Energy intensity	pg. 43, pg. 67			
302-4 Reduction of energy consumption	pg. 9, pg. 43			
302-5 Reductions in energy requirements of products and services	pg. 8-13			

GRI 303: Water and Effluents 2018

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
303-1 Interactions with water as a shared resource	pg. 8-13, pg. 43, pg. 45-48, pg. 68			
303-1 Interactions with water as a shared resource	pg. 47-48, pg. 68			
303-3 Water withdrawal	pg. 43, pg. 45, pg. 68	303-3-c	Information unavailable/incomplete	FMC does not currently track and report this information at a global level
303-4 Water discharge	pg. 43, pg. 45, pg. 48, pg. 68	303-4-b; 303-4-d; 303-4-a-i, ii, iii, iv; 303-4-c-i, ii	Information unavailable/incomplete	FMC is in the process of collecting this data and will disclose water discharge by category in our annual CDP Water Security report
303-5 Water consumption	pg. 43, pg. 45, pg. 68			

GRI 304: Biodiversity 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Information unavailable/incomplete	FMC is currently evaluating the best method to identify areas of high biodiversity value and anticipates reporting on our proximity in the next 2 years. FMC continues to support the development of TNFD.
304-2 Significant impacts of activities, products and services on biodiversity	**pg. 15-19**, **pg. 48**			
304-3 Habitats protected or restored	**pg. 36**, **pg. 48**			
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Information unavailable/incomplete	FMC is currently evaluating methodology for response.

GRI 305: Emissions 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
305-1 Direct (Scope 1) GHG emissions	pg. 43-44, pg. 65-67, pg. 69			
305-2 Energy indirect (Scope 2) GHG emissions	pg. 43-44, pg. 65-67, pg. 69			
305-3 Other indirect (Scope 3) GHG emissions	pg. 43-44, pg. 65-67, pg. 69			
305-4 GHG emissions intensity	pg. 43-44, pg. 65-67, pg. 69			
305-5 Reduction of GHG emissions	pg. 4, pg 9-10, pg. 43, pg. 46			
305-6 Emissions of ozone-depleting substances (ODS)			Information unavailable/incomplete	This information is not reported at this time
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	pg. 44			

GRI 306: Waste 2020

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
306-1 Waste generation and significant waste-related impacts	pg. 4, pg. 10-11, pg. 45-48			
306-2 Management of significant waste-related impacts	pg. 10-11			
306-3 Waste generated	pg. 43, pg. 45			
306-4 Waste diverted from disposal	pg. 43, pg. 45			
306-5 Waste directed to disposal	pg. 45-46			

GRI 308: Supplier Environmental Assessment 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
308-1 New suppliers that were screened using environmental criteria	FMC Supplier Code of Conduct, Sustainable Sourcing Policy			
308-2 Negative environmental impacts in the supply chain and actions taken	pg. 14-20			

GRI 401: Employment 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
401-1 New employee hires and employee turnover	pg. 52-53			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	FMC.com/careers/benefits			
401-3 Parental leave	FMC.com/careers/benefits			

GRI 403: Occupational Health and Safety 2018

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
403-1 Occupational health and safety management system	pg. 4-6, pg. 49-51, FMC's EHS Policy			Additionally, in 2022, 45% of FMC operational sites were ISO 14001 certified.
403-2 Hazard identification, risk assessment, and incident investigation	pg. 4-6, pg. 49-51, FMC's EHS Policy			
403-3 Occupational health services			Information unavailable/incomplete	This information is not reported at this time
403-4 Worker participation, consultation, and communication on occupational health and safety	pg. 4-6, pg. 49-51, FMC's EHS Policy			
403-5 Worker training on occupational health and safety	pg. 4-6, pg. 49-51, FMC's EHS Policy			
403-6 Promotion of worker health	pg. 4-6, pg. 49-51, FMC's EHS Policy			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pg. 4-6, pg. 49-51, FMC's EHS Policy			
403-8 Workers covered by an occupational health and safety management system	pg. 4-6, pg. 49-51, FMC's EHS Policy			
403-9 Work-related injuries	pg. 4-6, pg. 49-51, FMC's EHS Policy			
403-10 Work-related ill health	pg. 4-6, pg. 49-51, FMC's EHS Policy			

GRI 404: Training and Education 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
404-1 Average hours of training per year per employee	pg. 56, pg. 59			
404-2 Programs for upgrading employee skills and transition assistance programs	pg. 34-35, pg. 56			
404-3 Percentage of employees receiving regular performance and career development reviews	pg. 34-35, pg. 56			All FMC full-time employees receive annual performance reviews

GRI 405: Diversity and Equal Opportunity 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
405-1 Diversity of governance bodies and employees	pg. 4, pg. 32-35, pg. 52-53, DEI Site			
405-2 Ratio of basic salary and remuneration of women to men		Ratio of basic salary and remuneration of women to men	Confidentiality constraints	

GRI 406: Non-discrimination 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
406-1 Incidents of discrimination and corrective actions taken	pg. 59			

GRI 408: Child Labor 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
408-1 Operations and suppliers at significant risk for incidents of child labor	pg. 55			

GRI 409: Forced or Compulsory Labor 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	pg. 55			

GRI 413: Local Communities 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
413-1 Operations with local community engagement, impact assessments, and development programs	pg. 23-37, pg. 43			
413-2 Operations with significant actual and potential negative impacts on local communities	pg. 23-37, pg. 43			

GRI 414: Supplier Social Assessment 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
414-1 New suppliers that were screened using social criteria	pg. 55, FMC Supplier Code of Conduct			
414-2 Negative social impacts in the supply chain and actions taken	pg. 55, FMC Supplier Code of Conduct			

GRI 415: Public Policy 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
415-1 Political contributions	FMC Political Contributions Reporting			

GRI 416: Customer Health and Safety 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
416-1 Assessment of the health and safety impacts of product and service categories	pg. 21-24			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	pg. 21-24			

ESG APPENDIX–REPORTING STANDARDS

SASB METRICS

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	FMC ALIGNMENT
Greenhouse Gas emissions	Gross global Scope 2 emissions, percentage covered under emission-limiting regulations	Quantitative	Metric tons (t) CO_2-e, Percentage (%)	RT-CH-110a.1	**pg. 43**
	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	Discussion and Analysis	n/a	RT-CH-110a.2	**pg. 8-13**
Air Quality	Air emissions of the following pollutants:	Quantitative	Metric tons(t)	RT-CH-120a.1	**pg. 45**
	(1) NOx (excluding N2O)				
	(2) SOx				
	(3) Volatile Organic Compounds (VOCs)				
	(4) Hazardous Air Pollutants (HAPs)				
Energy	(1) Total energy consumed	Quantitative	Gigajoules(GJ), Percentage(%)	RT-CH-130a.1	**pg. 44**
	(2) Percentage grid electricity				
	(3) Percentage renewable				
	(4) Total self-generated energy				
Water Management	(1) Total water withdrawn	Quantitative	Thousand cubic meters (m^3), Percentage(%)	RT-CH-140a.1	**pg. 44**
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress				
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	Number	RT-CH-140a.2	**pg. 49**
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	RT-CH-140a.3	**pg. 8-13**

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	FMC ALIGNMENT
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-CH-150a.1	**pg. 45**
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	n/a	RT-CH-210a.1	**pg. 26-38**
Workforce Health and Safety	(1) Total Recordable Incident Rate (TRIR)	Quantitative	Rate	RT-CH-320a.1	**pg. 49**
	(2) Fatality Rate for (a) direct employees and (b) contract employees				
	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	n/a	RT-CH-320a.2	**pg. 49-51**
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	RT-CH-410a.1	**pg.54** Percent of spend on the development of sustainably advantaged products
Safety and Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	Quantitative	Percentage (%) by revenue, Percentage (%)	RT-CH-410b.1	FMC has a robust Safety Data Sheets (SDS) authoring process in place based upon the product composition, hazard profile of formulation components and product-level test data. Each product is classified for physical, human health, and environmental hazards following the guidance and criteria of GHS for the relevant country/countries of interest. As appropriate, the classification of our products is mainly based on product-level test data when available. Following GHS criteria, the classification for some hazard endpoints will be impacted by certain substance-level data only if present in the product above GHS threshold concentrations.
	(2) Percentage of such products that have undergone a hazard assessment				Due to the acquisition of products from various companies, the product-level and substance-level data used in the development of our SDSs is not available in a single system. Therefore, this data cannot be compiled at this time. However, a new authoring system encompassing all of this data is currently being implemented.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Discussion and Analysis	n/a	RT-CH-410b.2	**2022 10-K pg. 13**. FMC is continuing to phase out Highly Hazardous Pesticides ("HHPs") from our product portfolio. In 2022, HHPs accounted for approximately 0.2 percent of our total sales. This reduction of HHPs in our portfolio can be attributed to our internal processes which include continuous evaluation, close monitoring and subsequent phase out along with strong stewardship actions.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	FMC ALIGNMENT
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	RT-CH-410c.1	Not Relevant
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	RT-CH-530a.1	**pg. 2**
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count(PSIC),Process Safety Total Incident Rate(PSTIR),and Process Safety Incident Severity Rate (PSISR)4	Quantitative	Number, Rate	RT-CH-540a.1	**pg. 49**
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	n/a
Production	Production by reportable segment	Quantitative	Cubic meters (m^3) and/ or metric tons(t)	RT-CH-000.A	This information is reported in our CDP Climate report

ESG APPENDIX–REPORTING STANDARDS

TCFD DISCLOSURES

TCFD

FMC TCFD Disclosures

The Task Force on Climate Related Financial Disclosures (TCFD) developed a framework to help companies more effectively disclose climate-related risks and opportunities. FMC is a supporter the recommendations on TCFD. In an effort to address these recommendations, FMC is providing a summary of our actions as they pertain to the four categories: Governance, Strategy, Risk Management and Metrics and Targets.

	RECOMMENDATION	FMC DESCRIPTION	SOURCE
GOVERNANCE	a. Describe the board's oversight of climate-related risks and opportunities.	FMC's Board of Director's Sustainability Committee is tasked with overseeing and evaluating the effectiveness of FMC's sustainability strategy to ensure it continues to create value and deliver real impact for the company and society. The Committee reviews and provides guidance to management on FMC's sustainability initiatives including those relating to its environmental and social impact, climate change, community engagement and diversity and inclusion. The Committee meets four times per year.	Proxy
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	The Executive Sustainability Council meets four times a year to review progress on goals, new initiatives, commitments and challenges and is actively involved in the review of climate-related risks and opportunities. It recommends actions, as necessary, to ensure continuous performance improvement and alignment with constituent expectations (both internal and external). In addition, the office of the CSO was formed in November of 2020 to bring greater focus and direction to our sustainability efforts around the world, driving meaningful change across the company and supporting global initiatives to address some of the world's most urgent challenges. The office of the CSO consists of five key functions: Corporate Sustainability, DEI, Product Stewardship, Government and Industry Affairs and Sustainability Communications, Engagement and Philanthropy.	pg. 59

	RECOMMENDATION	FMC DESCRIPTION	SOURCE
STRATEGY	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.	Climate change may impact markets in which we sell our products, where, for example, a prolonged drought may result in decreased demand for our products. The more gradual effects of persistent temperature change in geographies with significant agricultural lands may result in changes in lands suitable for agriculture or changes in the mix of crops suitable for cultivation and the pests that may be present in such geographies. For example, prolonged increase in average temperature may make northern lands suitable for growing crops not grown historically in such climes, leading farmers to shift from crops such as wheat to soybean and may result in new or different weed, plant disease or insect pressures on such crops — such changes would impact the mix of pesticide products farmers would purchase, which may be adverse for us, depending on the local market and our product mix. Additionally, changes in the governmental regulation of greenhouse gases, depending on their nature and scope, could subject our manufacturing operations to significant additional costs or limits on operations. Our markets are affected by climatic conditions, which could adversely impact crop pricing and pest infestations. For example, drought may reduce the need for fungicides, which could result in fewer sales and greater unsold inventories in the market, whereas excessive rain could lead to increased plant disease or weed growth requiring growers to purchase and use more pesticides. Drought and/or increased temperatures may change insect pest pressures, requiring growers to use more, less or different insecticides. Natural disasters can impact production at our facilities in various parts of the world. The nature of these events makes them difficult to predict.	**10-K pg. 13, 39**
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	In our product portfolio, we see market opportunities for our products to address climate change and its impacts. For example, FMC's agricultural solutions can help customers increase yield, energy and water efficiency and decrease greenhouse gas emissions. Our solutions can also help growers adapt to more unpredictable growing conditions and the effects these types of threats have on crops. FMC has committed to invest 100 percent of our research and development pipeline budget to developing sustainable products and solutions for future use.	**10-K pg. 13, 39**
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	To respond to the uncertainty and better understand our risks and opportunities as they relate to climate change, FMC has conducted climate related scenario analyses consistent with the recommendations provided by the Taskforce for Climate-Related Financial Disclosures ("TCFD"). As part of the TCFD scenario analysis, FMC has evaluated the potential physical risks at operation sites, leveraging scenarios published by the International Energy Agency (IEA) and the United Nations' Intergovernmental Panel on Climate Change (IPCC). Results of this analysis help determine where strategic capital could be deployed to address physical risks related to climate change. Additionally, FMC has conducted a TCFD scenario analysis to understand transition risks and opportunities across a range of time horizons and warming scenarios, including a scenario under 2 degrees Celsius. Both physical and transition risks and opportunities are communicated across the business and amongst senior leadership, where they are included in 10-K risk disclosures, the enterprise risk management process and long-term business strategy planning.	**10-K pg. 39**

	RECOMMENDATION	FMC DESCRIPTION	SOURCE
RISK MANAGEMENT	a. Describe the organization's processes for identifying and assessing climate-related risks.	FMC recognizes the potential adverse impacts of climate change on its global operations, including physical damage to property and equipment, disruptions to the supply chain, and is using the recommendations of TCFD and scenario analysis, including RCP8.5, to evaluate and address these risks. FMC has conducted scenario analyses for both physical and transition risks and opportunities in order to identify and assess climate-related risks across the value chain. In addition, the Corporate Sustainability Group conducts a materiality assessment every two years that quantitatively and qualitatively analyses material issues, conducting a survey asking internal and external stakeholders to rank environmental sustainability issues based on each issue's perceived impact on and importance to FMC. The 2022 survey had respondents from multiple b, representing non-government organizations, customers, suppliers, foundations, trade associations and employees. The outcomes of the 2022 survey were reported to FMC's executive leadership team, Sustainability Steering Committee, Board Sustainability Team and on our sustainability website.	10-K pg. 39, CDP C2
	b. Describe the organization's processes for managing climate-related risks.	Climate-related risks will be managed as part of our enterprise risk management program. FMC has a robust governance structure in order to manage climate-related risks, which is communicated across multiple levels of leadership, including the Sustainability Committee of the Board of Directors. In addition, climate related-risks and opportunities, as identified during our TCFD scenario analysis for multiple risk types (regulation, technology, legal, market, acute physical, chronic physical), are integrated into our long-term business strategy and planning as communicated to investors.	10-K pg. 39, CDP C2
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	FMC will actively manage climate risks and incorporate them in our decision making as indicated in our responses to the CDP Climate Change and Water Security Modules, which are published annually in late July. FMC will also use recommendations outlined in the TCFD to evaluate potential risks and opportunities and incorporate these into our overall strategy and risk management. Disclosures related to climate-related risks are shared in the 10-K and annual sustainability report. In addition, FMC's Risk, Control and Audit Group (RC&A), who leads the company's Enterprise Risk Management (ERM) process, conducts a company-wide enterprise risk assessment to report on FMC's exposure to risk factors as generally disclosed in our 10-K. The assessment process includes engaging with business functions globally on issues including risks/opportunities associated with climate change. Assessment findings are reported to the Risk Council and FMC's executive leadership four times a year and Board of Directors annually. Quarterly, RC&A group meetings review key risks with the Risk Council, which is composed of the Chairman of the Board of Directors, CEO, CFO, General Counsel and Chief Compliance Officer, President/Chief Operating Officer, and Head of Risk, Control and Audit. FMC's Risk Council is responsible for ensuring good risk governance, defining strategic risks through impact and likelihood assessments and monitoring risk assessment processes in strategic planning, business/capital planning and M&A. Separately, on an asset level, RC&A conducts an annual risk assessment for our manufacturing sites and physical assets for impact of climate change, among other topics, on our operations, including a review process for potential natural catastrophes.	10-K pg. 39, CDP C2

	RECOMMENDATION	FMC DESCRIPTION	SOURCE
METRICS AND TARGETS	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	One of the largest potential climate impacts to FMC is associated with greenhouse gas emissions, both in our operational sites and across the value chain. In order to mitigate these risks, FMC has established aggressive Net-Zero goals by 2035 that have been approved by SBTi. In addition, FMC has established SBTi-approved near-term targets for a 42% absolute reduction in Scopes 1 and 2 and 25% absolute reduction in Scope 3 by 2030. In addition, as it pertains to FMC products, we utilize our award-winning Sustainability Assessment Tool to determine the sustainability of new active ingredients and formulated products in the research and development pipeline. This assessment, along with other stewardship processes and tools, ensures the introduction and use of environmentally sustainable agricultural solutions.	**pg. 8-11**
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	FMC discloses our Scopes 1, 2 and 3 GHG emissions in our annual sustainability report.	**pg. 44**
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	FMC has an aggressive Net-Zero by 2035 GHG emissions goal, which has been approved by SBTi. In addition, FMC has SBTi-approved near term targets for 42% absolute reduction of Scopes 1 and 2 and 25% reduction of Scope 3. Our SBTi-approved targets serve as the foundation to manage climate-related risks and opportunities, and help drive long-term business strategy, including our net-zero roadmap, as well as within our capital deployment process. Recognizing the importance of managing climate-related risks and opportunities, FMC is establishing a climate transition plan in order to guide long-term business strategy in alignment with our Net-Zero goals.	**pg. 47**