

2019 Sustainability Report

TOMORROW'S *harvest*

A MESSAGE

from Mark Douglas, President and Chief Executive Officer and Pierre Brondeau, Executive Chairman



Left to right: Madeleine Douglas, Mark Douglas (FMC President and CEO), Melissa Brondeau and Pierre Brondeau (FMC Executive Chairman)

FMC Corporation has never been content with status quo. Beginning with our first product that helped protect California orchards from scale in 1883, the company expanded and grew into a conglomerate serving hundreds of

diversified markets throughout the 20th century. Today's FMC is a pure-play agricultural sciences leader, but we retain the characteristics that have defined our success for nearly 140 years: a passion for technology, a desire to solve societal problems, and a commitment to always look to the future for new challenges and opportunities.

Today, society is facing monumental challenges due to COVID-19. The United Nations World Food Programme estimates COVID-19 will double the number of people suffering from food insecurity. At FMC, we recognize that we are a part of an essential community committed to supporting farmers in their critical role of providing food to help nourish people. Now more than ever, farmers need the right crop protection technologies to defend against destructive insects, invasive weeds and the threat of disease.

This year's Sustainability Report theme, *Tomorrow's Harvest*, underscores our commitment to producing food, feed, fiber and fuel for an expanding world population

through any challenge that comes our way. The past few months have served as a reminder that when addressing tomorrow's challenges, the status quo is not an option.

NEW SUSTAINABILITY GOALS

From the start of our formal sustainability program in 2010, we have been guided by sustainability targets, goals and commitments that reflected our company's broad portfolio of businesses. In late 2019, we reset our sustainability goals to more closely align with FMC's agriculture-focused business model.

The goals are grouped into three categories. First is **Innovation**, focusing on our R&D investments to develop sustainably-advantaged products. The second is **Business Practices**, measuring the company's total recordable injury rate, as well as our community engagement index. Finally, the third is **Environmental Footprint**, addressing energy intensity, greenhouse gas emissions intensity, water use intensity and waste disposed intensity. In addition, FMC continues to target two United Nations Sustainability Development Goals (SDGs) as part of our overall strategy: **Goal 2: Zero Hunger** and **Goal 15: Life on Land**.

PLANT HEALTH

This report includes many examples and stories about how FMC is driving sustainability throughout the company. However, we are especially eager for you to learn more about FMC Plant Health, an exciting business that has grown significantly in the last several years.

Today, we are investing in new biological products derived from microorganisms and other naturally occurring materials. Featuring new modes of action and excellent sustainability characteristics, these unique products help crops overcome difficult growing conditions, fight disease and assist in regulating a plant's uptake of nutrients and use of limited water. FMC has several biological products on the market that are performing extremely well, and a

robust pipeline of new biological active ingredients in discovery and development at our European Innovation Center in Denmark.

OUR CORE VALUES

In early 2019, FMC introduced a refreshed set of core values that not only reflect FMC's unique culture, but also represent the behaviors that define our company today. These six values—Integrity, Safety, Sustainability, Respect for People, Agility, and Customer Centricity—are expressed in sustainability stories throughout this report.

One area of significant progress has been Diversity and Inclusion, which is part of our Respect for People value. Recent highlights included new domestic partner and transgender inclusion benefits, the first global Inclusion Month, new Employee Resource Groups (ERGs) with more than 20 ERGs and Inclusion Councils across the company and Inclusive Leadership training. These and many other progressive initiatives helped FMC receive a perfect score on the 2020 Human Rights Campaign Foundation's Corporate Equality Index.

We hope you enjoy learning about FMC's continued commitment to sustainability, our investments in novel crop protection technologies, and our continuing support of *Tomorrow's Harvest*.

Mark Douglas
President and
Chief Executive Officer
FMC CORPORATION

Pierre R. Brondeau
Executive Chairman
FMC CORPORATION



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About this Report

GLOBAL REPORTING INITIATIVE (GRI)

This report and our web-based content at www.FMCsustainability.com have been prepared in accordance with the GRI Standards: Core option. A detailed GRI Content Index can be found on the website.

UNITED NATIONS GLOBAL COMPACT

FMC became a signatory to the UN Global Compact (UNGC) in 2014. This report represents our fifth Communications on Progress in support of the UNGC principles. A summary of our Communication on Progress can be found on our website.

EXTERNAL ASSURANCE OF ENVIRONMENTAL DATA

FMC engaged ERM Certification and Verification Services to provide limited assurance in relation to specified 2019 environmental and safety data. Further details about our external assurance can be found on Page 38 of the report.

MATERIALITY

The information and topics covered in this report were guided by an internal and external stakeholder materiality assessment that was conducted in 2018. This assessment was accomplished through a series of interviews, meetings and surveys with stakeholders. Further details on this assessment and the materiality matrix can be found on our website.

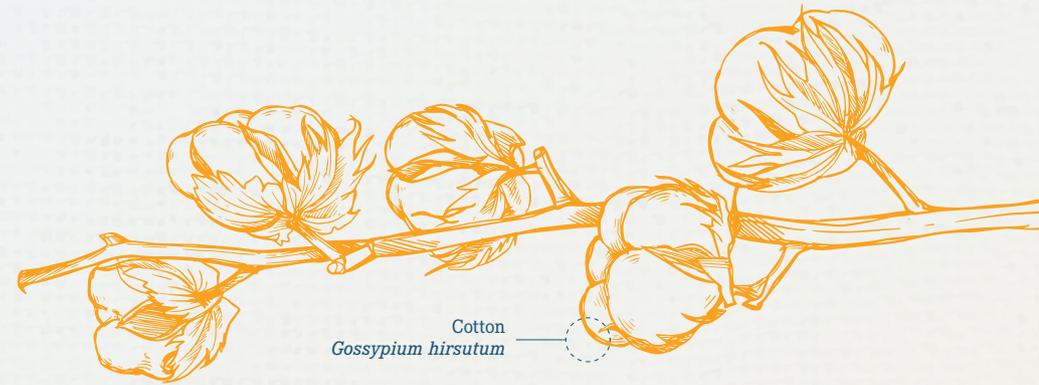
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EXPLORE FMCsustainability.com

We invite you to explore our website for more information and data. The online data center lets you visualize and interact with our data. You can explore the Resources section 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, SDGs, human rights, supplier code of conduct and animal welfare.

ORGANIZATIONAL PROFILE

FMC Corporation, an agricultural sciences company, provides innovative solutions to growers around the world with a robust product portfolio fueled by a market-driven discovery and development pipeline in crop protection, plant health and professional pest and turf management.



FMC REPORTING AND CONSOLIDATION PRINCIPLES

The environmental and safety data in this report include all sites under FMC’s operational control in the 2019 calendar year as well as environmental data supplied by active ingredient contract manufacturers (except where noted). Scope 1 and Scope 2 greenhouse gas (GHG) emissions are reported in accordance with the Greenhouse Gas Protocol.

Revenue by Region (USD)
2019 FY



2019 Financial Performance Summary (USD)

For the year ending December 31, 2019, FMC Corporation recorded the following results:

\$4.6

ANNUAL SALES
(billions)

\$1.2*

ADJUSTED EBITDA
(billions)

\$6.09*

ADJUSTED EARNINGS
Per Share

16.3%*

RETURN ON
INVESTED CAPITAL

\$480.2

GAAP NET INCOME
(millions)

\$3.62

GAAP DILUTED
EARNINGS
Per Share

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

FMC CORE VALUES

In early 2019, we introduced a refreshed set of core values that not only articulate FMC's unique culture, but also reflect the behaviors that define our company today. These six core values define who we are and how we do business. Collectively, these values guide us as individuals and as a team of 6,400* people around the world. It's what sets FMC apart and is the key to our long-term growth and sustainability as a company.



Integrity

We do things the right way – ethically and in compliance with laws – regardless of circumstances

We keep our commitments, building trust with customers, shareholders, the community and each other

We take responsibility for our actions, regardless of the outcome



Safety

Every action we take is guided by our THINK. SAFE. Manifesto

We empower employees to always put safety first

We help others to be safe – at work, at home and on the road



Respect for People

We empower informed risk-taking, celebrating successes and learning from mistakes

We develop the knowledge and abilities of our people to best serve their careers and our customers

We create an inclusive environment where diverse views, backgrounds and experiences are key to our success



Sustainability

We create innovative solutions while preserving the environment for tomorrow

We make a positive impact on the communities where we live and work

We steward the responsible use of our products



Agility

We are action-oriented, delivering results without sacrificing safety or quality

We pursue continuous innovation not only in our products and processes, but in the experiences we deliver

We are collaborative, fast and nimble



Customer-Centricity

We cultivate long-term customer relationships and put their needs at the center of everything we do

We understand our customers' business, and provide solutions to their most pressing challenges

We measure our success in terms of our customers' success

Living Sustainability as a Core Value Across FMC



The strong values of the company, including its ambitions within sustainability was a very important reason for joining FMC. When I did my research about the company, I saw that many of FMC's values aligned with my own. I felt in this company, we can make a difference in society. That meant a lot to me."

Eva Louise Holm Østergaard,
Communications Manager - EMEA, FMC Corporation
Hørsholm, Denmark



Sustainability has been the nucleus of our strategy. Our slogan "Every green leaf matters to us" is associated with winning farmer trust, which is our biggest asset in Pakistan. Sales and marketing teams generate new ideas around this core value."

Raheel Nasir,
Asia Pacific Commercial Excellence Manager, FMC Corporation
Lahore, Pakistan



Sustainability outside of work didn't mean a whole lot prior to getting more involved in it with the company. I didn't pay attention to my energy consumption at home. I didn't look at it, didn't think about it, didn't worry about it. Now, all those things are on my radar. I began

replacing lights and fixtures, updated my door and window insulation, began maintaining control of the temperature in my home, added spray foam in my attic and started looking at the bigger picture."

Brad West,
EHS Manager, FMC Corporation
Mobile, Alabama, United States

*Inclusive of regular and provisional employees

FMC'S NEW 2025/2030 SUSTAINABILITY GOALS

We have a commitment to deliver products that maintain a safe and secure food supply and to do so with minimal

impact on the planet. To reflect this commitment, we have reset our sustainability goals to challenge ourselves and ensure that we are helping to create a better world.

We are at a pivotal moment in history where the effects of climate change are threatening to disrupt global food production due to unpredictable weather patterns, rising sea levels and increasing global mean temperatures. These effects, if left unchecked, will have a long-term

impact on our business, including unexpected disruptions in our supply chain, rapidly changing pest profiles and changes in geographies where crops can be grown.

As we move forward with these new goals, we would like to note that FMC made excellent progress on the sustainability goals we initially set in 2015: we exceeded our innovation, safety, energy, waste and water targets.

GOAL BY 2025

100%

R&D Spend on Developing Sustainable Products

INNOVATION

Innovation is in our DNA. With strong capabilities in our R&D organization, we create innovative solutions to

address food security, one of the largest global challenges, without compromising the environment. We commit to creating products that are consistently better for the planet than any that currently exists in the market. FMC utilizes the Sustainability Assessment Tool to determine if new active ingredients and formulated products in our R&D pipeline are sustainably-advantaged. This assessment, along with other stewardship processes and tools, ensures the introduction and continued use of environmentally sustainable agricultural solutions. The R&D spend used in the metric is inclusive of all variable and fixed costs related to the discovery and development process across all regions. It does not include spend associated with the defense of existing products.

BUSINESS PRACTICES

GOAL BY 2025

<0.1

Total Recordable Incident Rate (TRIR)

SAFETY

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 mistakes and work towards continuous improvement in behaviors and processes. A TRIR of less than 0.1 is industry leading performance.

GOAL BY 2025

100

on the Community Engagement Index

COMMUNITY ENGAGEMENT

We are committed to enriching the communities where we work and live. If surrounding communities thrive, so do we. To monitor this, each FMC-owned manufacturing site and select R&D sites report on their community activities quarterly. If a site completes an activity in each of FMC's Community Engagement categories (Safety, Operational Transparency, Community Partnership, Community Leadership), it earns a score of 100 on the Community Engagement Index.

ENVIRONMENTAL FOOTPRINT

Due to the changes to our business over the past few years, we have decided to reset our baseline year to 2018 (from 2013) and set aggressive environmental goals to reflect the new FMC.

To determine these new goals, we developed a mathematical model that used base-year sustainability data and extrapolated our yearly environmental



footprint to 2030 based on anticipated future production volumes. Collaborating with our operations team, we then incorporated various scenarios and sustainability project commitments into the model to develop our final environmental goals. If our goals are met early, we will refine and reset them to ensure that we are continuously improving our environmental profile.

More information on our environmental metrics and progress is available on page 35.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We will continue to focus on **Goal 2: Zero Hunger** and **Goal 15: Life on Land** through our new sustainability goals and overall business strategy.

For more information on our progress on the SDGs, please visit www.FMCsustainability.com.



Energy intensity is calculated as the total amount of energy utilized (gigajoule) per metric tonne of product.

GHG intensity is calculated as the total amount of GHGs (tonnes CO₂ equivalent) per metric tonne of product.

Water-use intensity is calculated as the total amount of water utilized (cubic meter) in high-risk locations per metric tonne of product.

Waste disposed intensity is calculated as the total amount of waste disposed (metric tonne) per metric tonne of product. Due to anticipated shifts in FMC's product mix and expected growth through 2030, waste disposed intensity is expected to increase by 55 percent. Therefore, we will need to decrease our waste disposed intensity by 55 percent to maintain the 2018 base year intensity.

PROGRESS REPORT ON OUR 2019 COMMITMENTS

- ✓ Update innovation, business practice and operations goals and targets for FMC.
- ✓ Identify opportunities to improve our sustainability reporting in line with CDP (formerly Carbon Disclosure Project) and other reporting frameworks.
- ✓ Conduct initial Scope 3 GHG emissions assessment.
- ⚙ Continue utilizing the External Sustainability Advisory Council to help shape FMC's global sustainability strategy.
- ⚙ Continue to measure our global logistics footprint to better understand and reduce our impacts and risks.
- ⚙ Support Diversity and Inclusion efforts both internally (through Employee Resource Groups) and externally (through corporate affiliate groups and academia).
- ⚙ Reduce FMC's non-renewable energy dependency by exploring options for renewable energy sourcing.
- ⚙ Incorporate sustainability matrices in the Capital Deployment Plan.
- ⚙ Conduct Life Cycle Assessments for newly acquired active ingredients (Rynaxypyr® active ingredient, Cyazypyr® active ingredient and indoxacarb).

2020 COMMITMENTS

- ✓ Conduct an extensive shareholder outreach project to better understand how they assess FMC through an ESG lens.
- ⚙ Develop and introduce the sustainability brand to engage both internal and external stakeholders.
- ⚙ Start utilizing Sustainability Accounting Standards Board's (SASB) chemical standard and the Taskforce on Climate-Related Financial Disclosures (TCFD) frameworks for sustainability disclosures.
- ⚙ Summarize baseline Scope 3 GHG emissions for 2019 and externally report the information; determine where there are opportunities to refine the data and reduce the impact.
- ⚙ Develop life cycle assessments for Rynaxypyr® and Cyazypyr® active ingredients.
- ⚙ Incorporate Sustainability in Capital Deployment Plan.
- ⚙ Measure our global logistics footprint to better understand and reduce our impacts and risks.
- Develop a renewable energy strategy.
- Gain further understanding of our suppliers' sustainability programs.
- Conduct biennial Materiality Assessment.



✓ completed ⚙ in progress ● not started yet

STAKEHOLDER ENGAGEMENT

Stakeholder engagement continues to be essential as FMC has evolved into a pure-play agricultural sciences company. We engage with our stakeholder groups on a regular basis to work through initiatives and issues important to the company and wider community. Please refer to our Stakeholder Engagement Table on our website (www.FMCsustainability.com) which shows our major stakeholder groups, channels of engagement and key topics that we covered in 2019. Below are some specific examples of our engagement outcomes.

EMPLOYEES

We engaged several employee focus groups representing all functions and commercial regions to seek their input on developing a sustainability brand for FMC. Employees were asked about what sustainability means to them and how FMC could further its sustainability commitments. Their ideas were synthesized to develop FMC's sustainability brand which will help engage all employees across the organization on sustainability. The new brand will be launched in 2020.

NON-GOVERNMENTAL ORGANIZATIONS (NGOs)

FMC has been working with the Pesticide Action Network (PAN) Europe in Brussels, Belgium, and PAN UK in Brighton, UK, to provide them with information on FMC's diamide insecticides Rynaxypyr® and Cyazypyr® active ingredients and formulated products. In 2016 and 2017, Dr. Axel Dinter, Global Regulatory Ecotoxicologist and hobby beekeeper, met with bee experts from PAN to discuss the favorable bee safety profile of our diamide



Dr. Axel Dinter,
Global Regulatory Ecotoxicologist and hobby beekeeper

products and how they are differentiated from other classes of insecticides. In 2019, Dr. Dinter also worked with PAN on their press release regarding the mode of action and bee profile of our diamide products. Moving forward, we hope to continue our collaboration with PAN and other NGOs to understand and address any potential concerns they may have and also to keep them informed about FMC's efforts toward delivering sustainable agricultural solutions.

INDUSTRY ASSOCIATIONS

FMC is a member of CropLife International (CLI), a global trade association of agrochemical companies representing the plant science industry. On the industry's behalf, they address international developments in crop protection and agricultural biotechnology and promote approaches that enhance sustainable agriculture in the interests of agricultural producers, consumers and the environment. Representatives from FMC serve on CLI's Board of Directors, Strategy Councils and steering committees (e.g., Communications, Stewardship, Regulatory, Multilateral Affairs, Operations) alongside representatives from other member companies. Through CropLife, we focus on addressing issues such as biodiversity, food security and climate change. For a list of FMC's key industry association memberships, log on to www.FMCsustainability.com.



EXTERNAL SUSTAINABILITY ADVISORY COUNCIL

FMC's External Sustainability Advisory Council, initiated in November 2017, provides perspectives and objectivity to our sustainability strategy.

In November 2019, FMC welcomed Trey Hill, CEO of Harborview Farms, to the External Sustainability Advisory Council. Trey brings with him his experience as a fourth-generation grain farmer from Maryland. He has been committed to improving agriculture sustainability and carbon smart farming practices. He is leading the way in responsible agriculture and bridging the gap between environmentalists and agriculturalists.



Members of the Council are leaders in agriculture, energy, water, academia and environmental issues. They have broadened our thinking in many areas. Their feedback is vital as FMC continues to evolve and grow.

INVESTORS

Early in 2020 we engaged with many of our stockholders to discuss environmental, social and governance (ESG) topics. We held 23 calls (representing approximately 45 percent of our shares outstanding) and received positive feedback on our sustainability goals, website, report and outreach efforts on ESG. We discussed the Sustainability Assessment tool as well as our material topics. Additional feedback from the stockholders was to utilize the SASB and TCFD frameworks, particularly for ESG, in addition to the GRI framework. (Note that we will be including SASB and TCFD disclosures on our website).

TOPICS IN FOCUS

What's in a Pesticide Label?

Pesticides are among the most tested and regulated products in the world. All pesticides must be registered in the country of use and meet the specific regulations of local government agencies. The ultimate document accompanying each pesticide product is the label, which communicates information on the approved use(s) of a product from the registrant (i.e., the company that registers a product) to the end user. Government approval of the label assures that the pesticide has been thoroughly evaluated and meets all safety standards regarding potential risks to human health and the environment when the product is applied according to the label.

The label is designed specifically for each product and is based on extensive testing of field efficacy, product chemistry, toxicology, environmental fate, ecological effects and residue chemistry. The following are some of the important highlights of a product label based on the requirements established by the United States Environmental Protection Agency (U.S. EPA).



1 INGREDIENTS STATEMENT

The name and percentage by weight of each active ingredient and the total percentage by weight of all other inert ingredients must be on the front panel of the label.

2 PRECAUTIONARY STATEMENTS

Precautionary statements provide the pesticide user with information about toxicity, irritation potential, and dermal sensitization hazards associated with the use of the pesticide, in addition to medical treatment instructions and information to reduce exposure potential.

3 ENVIRONMENTAL HAZARDS

The environmental hazards statement provides the precautionary language informing users of the potential hazards to the environment from transport, use, storage or spill of the product. These hazards may be to water, soil, air, beneficial insects, plants and/or wildlife. Generally, the information contained in this section is based upon the results of several environmental toxicology studies on organisms such as birds, fish, water fleas and bees.

In addition, data about a product's potential to be transported to groundwater, surface water, or aquatic sediment; to drift; or to adversely affect non-target plants and bees also provide important information.

4 DIRECTIONS FOR USE

For the grower, this is the most practical part of the label, beyond following regulatory restrictions. This can include information about:

- Where the product can be used
- What crops the product can be used on
- The types of pest(s) it controls
- Application methods
- How much product can be applied and at what frequency
- Maximum application rates
- Restrictions on use such as weather, time of day, season, etc.

There can also be additional information in the "Directions For Use" section provided by the manufacturer. Below are some examples.

Integrated Pest Management

The integration of all forms of pest control methods including agricultural chemicals, biological (natural enemies), cultural (sanitation, rotation) and genetic (varietal selection) into a pest management program that includes pest monitoring and the use of action treatment thresholds.

Resistance Management

Pesticide resistance occurs when a given pesticide is overused for the control of the same pest, resulting in selection of resistant individuals in a pest population. If products with the same mode of action, are applied repeatedly during the season without proper rotation to products with a different mode of action, then resistance can occur. Specific guidance on resistance management strategies are included in this section.

CORAGEN®
INSECT CONTROL

WITH THE ACTIVE INGREDIENT RYNAXYPR®

CORAGEN® is a suspension concentrate.
Contains 1.67 lb. active ingredient per gallon.

Active Ingredient	By Weight
Chlorantraniliprole	
3-Ethoxy-N-[4-(chloro-2-methyl-6-[(methylamino)carbonyl]phenyl)-1-(3-chloro-2-pyridinyl)-1H-pyrazole-5-carbonyl]propane	18.4%
Other Ingredients	81.6%
TOTAL	100.0%

EPA Reg. No. 279-9606
Nonrefillable Container
Net: 1 Quart
OR
Refillable Container
Net:

GROUP 28 INSECTICIDE

EPA Est. No. 352-GA-001

Not for sale, sale into, distribution and/or use in Nassau, Suffolk, Kings, and Queens counties of New York State.

KEEP OUT OF REACH OF CHILDREN
Si usted no entiende la etiqueta, busque a alguien para que se la explique a usted en detalle. (If you do not understand the label, find someone to explain it to you in detail.)

FIRST AID
For questions regarding emergency medical treatment, you may contact 1-800-331-3148 for information.

PRECAUTIONARY STATEMENTS
HAZARDS TO HUMANS AND DOMESTIC ANIMALS
When used as directed this product does not present a hazard to humans or domestic animals.
PERSONAL PROTECTIVE EQUIPMENT (PPE)
Applicators and other handlers must wear:
Long-sleeved shirt and long pants.
Shoe plus socks.
After the product has been diluted in accordance with label directions for use, shirt, pants, socks, and shoes are sufficient Personal Protective Equipment. Follow manufacturer's instructions for cleaning/maintaining personal protective equipment (PPE). If no such instructions for washables exist, use detergent and hot water. Keep and wash PPE separately from other laundry.

USER SAFETY RECOMMENDATIONS
USERS SHOULD: Wash hands before eating, drinking, chewing gum, using tobacco or using the toilet. Remove clothing immediately if pesticide gets inside. Then wash thoroughly and put on clean clothing.

Sold By
FMC
FMC Corporation
2929 Walnut Street
Philadelphia, PA 19104

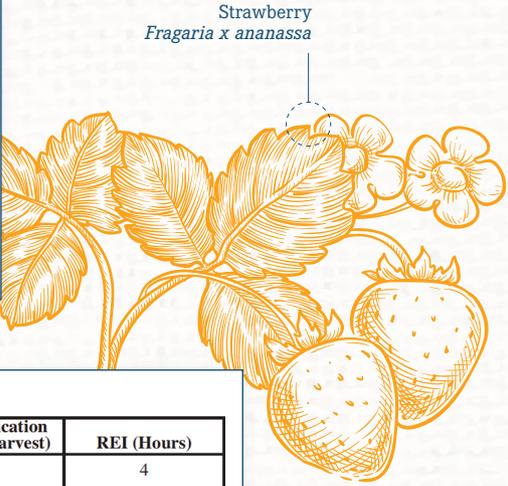
3 ENVIRONMENTAL HAZARDS

This pesticide is toxic to aquatic invertebrates, oysters, and shrimp. Do not apply directly to water. Drift and runoff may be hazardous to aquatic organisms in water adjacent to use sites.

Surface Water Advisory-
This product may impact surface water quality due to runoff of rain water. This is especially true for poorly draining soils and soils with shallow ground water. This product is classified as having high potential for reaching surface water via runoff for several months or more after application. A level, well-maintained vegetative buffer strip between areas to which this product is applied and surface water features such as ponds, streams, and springs will reduce the potential loading of chlorantraniliprole from runoff water and sediment. Runoff of this product will be reduced by avoiding applications when rainfall is forecasted to occur within 48 hours.

Ground Water Advisory-
This chemical has properties and characteristics associated with chemicals detected in ground water. This chemical may leach into ground water if used in areas where soils are permeable, particularly where the water table is shallow.

Excerpts of FMC's Coragen® insect control U.S. label



4 CORAGEN® RATE

Crop	Application Method	Target Pest	Lb ai per acre	fluid ounces product per acre	Last Application (Days to Harvest)	REI (Hours)
Strawberry	FOLIAR	Beet armyworm Cabbage looper Corn earworm Japanese beetle (adult) Light brown apple moth	0.045 - 0.098	3.5 - 7.5	1	4

USE RESTRICTIONS
Apply higher rates within the listed range for heavier infestations, larger/denser crops or extreme environmental conditions such as rainy weather and high temperatures.
Make no more than 4 applications per acre per crop or 8 applications per calendar year.
Minimum interval between treatments is 7 days.
Do not apply more than 15.4 fl oz CORAGEN® or 0.2 lb a.i. of chlorantraniliprole containing products per acre per crop.
Do not apply more than 30.8 fl oz CORAGEN® or 0.4 lb a.i. of chlorantraniliprole containing products per acre per calendar year; in NY do not apply more than 15.4 fl oz CORAGEN® or 0.2 lb a.i. of chlorantraniliprole containing products per acre per calendar year.

Excerpts of FMC's Coragen® insect control U.S. label directions for use on strawberries. The product label includes general use information and specific information for all approved crops.

Product Application Timing, Spray Intervals, and Adjuvant Use

Directions are included on when to apply the product based on pest population or damage levels (referred to as action thresholds), minimum intervals between sprays, minimum spray volumes, and use of tank mix partners and/or adjuvants. Additional information that guides growers on application timing based on the

appropriate pest stage, pest population level and crop stage are important to the grower to best take advantage of the pesticidal characteristics to maximize pest control.

Spray Drift Management

Very detailed guidance on understanding the effects of weather factors, particularly wind speed, on ground and aerial applied pesticide products is

key to managing potential spray drift. It is important to follow spray system standard configurations and practices to optimize spray droplet size and to mitigate impact on non-target organisms.

Source: Label Review Manual, Authored by the Office of Pesticide Programs, U.S. Environmental Protection Agency

TOPICS IN FOCUS

Understanding the Differences Between Organic and Conventional Farming

with Linda Froelich, Director of Global Sustainability, FMC Corporation

“As someone who has worked in the Crop Protection industry for over 40 years, I have heard a lot of debate over the pros and cons of conventional and organic farming. These two approaches to farming have been in the public sphere and evolved to become two distinct methodologies that to some, have become mutually exclusive. However, like many important things in the world, the reality is somewhat different.”

WHAT EXACTLY IS THE DIFFERENCE BETWEEN ORGANIC AND CONVENTIONAL FARMING?

According to the Food and Agricultural Organization of the United Nations (FAO), organic farming refers to a system that relies on ecosystem management rather than external agricultural inputs. According to the U.S. Department of Agriculture (USDA), ‘organic producers rely on natural substances and physical, mechanical, or biologically based farming methods to the fullest extent possible’. Organic farming definitions can differ from country to country but generally prohibit

substances such as synthetic pesticides, fertilizers and genetically modified organisms (GMOs). Conventional farming, on the other hand, covers farming practices that utilize synthetic pesticides along with Integrated Pest Management (IPM) strategies such as biological products, crop rotation, cover cropping and no-till. These IPM strategies are used in organic farming, too.

WHAT ARE THE DIFFERENCES BETWEEN ORGANIC AND SYNTHETIC PESTICIDES?

Organic pesticides are those that are derived from natural sources and may be processed slightly, if at all, before use. Synthetic pesticides, used in conventional farming, are generally made by scientists in a laboratory and then commercially in a manufacturing plant. They are among the most highly regulated products in the world and are tested extensively to ensure their safety for people, the environment and wildlife.

ARE ORGANIC PESTICIDES SAFER TO USE?

It has been assumed for years that pesticides that occur naturally (in plants, for example) are better for us and the environment than those that have been created by people. As more research is done into their toxicity, however, this is not necessarily true. Just because something is natural does not make it non-toxic or safe. Many natural pesticides produce poisons, toxins and



Linda Froelich and her grandson, Luca are very involved in the community including science learning. Linda is a scientist by training, and leads global sustainability initiatives at FMC.

chemicals and have been found to have potential health risks associated with them. The safety of a pesticide should not be determined by how natural it is, but rather by how it performs in human and environmental toxicity studies.



IS ORGANIC FARMING MORE SUSTAINABLE THAN CONVENTIONAL FARMING?

This is a difficult question because the answer is not clear. On one hand, some studies suggest that organic farms protect biodiversity more than their conventional counterparts.¹ However, other studies have shown that conventional farming has a smaller environmental footprint due to increased crop yield and conservation tillage. Crop yields from organic farms are generally between 20 percent to 50 percent of what the same size conventional farm yields.² Currently, switching to purely organic farming could result in wide expansion of agricultural land and the potential destruction of untouched habitats. This could, in turn, threaten endangered species and decrease biodiversity.

CAN WE FEED THE WORLD'S POPULATION USING ONLY ORGANICALLY GROWN FOOD TODAY?

No, not today due to lower crop yields and the resulting high cost of organically grown food to consumers. That's not to say that this may not change in the future. Better technology could overcome the production gap, allowing organic methods to produce on par with conventional farming. If that occurs, then organic farming may become more productive and economically feasible. FMC is exploring and developing biologicals that might help all types of farming (for more information on FMC's biological products, see page 26).

DO WE HAVE TO CHOOSE ONE METHOD OF FARMING OVER THE OTHER?

Not necessarily – it depends on technology and what we discover and learn in the future. Until organic farming can produce crop yields on par with conventional methods, we need conventional farming to ensure global food security. An ideal future will merge conventional and organic methods, using new technologies to target

pesticide use while increasing the bioavailability of soils, crop yields, nutritional quality and biodiversity in agricultural lands. New technologies are our strongest allies. We do not have to choose sides but can appreciate the upsides of rotating products and crops, and how new technologies will improve output and nutrition. **We must learn from each other and work together to improve our global food resources and ensure sustainable agriculture is part of our future.**

¹ Food and Agriculture Organization of the United Nations

² Savage, Steven. "USDA Data Confirm Organic Yields Significantly Lower than with Conventional Farming." Genetic Literacy Project, Feb. 2018



our PEOPLE

Henry Ngugi, with Novi Budiyanty, *FMC R&D Manager* (L) and Abdul Hery Suryanto, *Crop Protection Product Distributor* (R)



We are trying to feed the world and help growers do their job. Coming from a developing country, I understand the complexities surrounding food security and want to make sure that growers can continue to feed people with limited resources and mitigate losses from diseases. The global population is increasing, and we want to be able to sustainably farm the limited farmland that we have.”

- Henry Ngugi, *Global Technical Product Manager-Fungicides*, FMC Corporation

Read Henry's full interview on www.FMCsustainability.com/voices



Safety

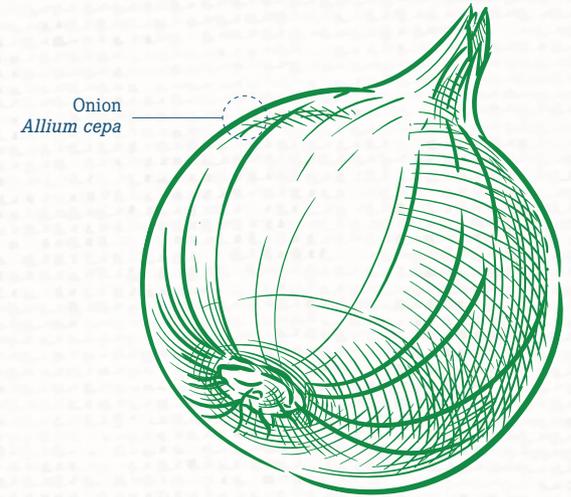
2025 Goal:
<0.1 Total Recordable Incident Rate (TRIR)

2019 SAFETY PERFORMANCE



Safety is a core value for FMC. Our Total Recordable Incident Rate (TRIR) in 2019 was 0.13. From June 2019 through October 2019, the company had zero injuries, the longest stretch in FMC history. Since 2012, we have made significant improvements in our safety performance. As a result of our firm commitment to safety, our TRIR is among the lowest in the industry globally and in the upper decile of peer companies in North America¹. We continue to be proud of the commitment each and every employee makes every day to work in a safe environment.

¹ American Chemistry Council



PROCESS SAFETY MANAGEMENT

Process Safety Management (PSM) is a key component of our safety core value. We are continuously developing and enforcing robust systems and procedures for our employees across all global sites. Below are the highlights of the activities conducted in 2019 across the organization.

SYSTEMS LEVEL

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.

In 2019 we revised our Process Safety Management Standard to incorporate better, more stringent requirements in three key areas: risk identification and mitigation management, pre-start up safety reviews and processes handling combustible dust.

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.

In 2019 we revised our hazard level screening procedure to include learnings from our use of the tool to help better identify our high hazard processes. The updated methodology improves classification and prioritization of Process Safety initiatives and implementation of our PSM Standard.

PROCESS LEVEL

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 our process safety hazards.

In 2019 we reviewed our PSI for several processes in preparation for cyclical Process Hazard Analysis (PHA). Significant technical areas for this review included: reactive chemistry data, emergency relief systems calculations and other safety systems design basics. This affected more than 20 different processes at 10 sites.

PROCESS HAZARD ANALYSIS (PHA)

This is a systemic review of a specific process to identify and evaluate process hazards. As a result of these PHAs, we immediately address unacceptable risks and develop mitigation action plans.

In 2019 we conducted PHAs for several high-hazard processes in accordance with our 5-year cycle. Action items to address the highest risks have been identified and are underway.

FMC SAFETY PROGRAMS IN 2019

FMC'S STOP.THINK.ACT CAMPAIGN



FMC launched the Stop-Think-Act Campaign in 2019. A key objective of this campaign was to educate employees on the psychology of decision making and how it affects our personal safety.

The campaign also focused on video storytelling from employees on personal safety experiences. We then encouraged employees to identify people who motivated them to Stop-Think-Act when it came to safety. To bring the campaign to a close, employees were asked to share experiences where they used Stop-Think-Act to help them correct a behavior or action

that could have led to an unsafe moment or even an injury – we called these “Stop-Think-Act Moments of Proof”. Over 200 employees submitted photos of their motivators and/or provided short write-ups on their moments of proof.

STOP.THINK.ACT. Motivator

Jennifer Hirsch,
Deployment Lead,
Business Process
Modernization from
Philadelphia, U.S., said
her children Abby,
Hannah and Elizabeth
are her Stop. Think.
Act. Motivators. She
shares, “my children
are counting on me
to make good choices
throughout the day,
safety and otherwise, so that I can return home to
them each night. It’s important to be a good role
model for them, and part of that means making the
safe choice even when ‘no one is watching.’”



VEHICLE SAFETY PROGRAM

Annually, road traffic accidents cause an estimated 1.25 million deaths around the world. In response to this, we developed the regionally led Vehicle and Motorcycle Safety Program. The aim of this program is to achieve zero road fatalities and injuries on and off the job for FMC employees and contractors. Activities under the program include: strengthening vehicular use policies across the region, conducting communication campaigns to engage employees about vehicular safety and organizing defensive driving training to influence driving behavior. In the Asia Pacific program, over 2,000 employees have been trained on defensive driving techniques to date.

In 2019, the FMC China team launched the “Safety in Mind to Achieve Your Safety Journey” program. The training included behind-the-wheel instruction and workshop sessions to build a culture of driving safety among field employees.



Do you know you have both a fast brain and a slow brain?

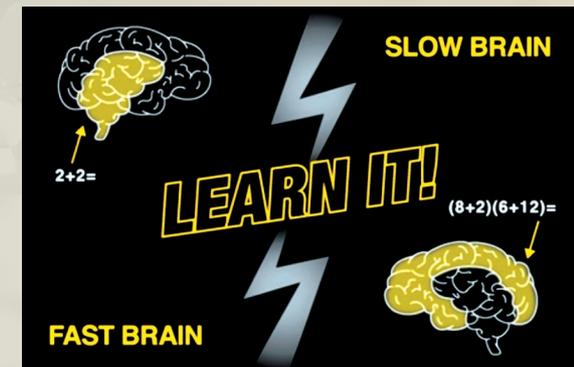
Our brains work in incredible ways. They have evolved to handle everything from simple, routine activities to complex calculations.

But since more complex work requires more brainpower, our brains like to operate with what’s called our FAST BRAIN. Our Fast Brain System is always on and makes decisions based on past experiences

and information. It does not consider new information or risks.

Our SLOW BRAIN System is normally turned off during routine activities to save energy. It will turn on when doing something new or difficult. We can also choose to turn it on any time we need to approach an activity with logical decision making.

To stay safe, make the choice to turn on your SLOW BRAIN. How do you do that? One way is to remember to STOP and THINK before ACTing.



SAFETY MOMENT WEEK (SMW) 2019

Safety Moment Week (SMW) is a key part of FMC's safety culture. It provides an opportunity for employees to take time each day to focus and be engaged in an important safety topic. During the 2019 Safety Moment Week, FMC manufacturing employees worldwide stopped work each day to discuss such topics as vehicle safety, hazard recognition, office safety and chemical safety. In addition, site leaders were given the chance to include locally relevant safety topics. In 2019, participation in Safety Moment Week was exceptional among employees and contractors.

SMW Spotlight – Flintshire, UK



Safety Moment Week at Flintshire, UK

All employees from the Flintshire, UK, site participated in the Safety Moment Week activities in 2019. Topics presented at Flintshire included hazard recognition, office safety, vehicle safety and slips, trips and falls. These topics were presented in group activities which included hands-on demonstrations, videos and talks.



Cabbage
Brassica oleracea var. capitata

FOCUS 120 DAYS

FMC conducts annual Focus Campaigns to highlight a safety topic of importance to the organization. Employees are engaged at all levels in the education and implementation of relevant topics based on data from incidents, near misses and observations. For each campaign, employees will engage in dialogs, activities and workshops related to a specific topic.

In 2019, a Focus 120 Days Campaign on machine guarding was conducted. Machine guarding is the process of equipping machines to protect operators and other employees in the work area from hazards created by ingoing nip points, rotating parts, and flying chips and sparks. During this time, employees at manufacturing sites received training on various machine guarding topics. They then used the knowledge received from the training to conduct a “Go-See” activity where they observed on-site processes and operations for possible machine guarding issues.

RESPONSIBLE CARE®

FMC receives two prestigious awards from the American Chemistry Council (ACC)

FMC received the ACC's highest honor, the Responsible Care® Company of the Year Award, for 2020. We are proud to have won this award in three of the last four years (in 2017 and 2019). We also received ACC's inaugural Transparency & Collaboration Sustainability Award in 2019.

Responsible Care® Company of the Year Award

We received this award for our “unwavering leadership and exemplary commitment to the tenets of Responsible Care” (Cal Dooley, former ACC President and CEO).

To be eligible for the Company of the Year award, ACC members must demonstrate they have met and

surpassed Responsible Care® performance criteria, including: achieving a safety performance rating in the top 10 percent of companies in their size category with no significant process events in the previous year; positive performance measures in the areas of transportation safety, process safety and emissions reduction; and demonstrated improvements in Environmental, Health, Safety and Sustainability performance, product stewardship, distribution safety and emergency preparedness.

Sustainability Award

FMC was the recipient of ACC's inaugural Transparency and Collaboration Sustainability Award for its Sustainability Assessment Tool. FMC developed the tool to help determine the sustainability of its active ingredients and products, from initial concept through each stage of development. The Sustainability Assessment Tool compares an active ingredient or formulated product to a benchmark to determine a “sustainability matrix value,” based on stewardship and sustainability criteria that consider product hazards, environmental and human exposure, and the overall life cycle of the product. This tool, which is scalable and replicable by other companies, enables stakeholders to understand FMC's product ingredients and their sustainability impacts.

Karen Totland accepting the ACC Sustainability Award on behalf of FMC

Left to right: Jerry MacCleary (ACC Chairman), Karen Totland (FMC Vice President of Procurement, Facilities and Sustainability), Cal Dooley (former ACC President and CEO)



FMC Ethics and Compliance Award Winners

The Ethics and Compliance Achievement Awards recognize employees who make significant compliance-related contributions and are champions of good behavior at FMC. **The 2019 winners are:**



North America
EVA HASZCZ

For leading work and educational programs at three R&D facilities to maintain “Good Laboratory Practices” compliance certifications.



Asia Pacific
V. RAMCHANDRAN “RAM”

For setting a strong “tone at the top” and prioritizing various compliance-related objectives in India.



Latin America
(L-R) JAVIER SCALISE, JUAN ABARCA, NOELIA DI GANGI

For showing initiative, creativity and teamwork on compliance-related projects in Argentina, particularly as they relate to operations and finance.



Europe, Middle East and Africa
MICKAËL MAHIEU

For leadership in product compliance and related contributions to “Contamination Prevention in the Manufacture of Crop Protection Products: Guidelines and Best Practices.”

Ethics and Compliance

FMC has a longstanding commitment to ethics and compliance, which the company reinforced in 2019 with expanded communications, compliance processes and resources. Michael Reilly, Chief Compliance Officer, was appointed Executive Vice President, General Counsel and Secretary

effective April 1, 2019. In connection with this transition, he created a new role in the Law Department for a lawyer fully dedicated to global ethics and compliance at FMC. Amy Foster assumed this new role as FMC’s Ethics and Compliance Counsel.



Amy Foster, newly designated Ethics and Compliance Counsel

In 2019, FMC’s Ethics and Compliance Team led several awareness campaigns on topics such as antitrust compliance, sexual harassment prevention, careful communications and intellectual property protection. These awareness campaigns were available in many languages and were shared to a global audience. Further, the Team’s quarterly news magazine, *E + C = FMC*, helped employees to keep ethics and compliance top-of-mind with content

on Ethics and Compliance initiatives and related company news. In Asia Pacific, a regional “speak up” campaign featured local leaders emphasizing the importance of raising compliance-related questions and concerns. Ethics and Compliance also led several “soft audits” of non-financial company policies, using data to determine what additional educational support might be helpful for ensuring ongoing compliance. To drive FMC’s compliance culture deeper into our local organizations, Ethics and Compliance ambassadors (approximately 150 employees representing various regions and functions) met several times throughout the year and obtained feedback and ideas at the local level.

In 2020, FMC’s Ethics and Compliance Team is leading several initiatives including:

- ▶ Awareness and training campaigns focused on business ethics and corporate culture; insider trading; employment and workplace issues; and import, export and trade compliance
- ▶ Updates to the FMC Ethics Response Line
- ▶ Updates to key FMC policies
- ▶ Enhanced third-party risk management programs
- ▶ Enhanced Ethics and Compliance website
- ▶ Ethics and Compliance events for FMC employees

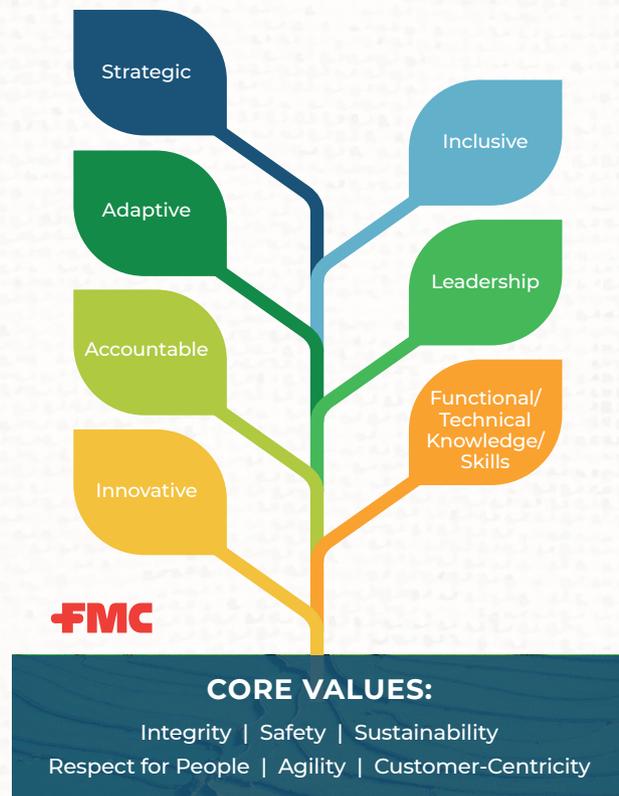
Spotlight: Intellectual Property Protection

This awareness campaign trained employees on trade secrets, patents, trademarks and copyrights. It featured customized video messages from FMC’s Chief Intellectual Property Counsel and other key leaders in FMC’s global business groups and functions. Throughout this campaign, digital screens at FMC Tower showed campaign-related messages, and multi-lingual electronic training modules circulated to thousands of employees globally.

Talent Management

Working with leaders across the globe, we launched our FMC core values and linked them to seven competencies. Our learning, leadership and development programs are focused on building these competencies in our employees. Additionally, in 2019 our performance management process was updated such that 50 percent of an employee's annual performance is based on achieving their objectives and 50 percent is based on how well they demonstrated the competencies.

Our Values and Competencies



Associate Director of Learning and Organizational Development

In 2018, Sharon Rose Holmes (pictured with her husband) was named Associate Director of Learning and Organizational Development. She oversees Global Learning, Leadership and Performance. She successfully directs several Global Leadership and Talent Management initiatives and is based at FMC's headquarters in Philadelphia.

LEARNING AND LEADERSHIP

Today's most successful leaders foster meaningful relationships at every level in the organization and help elevate the performance and well-being of those around them. At FMC, we strive to consistently maintain our status as one of the top agricultural sciences companies in the world. It is important that we focus our programs and initiatives on sustaining strong leaders who are committed to engaging and developing their employees, so they can lead competitively, innovate change, improve business performance, and successfully maintain a competitive advantage. FMC's leadership development program components include:

- ▶ In-class and self-paced learning
- ▶ Development planning and stretch assignments
- ▶ Project-based action learning and rotational learning
- ▶ Mentoring and coaching
- ▶ Leadership and functional assessments

Our programs are designed to provide engaging, collaborative, and creative learning environments. Employees leverage their experiences in these programs to develop their leadership abilities to their

highest levels, enabling them to deliver innovative solutions, strong results and continued growth. Three of our signature leadership programs are:

1 SCIENCE OF LEADERSHIP

The Science of Leadership is designed to challenge those individuals who have demonstrated leadership potential as individual contributors or who are new to providing direction to a team. The program is built to have employees engage in several activities that allow for self-awareness and how to lead, regardless of their position in the company. Through interactive learning, participants learn to work without silos, recognizing the value that approach brings to achieving desired outcomes. The goals of the Science of Leadership program are to:

- 🎯 Equip participants with the skills to challenge others, strategically address change when it occurs within FMC and motivate teams for success
- 🎯 Improve participants' understanding of the value of working across differences, including communication styles and range of influence
- 🎯 Encourage participants to think more broadly about their role and how to optimally drive results within FMC



The Art of Leadership Asia Pacific cohort with Bethwyn Todd (FMC Asia President)

2 THE ART OF LEADERSHIP

The Art of Leadership program creates the opportunity for individuals who provide direction to teams through direct supervision, or project oversight, to confront preconceived notions and past practices. The curriculum was designed for participants to recognize the impact of culture on performance, and their ability to shape the performance of the company at all levels through their actions. Each participant is compelled to reflect on their own leadership strengths and opportunities for growth through experiential learning, assessments, and team presentations. The goals of the Art of Leadership Program are to:

- 🎯 Increase participants' emotional intelligence and abilities to tackle difficult situations within a global company
- 🎯 Enhance participants' skills in managing change and empowering leaders within their teams to achieve peak performance
- 🎯 Ensure participants recognize the opportunities to challenge the status quo through coaching at all levels within the company

3 KEYS TO LEADERSHIP

Our inaugural Keys to Leadership program was held at our headquarters in Philadelphia, bringing together 25 of our top talent employees for a multi-faceted leadership experience. The goals of The Keys to Leadership program and leadership programs in general at FMC are to:

- 🎯 Build strong and diverse leaders who then can support prolonged growth and deliver results
- 🎯 Enable our leaders to better understand the balance between managing day-to-day priorities while also leading with vision, inspiration and authenticity
- 🎯 Increase retention and build a development culture among leaders

This cross-functional cohort of leaders engaged in learning with sessions facilitated by external experts and FMC leaders. Each participant was paired with a certified coach from the human resources team, who provided guidance on 360 feedback and aspects of their leadership potential. 360 Degree Feedback is a process where employees receive confidential, anonymous feedback from the people who work with them including their immediate manager, peers, customers and direct

reports. The raters fill out a confidential online feedback form that asks questions covering a broad range of workplace competencies. This results in the participant receiving rich insight into their strengths as well as areas for development. Another essential feature of the Keys to Leadership program was the action learning projects which centered on real business issues and opportunities facing FMC. Each project was sponsored by an FMC executive. Each team worked on a project over the course of four months. Senior FMC leaders served as mentors to the teams. This approach exposed the teams to different



Keys to Leadership participants in their break-out group discussing their action learning project

areas of our business, had them work across time zones and functions, and collaborate on solutions. The culmination of the program included presentations to the executive leadership team.



“ This training was one of the best trainings that I have ever attended in FMC. Both in terms of content and impact on my management style. It brought me two great leadership learnings - developing my sensitivity to understand different life perspectives/experiences and, linked to this, learning to be an inclusive leader by promoting diversity and leveraging the talents of the whole team.”

Sinara Ferreira,
Commercial Director, Brazil, 2019 Art of Leadership

Diversity & Inclusion



In 2019, we made significant progress on strengthening our culture of diversity and inclusion at FMC. That commitment continues to drive our ability to:

Identify and develop the best talent	Create an inclusive culture where our workforce can thrive
Advocate inclusive behaviors	Integrate diversity and inclusion in our policies and practices

It is Diversity & Inclusion that differentiates us as an organization and establishes our competitive advantage in the marketplace.

“Our progress is exciting, but with each new year our journey evolves and we must recalibrate our efforts to avoid complacency. Success only means we must raise the bar, identify new opportunities, and embed diversity and inclusion deeper into our organizational culture.”

Subarna Malakar,
Director and Global Diversity & Inclusion Officer

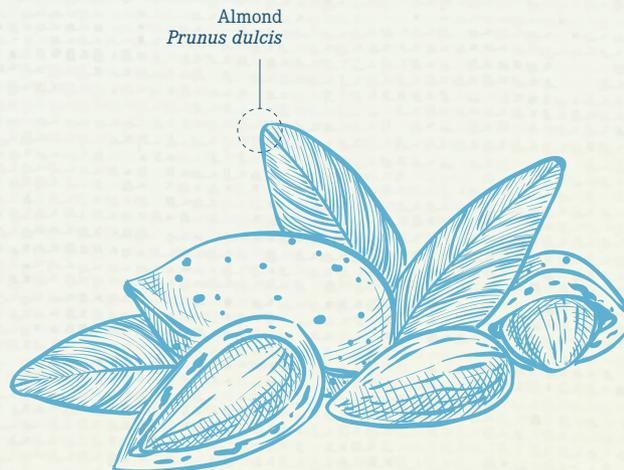
CHAMPIONING DIVERSITY & INCLUSION WITH FMC'S SENIOR LEADERSHIP

The commitment to Diversity & Inclusion starts from the top and in 2019 we spent two half-day sessions with senior leadership focused on two important aspects. In the first session we used interactive theatre with professional actor-trainers to bring to life vignettes that explored gender, LGBTQ+, race and intergenerational interactions that occur in FMC. In the second session, the executive committee reviewed challenges and opportunities relative to the state of people of color at FMC. The group discussed strategies for hiring people of color and focused on actions for us to accelerate development for people of color within the organization.

OUR D&I AMBITION STATEMENT

SEE YOURSELF IN FMC, BE YOURSELF IN FMC

We strive to be an inclusive workplace where our employees reflect the community, are valued, find purpose in their work, and grow and contribute to their fullest potential.



“Diversity & Inclusion is critical for everyone to feel engaged and have a sense of belonging. It matters not only for current employees but also for the next generation of employees. It is a key differentiator for us. We focus on Diversity & Inclusion, not just because creating a diverse and inclusive workforce is the right thing to do, but because it makes sound business sense. It is important for our future success.”

Mark Douglas, *President and Chief Executive Officer*

REGIONAL INCLUSION COUNCILS

To expand the Diversity & Inclusion strategy further into the organization, we launched three Regional Inclusion Councils in 2019. The objectives of the Inclusion Councils are to:

- ▶ Translate the global diversity and inclusion strategy (inclusive workplace, workforce diversity, inclusive leadership, and business impact and external credentials) into regional action items in Asia Pacific (APAC), Latin America (LATAM) and Europe, the Middle East and Africa (EMEA)
- ▶ Unify and focus region-wide efforts on Diversity & Inclusion and engage Employee Resource Groups (ERGs) and the broader community among the APAC, LATAM and EMEA regions
- ▶ Focus on regional and local diversity needs and align them to our business success

OUR EMPLOYEE RESOURCE GROUPS

In 2019, we continued to evolve our Employee Resource Groups (ERGs) to better align with our business. While strengthening the core ERGs, we expanded and launched three more ERGs: i-Gen (Inter-generational), VIVID (People with Disabilities) and HONOR (Military, Veterans and families).

We would like to highlight two of our Employee Resource Groups for bringing their mission to life with initiatives and activities to engage and support our employees.



LGBTQ
Employee Resource Group



SPECTRUM

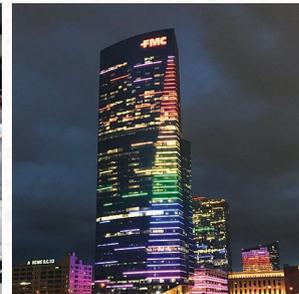
Mission: To increase the visibility of LGBTQ+ issues within FMC through education and awareness initiatives.

Encourage fellowship, thoughtful

dialogue and an inclusive understanding of LGBTQ+ identity through formal and informal interaction and engagement with the FMC community at large.

2019 Highlights:

- ▶ Expanded our healthcare benefits to include domestic partner benefits and transgender inclusive benefits in the U.S.
- ▶ Organized two “How to be an Ally” awareness sessions as part of our PFLAG national partnership
- ▶ Participated in the Philadelphia Pride Parade and hosted an FMC booth at the Pride Festival
- ▶ Conducted three sessions during Pride Month to engage allies, friends and parents of LGBTQ+ and talk about how to be a supportive ally



Human Rights Campaign: 100 on Corporate Equality Index

FMC earned 100 percent on the Human Rights Campaign Foundation's Corporate Equality Index

FMC received a score of 100 percent on the Human Rights Campaign Foundation's 2020 Corporate Equality Index (CEI), the U.S.'s premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. FMC joins the ranks of more than 680 major U.S. businesses that also earned top marks this year.



“ FMC has focused on driving meaningful progress in diversity and inclusion at FMC, including several significant policy changes related to parental leave and domestic partner and transgender inclusion benefits in the U.S. over the past several years. Creating a workplace where people feel engaged and a sense of belonging matters for current employees and also the next generation of employees and the future of our company. Our CEI score reflects the importance we place on recognizing and appreciating each other's differences so that all our employees around the world can grow and contribute to their fullest potential.”

Pierre Brondeau, *Executive Chairman*



WOMEN'S
Employee Resource Group



WOMEN'S INITIATIVE NETWORK

Mission: To raise the profile of women at FMC encouraging well-being, education, development and networking in the workplace.

2019 Highlights:

- ▶ Organized a learning and development initiative called "Day in the Life of" showcasing employees on what they do day-to-day to bring more exposure and visibility of their roles and themselves
- ▶ Invited local police officers to discuss personal safety
- ▶ Conducted other programs such as speed networking, lunch with leaders, career panels with local universities and community outreach to local non-profits. WIN also brought together all the regional WIN chapters for the International Women's Day events and the Inclusion Month celebration
- ▶ Organized all the regional WIN chapters to be together for the International Women's Day events and Inclusion Month celebration

WIN launched the **Women in STEM** chapter during 2019. Previously referred to as Women in Engineering, Women in STEM has been expanded to bring together women across all STEM fields – science, technology, engineering, and mathematics. The focus of the group is to:

- ▶ Share information, best practices, skills, and experiences in science, technology, engineering and math fields
- ▶ Connect women across FMC through a mentorship program and events
- ▶ Help FMC achieve its strategic goals through programs and activities that promote mentoring, employee recruitment and retention, career development and cultural awareness



For me personally, the opportunity to be a co-chair for WIN has increased my awareness around leading diverse people with different views and life experience. The opportunity to lead and see our team grow and drive such an impressive, impactful year has been truly rewarding."

Tiffany Kung, *Global R&D Scientist, Ecotoxicology and WIN Global Co-Chair*



THE BRIDGE

MULTICULTURAL
Employee Resource Group



THE BRIDGE

Mission: To showcase and provide a community for the various ethnic cultures across FMC, which in turn help recruit and retain talent. To bring cultural awareness to the FMC workforce in regions where

we operate and to provide insight into best practices when working with various cultures.



i-Gen
INTERGENERATIONAL
Employee Resource Group



I-GEN

Mission: To leverage multi-generational differences and commonalities for personal and professional growth to attract and retain talent that enhances FMC's strength in diversity and inclusion in the marketplace. Thereby, the iGen Network will serve to

develop, connect, and empower employees from all generations to have a voice and cultivate leadership within FMC.



New Generation
Inclusion Through Diversity: Make a Difference with Us

NEW GENERATION

Mission: To create a D&I culture within Cork Shared Services centered on core values and committed to inclusion and excellence.



Valuing Individuals with
Visible and Invisible Disabilities
Employee Resource Group



VIVID

Mission: To foster an environment that supports FMC employees and their families who have a disability. The VIVID network strives to raise awareness about the unique needs and talents of individuals living with disabilities and helps to ensure all employees and partners are accepted, valued and treated fairly in all communities.



VETERANS
Employee Resource Group



HONOR

Mission: To promote veterans, family and friends of the military in their careers at FMC and to help FMC recruit and retain employees who are veterans. It will also provide members a way to engage, collaborate and learn from others with shared experiences.

INCLUSIVE LEADERSHIP SESSIONS

FMC values employee diversity and aims to foster an inclusive environment in which all employees with different backgrounds and experiences are valued, respected and encouraged to contribute to their fullest potential. One of the ways we do that is to build the competencies of managers and employees to advocate inclusive behavior in our organization. In these sessions, our employees learned about the benefits of inclusive leadership, including the positive impact it can have on employee engagement, innovation and creativity. We conducted 18 face-to-face sessions and trained over 900 leaders, managers and employees in all of our regions around the world. The training was based on Deloitte's *Six signature traits of inclusive leadership* white paper and focused on those key strengths of inclusive leaders: Cognizance of Bias, Curiosity, Collaboration, Courage, Commitment and Cultural Intelligence.



INTERNATIONAL WOMEN'S DAY 2020

FMC joined the global celebration of International Women's Day in March, raising awareness of the need for gender equality and #EachforEqual worldwide. Across all of our regions, employees celebrated this special day and took part in activities that included presentations, panel discussions and lunch-and-learn sessions focused on gender, diversity and inclusion. We also launched 'Women Who Rock' and 'Men Advocating Real Change', an internal employee engagement and recognition campaign to celebrate the phenomenal women in FMC and highlight remarkable men who are advocates of gender diversity.

“ Being involved in FMC's truly global International Women's Day was an amazing and humbling experience. Speaking on a company-wide stage for the first time, while daunting, was so rewarding. I've had employees come up to me, even months later, and express how much the panelists sharing their stories resonated with them personally.”

Stephanie Herring, Senior Associate Scientist, Women's Initiative Network Global Co-Chair



The WIN Core Leadership team celebrating International Women's Day

2019 FMC Total Workforce by Region + Gender

FMC supports a global and diverse workforce. Our total workforce includes 6,236 full-time regular employees globally as of December 31, 2019.

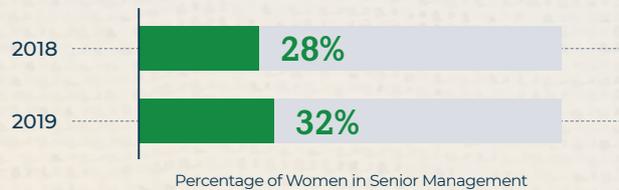
● Females ● Males



WOMEN IN SENIOR MANAGEMENT

(Grade 25+)

We made good progress in 2019 with a 4 percent increase in women in senior management due to our D&I strategy, action plans and commitment from our senior leaders. While these results are good, we have more work to do. We have initially focused on women in leadership roles and commit to continue to increase our number of female leaders. We are also now developing plans to increase female representation in our overall employee population.



INCLUSION MONTH:



FMC was ranked 128 out of 500 companies globally on the Forbes list of The World's Best Employers. The list is curated by Forbes, in partnership with Statista, a statistical analysis company and is based on 1.4 million employment recommendations pulled from global polls and regional surveys. The global respondents are asked multiple questions regarding their employer and whether they would recommend their company to a friend or family member.

FMC dedicated the month of October to provide awareness, education, and engagement to its employees and to commemorate its ongoing commitment to Diversity & Inclusion. FMC marked the importance of diversity in the workplace and the continued success we hope to see in the future. Each week of the month, FMC hosted global events that included all employees at their respective regional sites as well as global broadcasts from FMC Tower. Speakers featured throughout the month engaged with employees about real-life experiences on their journeys to becoming advocates for diversity and inclusion. We had overwhelming success as we hosted several activities and events across all of our regions with four global events:

- ▶ Keynote: *Why Representation is Only the Beginning for People of Color* – **Tara Jaye Frank**
- ▶ Keynote: *When Someone Comes Out: Demonstrating Support and Acceptance* – **Jean-Marie Navetta**

- ▶ Keynote: *Celebrating National Disability Employment Awareness Month* – **Eric Alva**
- ▶ Global World Café Week – *Understanding our cultures through food*

The regional teams put together 82 regional events with thousands of employees engaged and more than 300,000 social media online impressions (views, interactions, engagement).





our PRODUCTS



We must understand growers are dependent on the quality of their air, water and soil. If I don't preserve our soil, the environment, water springs, our dams, then our company will cease to exist. We must have a long-term view. And why should we do this? Because our planet has no plan B."

- Alvaro Luiz Dilli Gonçalves, *HR and Sustainability Officer*, SLC AGRÍCOLA S/A
(A major grower and customer of FMC)

Read Alvaro's full interview on www.FMCsustainability.com/voices

Alvaro Luiz Dilli Gonçalves,
HR and Sustainability Officer



SCIENCE TO GROW

Helping farmers produce more food, feed, fiber and fuel for a growing world population is a tall order. Growers rely on many tools to help meet this challenge, but nothing is more important than having the right technologies to combat threats of disease, insects and weeds. Any one of these invasive threats can impact yields and potentially destroy a farmer's crops in a matter of days.



A continuing stream of new molecules and products help growers protect their crops against these threats.

As resistance to older technologies increases, modern solutions with new modes of action are critical to successful and sustainable farming.

Our target is to advance one new patented synthetic active ingredient every year on average from the discovery pipeline to development.

In 2019, we advanced two new products to development. The first is a herbicide featuring a new mode of action that controls a broad spectrum of broadleaf and grass weeds, gives growers flexibility in application timing, and is safe for corn, soybeans and other crops. The second is an insecticide that controls insects such as aphids that can destroy soybeans, cereals, vegetables, cotton, corn and many other high-value crops. Today, we have 22 new proprietary molecules in our award-winning synthetic pipeline, with 14 featuring new modes of action for the crop to which they are applied. Our scientists are biased to discover new modes of action, which provide additional benefits to growers, including:

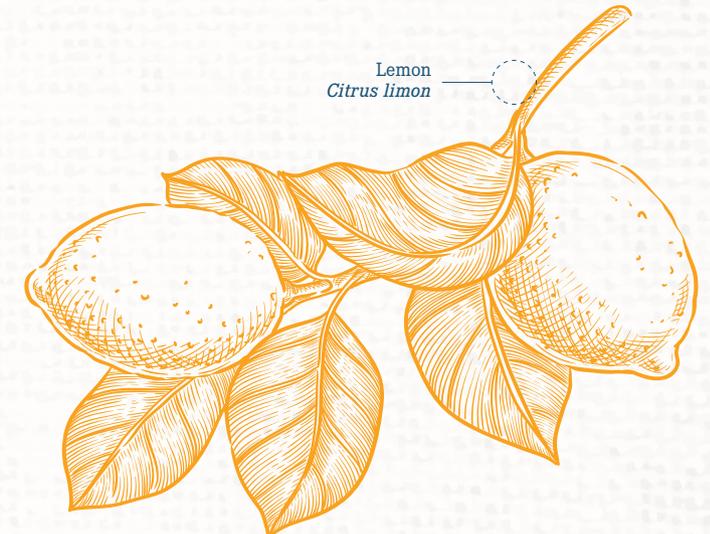
- ▶ Controlling pests that are resistant to products currently on the market.
- ▶ Maintaining product efficacy longer by providing more tools for growers to rotate different modes of action during a season, known as Integrated Pest Management.
- ▶ Potentially lower use rates than existing products, supporting a stronger sustainability profile.

INNOVATION GOALS PROGRESS

FMC R&D Spend on Sustainably Advantaged Products
goal of 100% by 2025



Note: A sustainably advantaged product is one that positively impacts at least one of the six major Global Challenges: Food Expectations, Health and Safety Expectations, Environmental Consciousness, Climate Change, Scarce Resources and Land Competition, but does not retreat in any of the five other areas.



Plant Health

Biologicals represent a diverse group of plant protection products derived from microorganisms and other naturally occurring materials. FMC discovers and develops biologicals in its Plant Health business, which has grown significantly in the last several years.

Today, we are working on new bioinsecticides, bionematicides, biofungicides and biostimulants at our European Innovation Center in Hørsholm, Denmark. These biological products feature new modes of action and excellent sustainability profiles. Biologicals offer benefits beyond their environmental profile. They can help plants overcome difficult growing conditions, fight disease and even assist in regulating the plant's uptake of nutrients and use of limited water.



Plant Biologicals Network was established to facilitate knowledge exchange on

research, innovation, regulation, and education within the field of plant biologicals. FMC is one of

the nine founding members of the organization. The vision of the organization is to support the growth of plant biologicals in agriculture to adapt to the societal and environmental challenges of today. In 2019, FMC played a key role at the annual Plant Biologicals Symposium in Denmark which focused on applied research and development in areas where plant biologicals might be part of the solution to agricultural challenges and climate change. FMC's EMEA Regulatory and Development leader, Charlotte Klank, was a key speaker who presented FMC's experience with developing microbial products that have a consistent efficacy and addressed key considerations when introducing biological products to the market.



Charlotte Klank (*Regulatory & Development Leader, Plant Health*)

Biological Nematicides

FMC's Quartzo® and Presence® nematicides have been significantly improving the lives of growers across Brazil. Nematodes are responsible for significant crop losses where they occur. Not only can these products greatly reduce the threat of nematodes, but they also have the secondary benefits of plant growth promotion, improved soil quality in certain crops through increased microbial activity and increased plant drought resistance. In 2019, Quartzo® and Presence® won Agriscience Intelligence's Best New Biological (Biopesticide) Product award.



Bionematicides can protect plant roots from nematode infection through multiple modes of action including biofilm formation.



European Innovation Center, Denmark

Three years ago, we established our European Innovation Center (EIC) in Hørsholm, Denmark, to accelerate in-house biological discovery and screening. At the EIC, scientists isolate natural microbes from soil and screen them for unique biopesticide or biostimulant solutions. In 2019 we expanded our facility to include state-of-the-art fermentation and downstream processing equipment. The new EIC pilot plant fermenters enable FMC to do its own process development and efficiently scale-up volumes of material for biological evaluation in the field.

Stavros Kalafatakis, Research Scientist, using the newly installed fermentation processing equipment at EIC, Denmark.

SOIL HEALTH

Improving and maintaining soil health is vital in promoting a sustainable food system. In 2015, we launched the Dr Soil™ Mobile lab soil testing service in Pakistan that allows farmers to complete a soil fertility test on their fields and equips them with essential soil science knowledge. This initiative enables farmers to have a deeper understanding of soil science and shift many out of unsustainable farming practices. We educated approximately 100,000 farmers through the Dr Soil™ program in 2019 and expanded the program to many

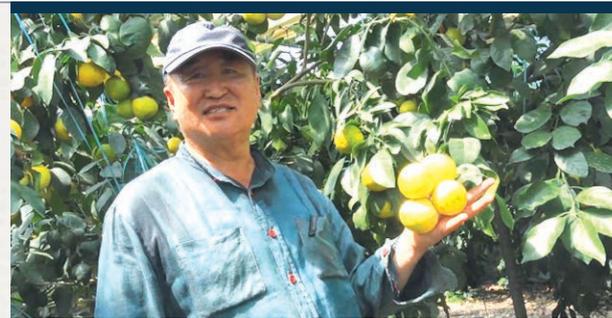
other countries in the Asia-Pacific Region including China, Korea and Indonesia. In Indonesia, we launched the Dr Soil™ compact 'Mobike kits' so FMC employees can transport the lab more cost-effectively using a motorcycle allowing greater farmer reach. In 2019, FMC was a recipient of the Agribusiness Intelligence Crop Science Forum and Awards Best Stewardship Program for the Dr Soil™ Mobile lab.



Dr Soil™ Mobike Kit

GROWER PERSPECTIVES

Accudo® bio-stimulant was developed to enhance crop growth in vegetables and fruits such as tomatoes, red peppers, cucumbers and strawberries. The product enhances crop growth by increasing phosphorus solubility in the soil. It was also developed to have a significantly lower dosage rate (approximately 1 liter per hectare) compared to competitive products in the market. We designed Accudo® bio-stimulant with a two-year shelf life whereas other biologicals in the market typically have a shelf-life of approximately one year. The extended shelf life minimizes the risk of dealing with expired product, avoiding financial losses for growers and also reduces costs and emissions associated with destroying obsolete product.



“ Accudo® bio-stimulant helps plants take up nutrients better. So, crops become healthier, which ultimately leads to higher yields. This year is much better than last year. So many of my tangerines are marketable. Last year, I harvested about 20,000kg of fruit. This year I estimate about 30,000kg. Much of my success this year can be attributed to the product.”

Mr Sun-Gwon So, Grower, Sae-mi Farm, Jeju, South Korea

THE FUTURE OF BIOLOGICALLY BASED CROP SOLUTIONS

FMC's journey into biological pesticides and bio-stimulants has just begun. We have submitted four biological strain registration dossiers to the European Union for approval. This achievement is a key milestone to develop and commercialize a first wave of biological solutions with fungicidal or nematicidal properties that help address the increased demand for zero residues on food. Furthermore, registration submissions have also been made in the U.S., Latin America and Asia Pacific countries for several biological products.

Precision Agriculture

As growers desire more visibility into the health of their fields and more precise tools to manage their crops, FMC is evolving our portfolio to address the changing needs of our customers. Our Precision Agriculture solutions enable growers and their advisors to operate more effectively and sustainably through the power of data and machine learning.

For over 75 years, FMC has been providing agronomic insights to our customers. Data-powered tools offer a clearer picture of our customers' unique needs and pest issues, enabling us to provide the crop protection advice our customers rely on in faster, easier, and smarter ways. Precision agriculture solutions from FMC

will plug into the systems that our growers are already using to provide easy access to information. We are dedicated to providing our customers with the best technologies to combat threats of disease, insects and weeds.

FMC is currently working with cotton growers in Greece to help predict bollworm pressure using Arc™ farm intelligence. In other countries, including Brazil, Spain and the United States, the platform is being piloted on a broad range of crops from brassicas to corn to lettuce.



Soybean
Glycine max



Arc™ Farm Intelligence

FMC's Arc™ farm intelligence enables growers to monitor insects and make pest management decisions with a higher level of precision and confidence. This proprietary mobile platform is a first in the agricultural industry to deliver real-time data that predicts insect pressure one week in advance with more than 90 percent confidence for key insects to help growers protect yields.

For key pests, Arc™ farm intelligence provides pest pressure forecasts based on aggregated historical data, hyper-local weather data and real-time regional pest mapping. The digital interface provides customized alerts for growers to manage scouting, indicate when action is needed and recommend treatment options. This solution results in decreased environmental impact by allowing farmers to spray at the right time to address pest pressure. Furthermore, these early detection systems can manage infestations before they escalate and, in the long run, can help delay pest resistance issues through more effective and targeted product application.

Product Highlight

Xyway™ 3D fungicide

In North America, we recently received U.S. EPA approval for Xyway™ 3D fungicide. This new at-plant fungicide is formulated for use with our 3RIVE 3D® application system.

For the first time, growers with 3RIVE 3D® application systems will be able to make at-plant fungicide applications for control of various foliar corn diseases such as Grey Leaf Spot and Northern Corn Leaf Blight.



Untreated Check

Xyway™ 3D fungicide
11.2 fl. oz./A at plant

Using the 3RIVE 3D® application system, Xyway™ 3D fungicide is placed in the soil near the seed in a concentrated ribbon of foam where the active ingredient is taken up throughout the season by the root system. This results in lower worker exposure, lower volume applications, better coverage, more consistent control and better plant uptake with less planter weight and less water.



FMC's 3RIVE 3D® application system

FMC will conduct large-scale farmer testing of Xyway™ 3D fungicide in corn in 2020. FMC anticipates commercially launching the fungicide in 2021 and is also evaluating its application in other crops.

Global Specialty Solutions

FMC's expertise in pest control extends beyond agriculture to include professional (turf, ornamental and structural pests), consumer (home, lawn and garden) and environmental management (vector control) sectors. FMC's Global Specialty Solutions (GSS) business aims to be a global leader in protecting public health and improving quality of life through sustainable innovation.

PROFESSIONAL

GSS SECTORS

CONSUMER

ENVIRONMENTAL
MANAGEMENT



**Scion™ with UVX™ Technology –
Keeping people safe from
diseases and pests**

In 2019, FMC launched Scion™ insecticide with UVX technology. Scion™ protects households from pests and vectors such as cockroaches, mosquitoes and ticks. It is engineered to provide immediate control and maintain a continuous residual even when faced with harsh surfaces, high temperatures and intense sunlight. These features make Scion™ ideal for long service intervals, tough pests or areas that face extreme conditions.

Scion™ is powered by gamma-cyhalothrin, the most efficient pyrethroid active ingredient. Gamma-cyhalothrin has the lowest use rate compared to other pyrethroids in the market.



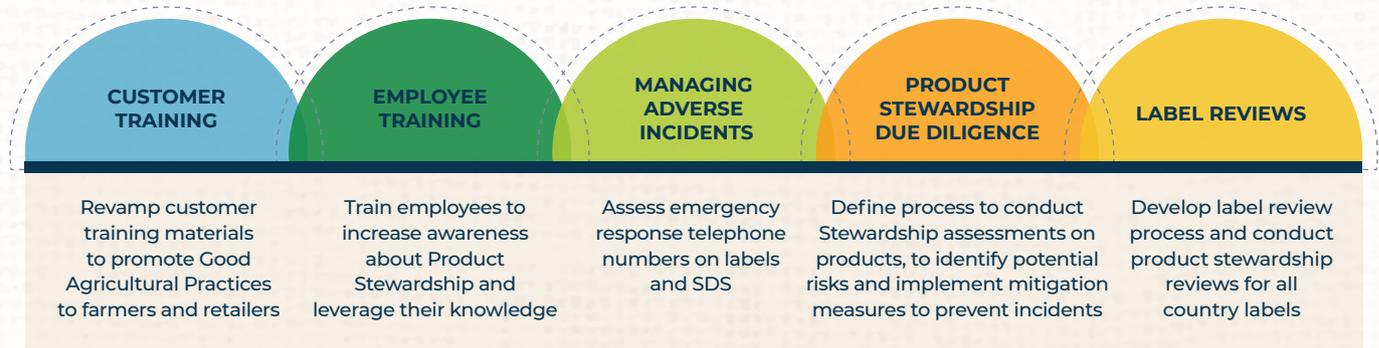
Apple
Malus domestica

Product Stewardship

Product stewardship is a key component of FMC's sustainability core value. We continue to strive for open and transparent communications about our product stewardship successes and challenges. In last year's report we outlined our stewardship strategic pillars – processes, engagement, measuring and monitoring. We are now focusing on the projects which will help identify any issues and gaps and then work towards successful mitigating solutions. Two important issues being addressed by FMC and CropLife International are training programs for farmers on the importance of personal protective equipment (PPE) when applying products and good management practices for empty product containers.

In India, recognizing that training is just one method for encouraging farmers to adopt responsible use of our products, we initiated a pilot program using the principles of behavioral science. In this program, members of our marketing and sales teams were trained on how to use behavioral science to improve their engagement with farmers in ways that can trigger positive changes in their behavior. The program focused on the use of PPE by farmers when using our products and the application of products at the correct dosage to optimize performance.

Product Stewardship Projects Overview



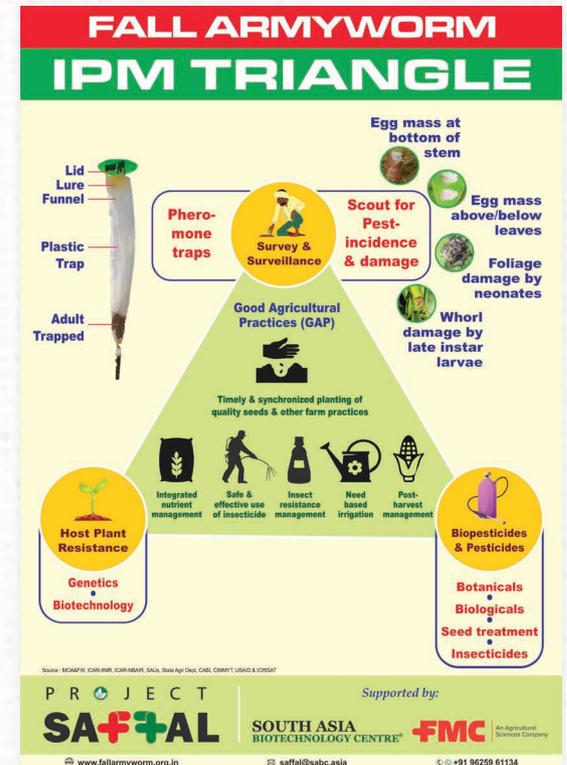
PROJECT SAFFAL – STEWARDSHIP THROUGH COLLABORATION

The Fall Armyworm (FAW) pest has been a serious concern for farmers throughout India. Originating in South America and spreading across Africa, the pest was confirmed in India in 2018. With no natural predators, the pest has now spread to 20 states and has greatly impacted India's corn production, affecting the food security of millions who rely on the crop for daily nutrition.

In May 2019, FMC India collaborated with the South Asia Biotechnology Centre to launch Project SAFFAL (Safeguarding Agriculture and Farmers against Fall Armyworm) to educate farmers on FAW. In its first year, Project SAFFAL reached over 7,000 farmers through dedicated training workshops across 11 states and has collaborated with numerous public sector institutions, retailers and students.

In August 2019, Project SAFFAL launched the fallarmyworm.org.in website which is a dedicated portal on FAW with a repository of information on FAW education, sustainable control strategies and FAW alerts.

Project SAFFAL is pivotal to the FAW campaign in India and has contributed significantly to capacity building, knowledge transfer and engagement among farmers, retailers, industry, scientists, academia and government officials.



An example of communication materials for Project SAFFAL.

FMC CHINA RECOGNIZED AS LEADER IN PRODUCT STEWARDSHIP

At the 6th Summit Forum of Pesticide Safety and Scientific Use organized by the China Crop Protection Industry Association (CCPIA), FMC China was recognized for three awards:

- ▶ **2019 Excellent Crop Health Management Solution Award** – Coragen® insecticide and 稻青青 (DQQ) herbicide
- ▶ **2019 Product Safety and Scientific Use, Outstanding Company Award** – FMC was recognized by industry experts for its efforts in conducting safety and scientific use training. FMC China has been working closely with government

authorities to organize more than 1,300 training sessions on product safety use, which has reached about 55,000 people, including farmers, retailers and distributors. Content includes how to read labels,

1,300

TRAINING SESSIONS

ON PRODUCT SAFETY USE

how to correctly use pesticides, how to implement the use of personal protective equipment, how to lower resistance risk and how to protect pollinators. In addition, FMC was lauded for its exemplary role in promoting the safety of the farmer-field environment, increasing pesticide use efficiency and utilization rate, as well as contributing to the healthy and sustainable development of the entire industry.

- ▶ **2019 Product Safety and Scientific Use Model Worker Award** – Xinlan Zhao, FMC's Technical

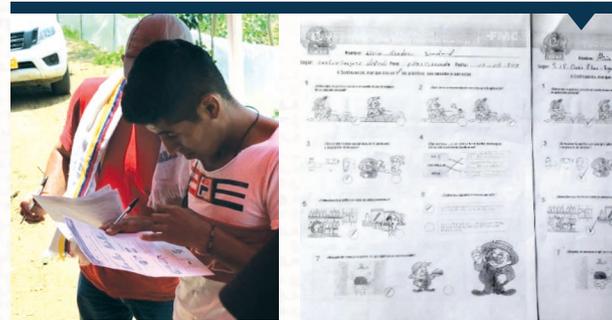
Services representative in Shandong Province, was recognized for her outstanding work in training stakeholders on the safe use of pesticides. She was selected from both government and private sector employees.



ENGAGING GROWERS IN THE ANDEAN REGION

In 2019, the Andean Region Stewardship Program utilized the 7 *Habits of Responsibility* during the Handling and Use of Pesticides program to engage customers on Good Agricultural Practices to help protect their health and the environment. Trainers from around the region conducted hands-on workshops to share these best practices. Since its inception, the program has trained over 12,000 farmers throughout the Andean region including Ecuador, Colombia and Peru. After each training session, a sample of participants were tested to ensure a proper understanding of the concepts shared.

In 2019, FMC received official commendation from the Ecuadorian Agrocalidad – *Agencia de Regulación y Control Fito y Zoosanitario* (Agricultural Regulation and Control Agency for Plant and Animal Health) for stewardship efforts in the Handling and Use of Pesticides program.



Participant testing for the Handling and Use of Pesticides program was conducted through a picture-based multiple-choice questionnaire with the option for participants to take the test in written or oral format.



Participants at the Handling and Use of Pesticides Program in Sonson Antioquia, Ecuador

Highly Hazardous Pesticides

FMC is continuing to phase out Highly Hazardous Pesticides (HHPs) from our product portfolio. We evaluate HHPs using the criteria and process defined by the United Nations Food and Agriculture Organization (FAO) which is the globally accepted regulatory classification scheme. At the end of 2019 we ceased sales of carbofuran in the few remaining countries where it was sold. We currently have eight HHPs remaining in our portfolio and are identifying those to be phased out over the next two years. In 2020, these eight HHPs account for less than 0.5 percent of projected global sales. Risk assessments and product stewardship programs for the remaining HHPs in the specific countries of sales continues so we are aware of any issues that may occur and can address them immediately.

Utilization of our Product Stewardship and Sustainability Assessment tool ensures that we screen out potential HHPs early in the development process of new products. Our commitment is steadfast to not develop or sell any new HHPs.

our PROGRESS

Tessa Scown,
Global Regulatory Ecotoxicologist



As a company, we need to ensure the sustainability and safety of our products to maintain the right to operate. Environmental standards may well be more stringent in the future. If we stretch ourselves and work towards higher standards now, we are setting ourselves up to continue to succeed in the future.”

– Tessa Scown, *Global Regulatory Ecotoxicologist*, FMC Corporation

Read Tessa's full interview on www.FMCsustainability.com/voices





Sugarcane
Saccharum officinarum

Community Engagement

We strive to impact the communities that surround us in positive ways. To monitor this, all manufacturing facilities and select R&D facilities report on their community engagement activities quarterly. Their activities are measured quantitatively using the Community Engagement (CE) Index*. Other facilities such as regional offices and shared service centers are also encouraged to give back to their surrounding communities and are monitored qualitatively.

2019 COMMUNITY ENGAGEMENT INDEX RESULTS

2019 Results on Community Engagement Index and progress towards **goal of 100 by 2025**



The CE score was slightly lower in 2019 as we added sites following the acquisition of part of the DuPont crop chemical business. In total, all sites included in the CE metric organized a total of 240 events across the world. In the coming year, we will be working with each site to deepen their community impact and ensure they are working to understand the needs of their communities.

*The Community Engagement goal and metric are detailed on page 4.

COMMUNITY EVENTS AROUND THE GLOBE

ASIA

Lahore, Pakistan – Rural Women’s Initiative



The Rural Women’s Initiative was launched in 2018. The program trains FMC sales personnel to raise awareness on a variety of topics regarding the role of women in the workforce. Through daily meetings with farmers, our sales personnel present ways in which women’s education can benefit society. These meetings are often with rural leaders who are almost exclusively men. To date, 100,000 farmers have participated in these presentations.

Singapore – Willing Hearts Soup Kitchen



FMC Singapore volunteered at the Willing Hearts Soup Kitchen, a volunteer-run organization that prepares, cooks and distributes 6,000 meals a day to over 40 locations across the island. Beneficiaries include the elderly, the disabled, low-income families, children from single-parent families or poverty-stricken families and migrant workers in Singapore. Twenty volunteers from Asia Pacific’s regional headquarters and the Tuas plant spent the day washing dishes and preparing food.

EUROPE

Uffholtz, France – Beehive Program



Through partnership with the urban beekeeping project, APIS City 68, our Uffholtz manufacturing facility installed three beehives on site in early 2019 to encourage sustainable beekeeping practices and support pollinator health. The project culminated with “Bee Day” on October 1, 2019 that included a talk, exhibition and honey sampling for all employees.



NORTH AMERICA

Middleport, New York – Community Food Pantry

FMC Middleport employees recently partnered with the Middleport Area Community Food Pantry to collect and donate nearly 1,000 pounds of food to help those in need during the spring holiday season. The pantry serves more than 60 local families on an ongoing basis. FMC employees worked alongside Local 1180 of the International Association of Machinists and Aerospace Workers and FMC plant management. “Our entire FMC Middleport team was very generous in collecting and contributing such a large volume of food for use by the Middleport Area Community Food Pantry,” said Dr. Roberta Kloda, FMC Middleport plant manager. “We are very fortunate and know how important it is to share with those in our community who are in need.”



Philadelphia, Pennsylvania – Philadelphia Science Carnival

In 2019, FMC became the Presenting Sponsor of the Philadelphia Science Carnival, an annual celebration in which the region’s leading scientific, educational and cultural institutions collaborate to create unique events to inspire passion for science in the Philadelphia community. With this increased sponsorship, we took our presence on the Benjamin Franklin Parkway to the next level and recruited over 70 employees to help make this day special through engaging, hands-on activities.



Manati, Puerto Rico

In September 2019, 60 employees of FMC’s Manati manufacturing site responded swiftly to gather supplies for the Hurricane Dorian relief effort for the Bahamas. Employees rallied together to collect



cleaning supplies, groceries and household items while the plant donated two generators to the cause. The effort was done in collaboration with the local State Emergency Management and Disaster Administration Agency.



LATIN AMERICA

Barra Mansa, Brazil

Twenty-four students from the University of the State of São Paulo Guaratinguetá Faculty of Engineering visited FMC’s Barra Mansa production facility for a day of learning to gain industry experience and ignite their passion for engineering and STEM fields. Lectures were presented on industry best practices and career advice in production, technology and Environmental Health and Safety sectors. Students were also exposed to continuous improvement tools such as lean six sigma. The event culminated with students joining hands with FMC employees to plant 35 trees on-site that are native to Brazil’s Mata Atlantica region. Over the years, FMC employees have collaborated both internally and with various student groups to plant more than 20,000 native trees on-site.



Campinas, Brazil – Varal da Solidariedade

Through the Varal da Solidariedade (Solidarity Clothesline) program, FMC Brazil employees exchanged Christmas cards made by students cared for by local NGO Primavera. Primavera provides afterschool education and professional help for children aged 6-18 and their families in Campinas, São Paulo. Approximately 1,500 pounds of food and toys were also collected by FMC employees and were distributed to students at Primavera.



2019 | Environmental Results

FMC CORPORATION METRIC	2019 RESULTS (Compared to 2018 Baseline)	2030 GOAL (Compared to 2018 Baseline)
Energy intensity	-14%	-25%
GHG emissions intensity	-14%	-25%
Waste disposed intensity	-12%	Sustain to 2018 intensity
Water use intensity at high-risk locations	-24%	-20%

FMC measures and reports our environmental footprint on an intensity basis – i.e., energy (in gigajoule), GHG emissions (tonne CO₂ equivalent), waste disposed (tonne), and water use at high-risk locations (cubic meter) per tonne of product. The table to the left shows progress towards our environmental reduction targets at the end of 2019. The metrics include all the DuPont sites we acquired in November 2017 but excludes all Lithium sites (now known as Livent) that were separated in March 2019. Significant intensity reductions were achieved for all environmental metrics against our 2030 Sustainability Goals. This was primarily due to efficiency and yield improvements, reduced unplanned shutdowns and increased total production of 11 percent in 2019 compared to baseline year 2018. We also shifted product mix towards producing products that utilized less resources. In addition, we initiated several sustainability related projects to reduce energy and water usage and reduce waste generation for disposal. Such measures have also reduced our absolute energy usage, GHG emissions, water usage and waste disposed amounts. The charts below include environmental metrics for FMC sites (all FMC-owned manufacturing sites and the FMC Stine Research Center), active ingredient contract manufacturing sites and independent companies (see next page for further detail).

For further details on our environmental progress, please visit www.FMCsustainability.com

Global Energy Use



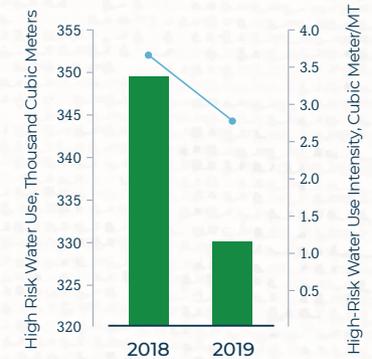
Global GHG Emissions



Global Waste Disposed



Global High-Risk Water Use



Notes about Environmental Data:

1. In 2019, energy, GHG emissions, water, waste and production data for legacy FMC and legacy DuPont were externally assured. In the chart above, they are combined and referred to as 'FMC'.
2. In 2019, the external assurance did not include the active ingredient contract manufacturing sites.
3. The intensity calculations above only include data from FMC-owned facilities and do not include footprint data from active ingredient contract manufacturers and independent companies.
4. The environmental footprint from active ingredient contract manufacturing sites includes energy, GHG emissions and waste disposed. Water use at high risk locations is not reported at this time.



ENVIRONMENTAL FOOTPRINT

FMC has a network of manufacturing sites that synthesize active ingredients (AIs) and perform the final steps of product formulation, mixing and packaging. We also conduct extensive R&D activities to develop sustainable products for the future. The environmental footprint of these sites is tracked on a monthly basis. As growers' needs change and pest pressures increase, we adjust our AI product mix to address these challenges for our customers.

In 2019, we set new 2030 environmental goals for FMC-owned sites to reflect the changes to our business with the acquisition of the DuPont Crop Protection Business and the separation of the FMC Lithium business (see page 5 for more details). Sites work both independently and in collaboration with FMC's Technology Center and sustainability team to determine strategies to consistently improve our resource utilization.

FMC-OWNED SITES

- 1 Energy** – In 2019, we completed energy audits at two AI sites and one R&D site. As a result of these audits, we have invested in energy-efficient process equipment, heating, ventilation, and air conditioning (HVAC) systems and boiler replacements. In 2019, we also experienced minimal unexpected disruptions compared to 2018. This resulted in a reduction in absolute energy use by 4 percent and energy intensity by 14 percent compared to our 2018 baseline.
- 2 GHG Emissions** – In 2019, reduction in GHG emission intensity was achieved primarily through reducing energy usage, as described in the previous section. In 2019, we achieved a reduction in absolute GHG emissions by 4 percent and GHG intensity by 14 percent compared to our 2018 baseline.
- 3 Waste** - In 2019, our manufacturing sites produced hazardous waste, non-hazardous process waste and non-hazardous non-process waste (primarily office waste). During this time, we improved our manufacturing

processes to use more concentrated reactants and reduced production of a waste intensive product. We have also undertaken projects to divert certain waste streams for beneficial end use. For example, at our Mobile, Alabama, site we are working with an external partner on a process to recover and reuse valuable solvent from one of our waste streams. In 2019, these measures resulted in a reduction of total waste disposed (waste to incinerator, landfill, external disposal and waste water) by 1 percent and waste disposed intensity by 12 percent compared to our 2018 baseline.

- 4 Water** - In 2019, we reassessed our sites as defined by the World Resources Institute (WRI) aqueduct tool version 2.1. WRI uses 11 key water indicators to assess the risk level of a site. Eleven of our manufacturing sites fall within the medium- to high-risk zones based on the key water indicators (e.g., baseline water stress, groundwater table decline, wastewater and sanitation management). After an internal assessment of each of the 11 sites, we do not anticipate any significant issues in the near term. However, we will continue to closely monitor these sites. In 2019, we achieved a 6 percent reduction in absolute water use and a 24 percent reduction in water intensity at these sites compared to our 2018 baseline. We achieved this primarily through steam condensate recovery improvements at our Manatí, Puerto Rico, site. As part of the project, we improved the collection of condensate generated by heating processes and the ability to reuse it as boiler feedwater.

FMC ACTIVE INGREDIENT CONTRACT MANUFACTURING SITES

FMC works with several third-party contract manufacturing sites to synthesize select AIs and intermediate products. These sites are not under FMC's operational control and thus excluded from our 2030 environmental goals. However, we work closely with them to monitor their environmental footprint. FMC helps these sites achieve an improved environmental footprint through upgraded technology and capital investment.

- 1 Energy** – Energy intensity increased by 13 percent compared to the 2018 baseline. In early 2019, operations at two contract manufacturing sites based in China were suspended following a fire and explosion at a separate facility approximately half a kilometer away. Through this suspension of production, energy was still consumed to keep the facilities in operational condition and to comply with the local government regulations to keep waste treatment facilities running. This resulted in overall increase in energy intensity.
- 2 GHG Emissions** – GHG emissions intensity increased by 7 percent compared to the 2018 baseline. A favorable energy mix (higher proportion of electricity compared to steam) resulted in a lower increase in GHG intensity compared to energy intensity.
- 3 Waste** – Waste disposed intensity remained relatively flat compared to 2018, increasing only by 1 percent. The marginal increase was due to the suspension of production activity at two of our sites, as mentioned above.

INDEPENDENT COMPANIES

At select FMC-owned manufacturing sites, independent companies operate within our premises and use FMC-owned utilities and waste treatment facilities. These companies are not under FMC's operational control and are therefore excluded from our 2030 environmental goals. However, as they reside within our physical boundary, their energy footprint is included with our Scope 1 emissions as per the GHG protocol.

CONTINUED PROGRESS

Making progress on these goals requires identification and implementation of projects to reduce our environmental footprint. In 2019, FMC reset its environmental goals to reflect our current business. In the past year, we have also aggressively engaged internal and external technical resources to develop a project pipeline that will help us achieve the ambitious environmental goals we have set for 2030.

Remediation and Beneficial Reuse of our Legacy Sites

As a 138-year-old chemical company, FMC has evolved significantly. Remediating former industrial areas, particularly older sites, are complex initiatives that often take decades to complete. FMC's approach to remediation focuses on transforming these sites where possible, into usable spaces where people and ecosystems can thrive. Here are examples of three sites that are in various stages of completion:

NEWARK, CALIFORNIA



Contractors performing soil remediation at Newark site

The conceptual design to the left represents the planned mixed use residential and commercial redevelopment on a portion of a former FMC property in Alameda County, California. Redevelopment of the entire FMC property into a mixed-use area including residential buildings, retail space, a neighborhood

park and a transportation hub is part of a broader development plan established by the city. FMC is performing the remediation of the property in phases to expedite redevelopment and support the city's plan.

FMC completed soil remediation to meet residential use standards on approximately 33 acres of this 40-acre site in 2017-2018. In 2019, FMC sold approximately 17 acres of the property for the first phase of redevelopment.

Development activities began in late 2019. FMC also received the necessary approvals from the local environmental regulatory agency to allow for the second phase of redevelopment on another 17 acres of the FMC property to begin in 2020, which will include mixed use residential, retail and transit. In 2020, FMC will begin the final phase of remediation retail on the remaining land, which will be converted into a public park. The remedy selected for the park area in 2019 will involve treating contaminants in-place, thereby significantly reducing waste generation, GHG emissions and worker/public safety hazards compared with off-site transportation and disposal. Investing in remediation to residential use standards, which are more stringent than those for industrial use, will allow for beneficial reuse of this former manufacturing site to help meet the growing demand for housing in the San Francisco Bay Area.

MIDDLEPORT, NEW YORK

On June 7, 2019, FMC entered into a new Order on Consent and Administrative Settlement with the New York State Department of Environmental Conservation (NYSDEC). This Order outlines activities and responsibilities related to the remediation of both on- and off-site areas that have been impacted by historical operations at our Middleport, New York, manufacturing plant. Settlement between FMC and NYSDEC concludes litigation between the parties, places FMC and the community in a positive position for effective clean-up, and ensures the FMC Middleport plant can continue to operate without disruption. As the NYSDEC continues with its ongoing residential remediation activities through 2020, FMC is preparing to safely and successfully take over off-site clean-up work in 2021.

PORTLAND HARBOR

The 1964 aerial photograph below shows the former FMC barge and railcar manufacturing facility located on the Willamette River in Portland, Oregon. FMC owned and operated this facility until approximately 1985 but it continues to be operated by other parties today. Due to FMC's historical use of this property, the U.S. Environmental Protection Agency has named FMC as one of hundreds of "Potentially Responsible Parties" for the Portland Harbor Superfund Site, an approximately 10-mile portion of the lower Willamette River. The U.S. EPA recently announced an objective to begin the design of the remedy for the entire superfund site in 2020. To support U.S. EPA's goal of accelerating cleanup at the site, FMC voluntarily entered into an Administrative Order on Consent with U.S. EPA in late 2019 to perform remedial design for a portion of the river adjacent to the former FMC facility, despite the fact that the other parties with significant current or former operations in this area have not agreed to participate. Design efforts will begin in 2020 and will take several years to complete at which point U.S. EPA will negotiate new agreements with responsible parties to perform the remedy implementation. In addition to U.S. EPA, the remedial design will be performed under the oversight of the Oregon Department of Environmental Quality and several Native American tribes. The State of Oregon and the City of Portland have agreed to provide partial funding.



ASSURANCE STATEMENT

INDEPENDENT ASSURANCE STATEMENT TO FMC CORPORATION

ERM Certification and Verification Services (ERM CVS) was engaged by FMC Corporation (FMC) to provide limited assurance in relation to the specified 2019 environmental, health and safety data in the 2019 FMC Sustainability Report ('the Report') and on <https://FMCsustainability.com/data-gri/> as set out below.

ENGAGEMENT SUMMARY	
Scope of our assurance engagement	Whether FMC's 2019 data for the following environmental (absolute and intensity) and safety indicators are fairly presented, in all material respects, with the reporting criteria: <ul style="list-style-type: none"> • Scope 1 GHG Emissions (from direct energy use) [Kilotonnes CO₂e] • Scope 2 GHG Emissions (location-based method) [Kilotonnes CO₂e] • Total GHG Emissions [Kilotonnes CO₂e] • GHG Intensity [Tonnes CO₂e/Tonne of Production] • Total Energy Use [KiloTerajoules] • Energy Intensity [GJ/Tonne of Production] • Total Water Use [Thousand Cubic Meters] • Total High Risk Water Use [Thousand Cubic Meters] • High Risk Water Intensity [Cubic Meters/Tonne of Production] • Total Production [Tonnes of Production] • Total Recordable Incident Rate [TRIR] • Total Waste Generated [Kilotonnes] • Total Waste Disposed [Kilotonnes] • Waste Disposed Intensity [Kilotonnes/Tonne of Production]
Reporting criteria	WBCSD/WRI GHG Protocol (2004, updated 2015) for the Scope 1 and 2 GHG emissions (excluding refrigerants and process emissions); FMC's internal reporting criteria and definitions
Assurance standard	ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised).
Assurance level	Limited assurance.
Respective responsibilities	FMC is responsible for preparing the Report and for the collection and presentation of the information within it. ERM CVS's responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.

OUR CONCLUSIONS

Based on our activities, nothing has come to our attention to indicate that the 2019 data for the specified indicators, as listed above, are not fairly presented, in all material respects, with the reporting criteria.

OUR ASSURANCE ACTIVITIES

Our objective was to assess whether the 2019 data for the specified indicators are reported in accordance with the principles of completeness, comparability (across the organization) and accuracy (including calculations, use of appropriate conversion factors and consolidation).

We planned and performed our work to obtain all information and explanations that we believe were necessary to provide a basis for our assurance conclusions.

A multi-disciplinary team of EHS and assurance specialists performed the following activities:

- Interviews with relevant staff to understand and evaluate the data management systems and processes (including systems and internal review processes) used for collecting and reporting the data for the specified indicators;
- A review of the internal indicator definitions and conversion factors;
- Visits to three sites (Jinshan, China; Ronland, Denmark; Mobile, AL, U.S.A) and two virtual sites (Lahore, Pakistan; Uberaba, Brazil) to review local reporting processes and consistency of reported annual data with selected underlying source data for each indicator. We interviewed relevant staff, reviewed site data capture and reporting methods, checked calculations and assessed the local internal quality and assurance processes;
- An analytical review of the data from all sites and a check on the completeness and accuracy of the corporate data consolidation;
- Year-end assurance activities at corporate level including the results of internal review procedures and the completeness and accuracy of the consolidation of the data for the specified indicators from the site data; and
- A review of the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context. Our independent assurance statement provides no assurance on the maintenance and integrity of the website, including controls used to achieve this, and in particular whether any changes may have occurred to the information since it was first published.



Jennifer Iansen-Rogers
Head of Corporate Assurance Services
22 May 2020



ERM Certification and Verification Services, London | www.ermcvs.com; email: post@ermcvs.com

ERM CVS IS A MEMBER OF THE ERM GROUP. THE WORK THAT ERM CVS CONDUCTS FOR CLIENTS IS SOLELY RELATED TO INDEPENDENT ASSURANCE ACTIVITIES AND AUDITOR TRAINING. OUR PROCESSES ARE DESIGNED AND IMPLEMENTED TO ENSURE THAT THE WORK WE UNDERTAKE WITH CLIENTS IS FREE FROM BIAS AND CONFLICT OF INTEREST. ERM CVS AND THE STAFF THAT HAVE UNDERTAKEN WORK ON THIS ASSURANCE EXERCISE PROVIDE NO CONSULTANCY RELATED SERVICES TO FMC CORPORATION IN ANY RESPECT.

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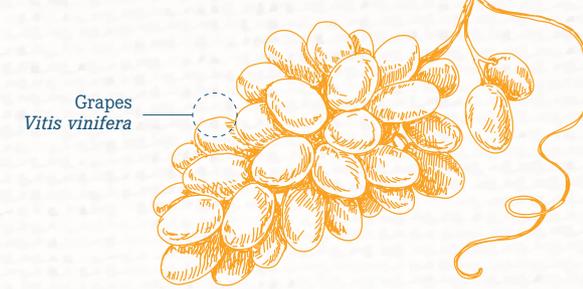
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Vice President, Global Procurement, Global Facilities and Corporate Sustainability

Shawn R. Whitman

Vice President, Government Affairs

UNITED NATIONS GLOBAL COMPACT

Communication on Progress

FMC became a signatory to the UN Global Compact (UNGC) in 2015. This is our fifth Communication on Progress indicating our activities and management systems in support of the UNGC principles.

More information on our initiatives to support the UNGC principles can be found on www.FMCsustainability.com



TOPIC	UNGC PRINCIPLE	FMC'S INITIATIVES TO SUPPORT UNGC PRINCIPLES		
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> Human rights policy Code of Ethics and Business Conduct 	<ul style="list-style-type: none"> Human Rights in the Supply Chain training 	<ul style="list-style-type: none"> Supplier code of conduct Supplier screening process
	Principle 2: Make sure that businesses are not complicit in human rights abuses.	<ul style="list-style-type: none"> Human rights policy 	<ul style="list-style-type: none"> Code of Ethics and Business Conduct 	<ul style="list-style-type: none"> Supplier code of conduct Sexual harassment prevention campaign
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> Human rights policy 	<ul style="list-style-type: none"> Code of Ethics and Business Conduct 	
	Principle 4: The elimination of all forms of forced and compulsory labor.	<ul style="list-style-type: none"> Human rights policy Code of Ethics and Business Conduct 	<ul style="list-style-type: none"> Supplier code of conduct 	<ul style="list-style-type: none"> Supplier screenings
	Principle 5: The effective abolition of child labor.	<ul style="list-style-type: none"> Human rights policy Code of Ethics and Business Conduct 	<ul style="list-style-type: none"> Supplier code of conduct 	<ul style="list-style-type: none"> Supplier screenings
	Principle 6: The elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> Human rights policy Code of Ethics and Business Conduct FMC Employee Resource Groups 	<ul style="list-style-type: none"> Revision of FMC policies to be more inclusive Sexual Harassment prevention campaign 	<ul style="list-style-type: none"> D&I strategy D&I training for senior leadership Domestic partner and transgender benefits (U.S.)
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> CDP climate change module submission Climate change statement 	<ul style="list-style-type: none"> Environmental risk assessments for agricultural products Sustainability assessments for products in R&D pipeline 	<ul style="list-style-type: none"> Adherence to stringent regulatory frameworks
	Principle 8: Undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none"> CDP climate change module submission Responsible Care 	<ul style="list-style-type: none"> 2030 environmental goals and progress 	<ul style="list-style-type: none"> Product Stewardship programs
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> Precision agriculture Arc™ farm intelligence 	<ul style="list-style-type: none"> Evalio® AgroSystems Plant health products 	<ul style="list-style-type: none"> Seed treatment products Sustainability assessments for products in R&D pipeline
Anti Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> Ethics on-line training course The Foreign Corrupt Practices Act (FCPA) compliance standard process 	<ul style="list-style-type: none"> Training of FMC organization and FMC's key third parties Anti-trust compliance campaign for FMC employees 	<ul style="list-style-type: none"> FCPA audits Code of Ethics and Business Conduct



“

We are making ourselves as a company more accountable to the community - that we want to be sustainable. I think that is a very strong message, especially if you know FMC. Once we say we are accountable for something, we deliver.”

Jakob Kylesbech,
Site Manager, FMC Corporation

Rønland, Denmark



An Agricultural
Sciences Company

FMC Corporation
FMC Tower at Cira Centre South
2929 Walnut Street
Philadelphia, PA 19104
USA

[FMC.com](https://www.fmc.com)