

FOR



TO COME

2021 SUSTAINABILITY REPORT

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ABOUT THIS REPORT & REPORTING FRAMEWORKS



TCFD



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

Our annual sustainability report continues to be a key engagement and transparency function for FMC. The environmental and safety data in this report include all sites under FMC's operational control in the 2021 calendar year. All greenhouse gas (GHG) emissions are reported in accordance with the Greenhouse Gas Protocol.

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

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

GLOBAL REPORTING INITIATIVE (GRI)

This report and our web-based content at [FMC.com/sustainability](https://www.fmc.com/sustainability) have been prepared in accordance with the GRI Standards: Core option. A detailed GRI Content Index can be found in [Appendix D](#) in our digital appendices.

EXTERNAL ASSURANCE OF ENVIRONMENTAL DATA

FMC engaged ERM Certification and Verification Services to provide limited assurance in relation to specified 2021 environmental and safety data. The scope of this assurance includes Scope 1 and 2 emissions at our manufacturing sites and Stine, Scope 3 emissions (including Categories 1, 2, 3, 5, 6, 7, 8, 9 and 12), waste (generated and disposed) and water use. The ERM CVS assurance letter is on [page 38](#) and provides the complete list of data assured in 2021.

MATERIALITY

The information and topics covered in this report were guided by our 2020 materiality assessment that was completed in accordance with GRI standards. This assessment was accomplished through surveys with stakeholders. Further details on this assessment and the materiality matrix can be found in [Appendix B](#). FMC is in the process of conducting a 2022 materiality assessment.

REPORTING FRAMEWORKS

United Nations Global Compact (UNGC)

A principle-based framework for global companies committed to responsible business practices in the areas of human rights, labor, the environment and anti-corruption.

FMC became a signatory to the United Nations Global Compact (UNGC) in 2015. This report represents our seventh Communication on Progress in support of the UNGC principles. A summary of our Communication on Progress can be found on our [website](#).

Task Force on Climate-Related Financial Disclosures (TCFD)

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

Sustainability Accounting Standards Board (SASB)

These Key Performance Indicators (KPIs) for sustainability provide a series of standards to reporting companies from all sectors.

CDP

The global disclosure system that allows investors, companies, cities, states and regions to manage their environmental impacts. FMC has been reporting to CDP since 2016.

To read more about our reporting frameworks visit [FMC.com/sustainability/sustainability-data-and-reporting](https://www.fmc.com/sustainability/sustainability-data-and-reporting).



A MESSAGE

from Mark Douglas,
President and
Chief Executive Officer

Growing Our Business Sustainably

Future generations depend on companies like FMC to take a more active role in solving global challenges such as climate change, food insecurity and social injustice. I am proud to say that over the past year, we have made notable progress on FMC's climate strategy and our diversity, equity and inclusion goals. We have also continued to invest in and expand our portfolio of innovative solutions to advance sustainable agriculture globally. However, as we continue to see growing instability in nearly every corner of the world, we know there is much more work to do.

After steadily declining over the last 10 years, world hunger is now on the rise, driven largely by conflict, climate change and the COVID-19 pandemic. The need for food systems transformation is greater than ever.

Healthy food systems depend on sustainable agriculture, from farming practices that reduce emissions and conserve natural resources to products that improve soil quality and prevent food loss and waste. Throughout this report, you will find examples of how we are working to increase the productivity, sustainability and equity of crop yields across global populations.

In early 2022, we announced a new set of commitments to augment our sustainability strategy and drive tangible progress in three areas: **Protection**, **Innovation** and **Engagement**. These pillars, along with the strategic imperatives we've defined to drive progress in each, are the foundation of FMC's global sustainability platform. In addition to serving as our roadmap for the future, the platform will hold us accountable to our commitments on climate, food security, conservation and diversity, equity and inclusion. I encourage you to continue reading to learn more about our **Vision for a Sustainable Future**.

As we developed our platform, we continued to build momentum on several key goals. Notable achievements over the past year include:

- We committed to achieve **net-zero greenhouse gas emissions by 2035** and submitted our near-term, 2030 targets to Science Based Targets initiative (SBTi) Business Ambition for 1.5°C.
- We **reset our long-term environmental goals** to drive absolute reductions in water and waste.
- We **signed on to the Task Force on Climate-related Financial Disclosures** (TCFD) and

are conducting scenario analyses to inform management decisions related to climate risks and opportunities.

- Across our company, we continued to make **progress on Diversity, Equity and Inclusion**, particularly on our gender and race equity goals. We also tied our gender and race equity goals to executive compensation and performance goals for leaders throughout the organization.
- We invested in and strengthened our partnerships to **accelerate agricultural innovation** in precision and digital technologies as well as advanced biological solutions.

Our ability to become a more sustainable company is tied directly to our business value and long-term success. As we move forward, we will continue to evaluate opportunities within the context of FMC's growth strategy and where we can have the most impact based on our strengths as a global, agriculture-focused company.

Our plan for a more sustainable future will require time, innovation, ingenuity and determination from every corner of FMC. It will require greater collaboration internally and externally as we seek strategic partnerships to help us along the way. **We have always been a company that embraces the biggest challenges and we are confident that each step of the journey will drive progress across our company and agriculture globally to create a better world for generations to come.**

Mark Douglas

President and
Chief Executive Officer
FMC Corporation

OUR COMPANY

FMC Corporation is a leading provider of innovative crop protection solutions for growers around the world.

We have a broad portfolio of proprietary crop protection products and a robust pipeline fueled by innovative discovery and development capabilities in crop protection, plant health and professional pest and turf maintenance solutions. FMC employs more than 6,000 employees around the globe.

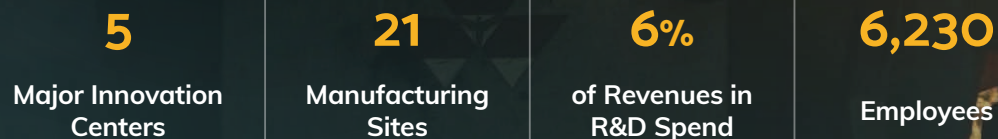
Our six Core Values define who we are and how we do business: **Customer-Centricity, Sustainability, Respect for People, Safety, Integrity and Agility.** Collectively, these values guide us as individuals and as a global team of people around the world. Operating with integrity is of utmost importance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

FMC Global Locations

● Offices ● Manufacturing ● Research and Technology Center



Current Global Footprint



Main Product Lines

- 1 Insecticides
- 2 Herbicides
- 3 Fungicides
- 4 Biologicals
- 5 Seed Treatments
- 6 Micronutrients

A Global Workforce



2021 PERFORMANCE

In addition to strong financial results in 2021, we continued to make progress on our sustainability goals, including our 2025 operational goals (sustainable innovation, safety, community engagement) and 2027 workforce diversity goals. This data is presented below and in [Appendix C](#).

This year, **we will not report progress on our 2030 environmental goals**. In 2021, we reevaluated these goals against current data and science, and decided to commit to greater change across our company with more aggressive targets. Our first step was to set a net-zero target aligned with Science Based Targets initiative (SBTi). SBTi requires us to use a 2021 baseline and our previous 2030 goals compared to a 2018 baseline. We also recalculated our waste and water goals based on a 2021 baseline.

Our new environmental goals are presented on page 8 and 9 of this report. We will report on progress against these goals on a regular basis going forward.

2025 Sustainability Goals

Innovation	Safety	Community Engagement
100% R&D spend on sustainably advantaged products	<0.1 Total Recordable Incident Rate (TRIR)	100 on the Community Engagement Index
2021 Progress		
97%	0.07	84

2027 Workforce Diversity Goals

Black/African American Representation	Female Representation
14% representation in the U.S. workforce	50% representation in the global workforce
2021 Progress	
9.4%	30.4%

Revenue by Region | 2021 FY



2021 Financial Performance Summary

For the year ending December 31, 2021, FMC Corporation recorded the following results:

\$5.05	\$734	\$1.32*	\$5.70	\$6.93*
Annual Revenue (billions)	GAAP Net Income (millions)	Adjusted EBITDA (billions)	GAAP Diluted Earnings Per Share	Adjusted EBITDA 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.

VISION FOR A SUSTAINABLE FUTURE



We believe that true sustainability goes beyond conservation. It requires all of us to find new ways to enhance the health of our planet and the vitality of our communities.

Rooted in the traditions of sustainable farming, **Greater Than Green** is our shared promise to drive progress across our company and agriculture globally to create a better world for generations to come.

The world needs a thriving and sustainable food system, and we all play a vital role. Greater Than Green elevates our long-standing commitments to protect the biodiversity of our land, enrich the health of our soils and increase the productivity and equity of crop yields across global populations. Together, we can make a global difference.

For FMC, Greater Than Green raises the personal and professional standards of environmental and social responsibility. It demands that each of us go beyond the expected to make a greater difference where we work and where we live. Aligned with Key UN Sustainable Development Goals, it is designed to drive tangible actions in three important areas: **Protection**, **Innovation** and **Engagement**.

To watch the video on our Greater Than Green platform, visit [FMC.com/sustainability](https://www.fmc.com/sustainability).

FMC Global Sustainability Pillars



PROTECTION

Moving beyond reduction of our footprint to drive **meaningful improvements in emissions, energy, water and waste.**



INNOVATION

Thinking beyond the current landscape to pioneer new agro-technologies that better **protect biodiversity and natural resources** at the core of our global food system.



ENGAGEMENT

Seeing beyond our individual differences and interests to **forge deeper and more productive relationships** with farmers, business partners, our communities and each other.

Aligned United Nations (UN) Sustainable Development Goals



Zero Hunger

Eliminate hunger and malnutrition



Life on Land

Protect and restore ecosystems



Climate Action

Combat climate change and its impacts



Decent Work and Economic Growth

Promote inclusive, equitable economic growth





New

OUR IMPERATIVES

Achieve **net-zero greenhouse gas emissions** by 2035

Use **renewable energy** sources across all FMC locations

Drive absolute reductions (tons) in **water usage and waste generation**

PROTECTION

Moving beyond reduction of our footprint to drive **meaningful improvements in emissions, energy, water and waste.**

UN Sustainable Development Goal Alignment:



Committing to Greater Change

OUR JOURNEY TO NET-ZERO BY 2035

At FMC, we are rooted in science. So when we announced our commitment to **net-zero greenhouse gas (GHG) emissions by 2035**, we were determined to take a scientific approach, **setting science-based targets in line with the Science Based Targets initiative (SBTi) Net-Zero Standard**. By setting science-based targets, we are accountable for progress clearly aligned with keeping the global temperature within 1.5°C above pre-industrial times as set forth by the Paris Agreement.

Earlier in 2022, we achieved the first milestone in our net-zero journey, submitting our near-term 2030 emissions reduction targets for Scopes 1, 2 and 3 to SBTi. These include:

42%
absolute reduction for Scope 1 & 2 emissions

25%
absolute reduction for Scope 3 emissions

2022 – 2023 PRIORITIES

1

Develop a roadmap to achieve **emissions reduction target**

2

Renew long-term **water and waste goals**

3

Establish a **sustainable sourcing policy**



To get here, we spent the latter part of 2021 **quantifying emissions across FMC’s entire value chain**, working closely with our Operations, Procurement and R&D teams. The process was rigorous but necessary for us to understand all factors that contribute to our emissions and build out our reduction roadmap. To do this meant **expanding our reporting boundary to include all FMC-owned locations and transportation fleet**, and performing an in-depth analysis of our Scope 3 emissions.

Partnership with internal and external stakeholders is a key part of our climate strategy, as our commitment to reduce GHG emissions goes beyond FMC’s operations. Like most companies, the majority of our emissions –

WE ARE COMMITTED TO COUNTING EVERYTHING, INCLUDING CHALLENGING SCOPE 3 EMISSIONS.

94 percent – are Scope 3. **To drive sustainable progress, we must focus on reducing Scope 3 emissions.** As part of this, we have engaged key suppliers, many of whom have their own climate goals. We are looking forward to partnering with employees, contractors and customers across



our global business to reduce emissions in a way that has a meaningful and measurable impact on climate change.

Our next step is to **submit our long-term net-zero targets to SBTi in Q3 2022**. As we develop these targets, we are focusing on locations with the largest Scope 1 and 2 emissions, identifying opportunities for process efficiencies, renewable energy and technology advancements. Most recently, Stine Research Center, FMC's global R&D headquarters and one of our top three energy consumers, completely overhauled its heating and cooling system to improve energy efficiency. As a result of this and other improvements, the site's current energy use is down 10 percent from 2019.

TOGETHER WITH OUR PARTNERS, FMC IS LEADING THE WAY TO **NET-ZERO** – OUR PLANET'S BEST CHANCE FOR A **HEALTHY AND PROSPEROUS FUTURE**.

Achieving net-zero will be no small feat and there is no direct path to get there. It will be a challenge that requires time, innovation, ingenuity and determination. As we move forward, we will continue to be transparent about our progress, our challenges and our learnings to help others on their journey. We are in this together and each of us plays a role in the fight against climate change and preserving our planet for future generations.

New

LONG-TERM ENVIRONMENTAL GOALS

Our new environmental metrics represent a significant leap forward for FMC's longstanding commitment to sustainability. With aggressive goals around net-zero emissions, energy, water and waste, we're setting a new standard for sustainability in our industry.

Most notably, we shifted from intensity-based to absolute measurements of our environmental footprint. "Absolute" refers to the total quantity of greenhouse gas emissions released into the atmosphere, or the total amount (in tons) of water used and waste generated. While intensity metrics can be useful for benchmarking purposes, it's the absolute quantities that have the greatest impact on the planet.

Continuing to reduce our environmental footprint in absolute terms will be a challenge for our growing company, but we are committed to doing what is necessary to drive meaningful improvements that help us meet our goals.

100%
of all sites
by 2035

Use Renewable Energy

Incorporating renewable energy at all FMC sites is necessary for us to achieve our net-zero goal. This includes procurement of renewable energy sources, producing our own where feasible and developing novel energy solutions that can be implemented across sites.

100%
by 2035

Waste to Beneficial Reuse

100 percent waste-to-beneficial reuse by 2035, includes reductions in waste generation, reuse of materials, recycling and energy recovery.

Net-Zero

by 2035

Absolute GHG Emissions

FMC recently achieved the first milestone in our net-zero journey, submitting near-term 2030 emissions reduction targets to SBTi Business Ambition for 1.5°C. These include 42 percent absolute reduction for Scopes 1 and 2 emissions and 25 percent absolute reduction for Scope 3 emissions.

100%
of all sites

by 2035

Implement Sustainable Water Practices

FMC has committed to implement sustainable water practices as defined by the Alliance for Water Stewardship (AWS) Standard at all sites by 2035. We will focus on high-risk areas, pursuing AWS certification for those sites by 2030.

ANNOUNCING NEW LONG-TERM WATER AND WASTE GOALS

In addition to our company-wide emissions, we are actively tracking and reducing water use and waste disposal across our manufacturing sites. After an extensive analysis of our current metrics, we reset our long-term water and waste goals. **We have committed to implement sustainable water practices at all sites and 100 percent beneficial reuse of waste generated by 2035.**

Our environmental responsibility is not just about reducing how much we consume or generate; it's about how we use our resources. Our **100 percent beneficial reuse by 2035** goal ensures that we prioritize not only innovative ways to reduce overall waste generated, but also the reuse, recycling and energy recovery. And by implementing sustainable water practices at all of our sites, we are focusing on being good water stewards, especially in high-risk areas.

Environmental Metrics

EXTERNAL ASSURANCE

In 2021, we engaged ERM CVS to perform a limited assurance of our environmental and sustainability data. The scope of this assurance includes Scope 1 and 2 emissions at our manufacturing sites and Stine, Scope 3 emissions (including Categories 1, 2, 3, 5, 6, 7, 8, 9 and 12), waste (generated and disposed) and water use. The ERM CVS assurance letter is on page 38 and provides the complete list of data assured in 2021.



Energy

Total Energy Use (Terajoule)	2,162.99
Total Renewable Energy (Terajoule)	32.64

We are continuing to implement energy efficiencies across all of our sites. For example, at FMC's Stine Research Center, we completed the heating and cooling system upgrades as previously reported and continue to make improvements, including upgrading fan motors and water pumps to operate in variable flow conditions. This allows for fans and pumps to run based on demand, decreasing energy usage from 2 percent in 2020 to 1.3 percent in 2021. **The site was awarded the 2022 merit-based ACC Responsible Care Energy Efficiency Award for these improvements.**

ENVIRONMENTAL BOUNDARY

FMC reports its greenhouse gas emissions in accordance with the recommendations provided in the **Greenhouse Gas Protocol**. In 2021, we expanded our Scope 1 and 2 boundary to include emissions from all FMC-owned sites as well as our fleet. FMC also is reporting our entire Scope 3 emissions (including Categories 1, 2, 3, 4, 5, 6, 7, 8, 9 and 12).

A detailed breakdown of FMC's emissions can be found in [Appendix C](#).

GHG Emissions

Total GHG Emissions, Location-Based (Kilo tonne CO ₂ e)	2,727.76
Total GHG Emissions, Market-Based (Kilo tonne CO ₂ e)	2,726.94
Gross Scope 1 Emissions (Kilo tonne CO ₂ e)	102.60
Gross Scope 2 Emissions, Location-Based (Kilo tonne CO ₂ e)	63.27
Gross Scope 2 Emissions, Market-Based (Kilo tonne CO ₂ e)	62.45
Gross Scope 3 Emissions, Total	2,561.89
Gross Scope 3 Emissions, SBTi Boundary	2,370.55

Notes about emissions reporting:

In accordance with the GHG protocol, all material and non-material sites are included in our Scope 1, 2 and 3 emissions reporting.

Gross Scope 3 Emissions, Total, represent FMC's total scope 3 emissions including Categories 1, 2, 3, 4, 5, 6, 7, 8, 9 and 12.

Gross Scope 3 Emissions, SBTi Target Boundary includes Categories 1 (only direct chemicals, packaging and indirect remediation) 3, 4 and 5 which represents 93 percent of total scope 3 emission.

GHG emissions associated with our manufacturing sites and our largest research facility have decreased as compared to 2020. The reduction at our previous reporting boundary can be attributed to use of renewable energy and continued operational efficiencies resulting in lower energy usage. For example, at our manufacturing site in Panoli, India, we have increased the amount of

Variable flow pump at Stine Research Center

renewable energy procured from wind and solar sources. This, in addition to the use of peanut briquettes as biofuel, is reducing emissions.

We are actively pursuing similar opportunities at some of our largest GHG emitting sites including the Stine Research Center in the U.S., the Jinshan site in China and the Rønland site in Denmark.

Waste

Total Waste Disposed (Kilo tonne)	49.92
Total Waste for Beneficial Reuse (Kilo tonne)	26.95
Total Hazardous Waste (Kilo tonne)	52.84
Total Non-Hazardous Waste (Kilo tonne)	24.03

We continue to focus on waste reduction and re-use across all our sites through ongoing process improvements. For example, at the Jinshan site we have applied learnings from solvent recovery and recycling processes at our Mobile, Alabama site to drive a **15 percent** reduction in waste generated as well as significant reductions in water use. We also established a new recycling program, partnering with a third-party to ensure the cardboard and pallets used for shipping raw materials are recycled at this site.

We have provided a detailed summary of our waste generation, as well as disposal methods in [Appendix C](#).

Water

Total Water Use (Million Cubic Meters)	1.45
Total High-Risk Water Use (Million Cubic Meters)	0.24



FMC Panoli reverse osmosis system

Water scarcity is a critical global issue and we are committed to responsible use of water resources in the communities where we operate. We continually aim to reduce our water usage across all our sites, focusing on innovative ways to recycle process water as well as efficiencies that decrease water consumption.

For example, at our formulations and packaging sites, water is used to clean equipment between product campaigns. Our production site in Brazil achieved significant water use reduction through improved supply chain management. By optimizing our scheduling, we were able to minimize changeovers between campaigns, reducing our water consumption and total waste generation.

At our Panoli site, which is a high-risk water use location, we have increased internal wastewater treatment capacity by implementing a reverse osmosis system that no longer requires liquid industrial effluent discharge. This has resulted in a **40 percent** reduction in water consumption through the recovery, recycle and reuse process.

R&D Process Optimization

To meet our long-term goals, we need to look beyond our manufacturing sites. As part of our robust research and development processes, our teams actively ensure new products are manufactured in line with our environmental goals. Recently, when developing a new herbicide, the team made adjustments to a complex intermediate process that significantly reduced the amount of hazardous waste generated and maximized the process output. These changes in how we operate demonstrate our company's commitment to safeguarding the environment for future generations.

Ecosystem Restoration

PROJECT SEMEAR

Reforestation of the Cerrado Biome

The Cerrado is a vast tropical area of land, and one of the world's most biodiversity-rich ecosystems, located in central Brazil. A large portion of the Cerrado is used for farming – mainly soybeans and corn. Protecting biodiversity and preserving vital ecosystems like the Cerrado is essential to ensuring a healthy planet and mitigating climate change.

FMC works closely with Brazilian farmers to provide solutions that maximize crop yields on existing farmland to minimize further agricultural expansion into areas like the Cerrado. We know that restoring the land is just as important as conserving it, so in 2021, we joined forces with the local soybean grower association, APROSOJA, research institute, Instituto Federal de Pesquisa do Maranhão and university,

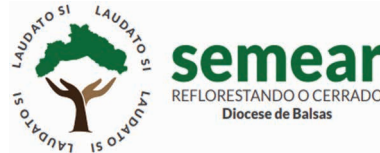
SEMEAR Objectives

500k

Trees planted in the first year

8M

Trees planted in 8 years



Universidade Federal do Maranhão, to reforest a portion of the Cerrado in Maranhão.

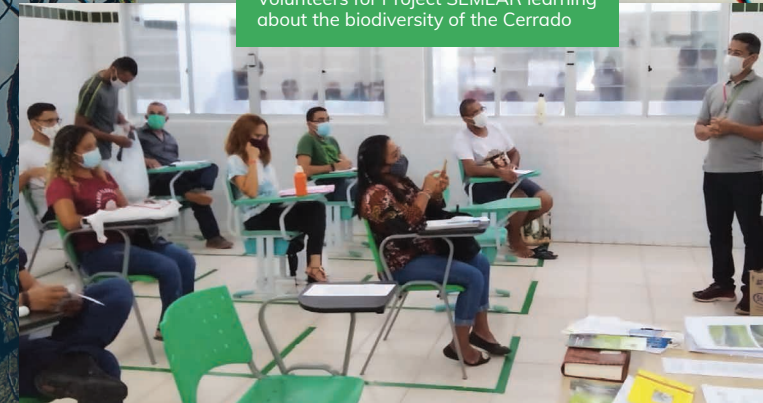
The initiative, called **Project SEMEAR**, aims to plant eight million Cerrado-native trees over eight years on farmland that is currently used for soybeans. **FMC is sponsoring the construction and maintenance of seedling greenhouses as well as training for the planting teams.**

SEMEAR officially launched in January 2022 and targets planting 500,000 trees in its first year.

"We are very excited about this project. The Cerrado Biome is home to a vast number of species of plants, vertebrates, insects and microorganisms that can't be found anywhere else on Earth. This is truly a partnership between science, agriculture and nature and we are thrilled to be working with soybean producers in Maranhão and supporting the transition to sustainable agriculture in the region."

Sinara Ferreira
FMC Project SEMEAR Lead

Volunteers for Project SEMEAR learning about the biodiversity of the Cerrado





New

OUR IMPERATIVES

Invest in **broadening our portfolio of new solutions** to maximize crop yields on existing farmland

Enable advancements in farming that **reduce on-farm carbon emissions and promote water stewardship**

Enhance **soil health, crop nutrition and biodiversity** on the farm to ensure healthy, resilient and productive harvests

INNOVATION

Thinking beyond the current landscape to pioneer new agro-technologies that better **protect biodiversity and natural resources** at the core of our global food system.

UN Sustainable Development Goal Alignment:



Advancing Sustainable Agriculture

Innovation is at the heart of FMC's commitment to sustainable agriculture and farmers around the world. We are making significant investments in R&D and precision and digital technologies that enhance agricultural productivity and contribute to a more resilient and sustainable food system.

Every harvest brings new challenges and farmers cannot wait for the next innovation in crop protection. We are leveraging the latest advancements in artificial intelligence and machine learning to advance the discovery and development of targeted modes of

action that help combat resistance and sustainably increase yields. **In the next few years, we will introduce the first new herbicide mode of action in over 30 years.** We are currently developing it for use in rice and soybeans.

In addition to new modes of action, **we are working closely with farmers around the world to deliver innovative solutions that increase sustainability of farming practices,** from precision application technologies that reduce emissions and conserve water to products that enhance soil health and biodiversity on the farm. Sustainable farming practices, along with integrated pest management programs, offer growers a holistic, sustainable approach to food production.

2022 – 2023 PRIORITIES

1

Further augment
**FMC's Sustainability
Assessment Tool**

2

**Develop a carbon and
water impact assessment**
for Arc™ farm intelligence



Throughout the innovation process, our relationship with growers is paramount. We believe our role is to listen to them – and to learn from them – as the stewards of their land. They know best what it takes to produce healthy crops, and we are here to support them every step of the way.

A LEADING BIOLOGICALS PORTFOLIO

As an innovation-driven company, we constantly seek new ways to enhance agricultural productivity while protecting the health of our planet. At FMC, **innovation means thinking beyond the current landscape to pioneer new agro-technologies**

that better protect the biodiversity and natural resources at the core of our global food system.

As part of this, we continue to expand our portfolio of biologicals, which offer farmers effective, sustainable solutions to maximize yields on existing farmland.

Biologicals represent a diverse group of crop protection (biopesticides) and stimulant products (biostimulants and biofertilizers) derived from living organisms and naturally-occurring compounds.

An example of a biopesticide we are launching this year in soybeans in the U.S. is Zironar™ biofungicide/bionematicide. Zironar™ is a biofungicide and bionematicide with the added benefits of a

biostimulant. Applied at planting, it has been shown to increase root branching, which strengthens plants and helps them use water more efficiently. Zironar™ biofungicide/bionematicide will be available for use in cotton, corn and sugar beets in 2023.

ZIRONAR™
BIOFUNGICIDE/BIONEMATICIDE

Our growing portfolio of biostimulants provides much-needed tools to farmers facing increasingly difficult growing conditions due to climate change. In addition to improving soil health, biostimulants increase crops' resilience to environmental stresses, including extreme temperatures, salinity and drought. Solutions like FMC's Furagro™ Legend organic fertilizer help farmers in India to improve crops' response to drought. The product works at a very low dose rate and is powered by SURGE Technology (Selective Upregulation of Gene Expression) that improves a plant's gene activation responsible for various plant functions. FMC plans to make this solution available to growers across multiple countries in Asia and Europe starting in 2023.

The need for sustainable solutions like biologicals is growing by the day and we are preparing to meet that need, investing in new partnerships and research and development capabilities to accelerate innovation in the global biological market.

Since 2015, we have launched more than 25 products across 20 countries, surpassing revenue of \$200 million

in 2021. We expect to have more than 10 product launches in 2022 alone. Additionally, we are planning to submit registrations and Experimental Use Permit applications for more than 30 new biologicals.

With the pace at which FMC is introducing new biological solutions around the world, we were excited to launch **Biologicals by FMC**.

Biological products are an integral part of the future – for healthy soils, healthy crops and increased yields. FMC is leading the field with best-in-class biostimulant and biopesticide products and modern solutions for sustainable farming **for generations of growers**.

Our aim is to be the responsible change-maker, leading the way with an integrated approach where biologicals go hand-in-hand with synthetics. To get there, we have turned to nature for the “what,” and to our history and our people for the “how,” with innovative ways to unite them and form a new generation of powerful biologicals.

DISCOVERING THE NEXT BREAKTHROUGH IN BIOLOGICAL CROP PROTECTION

Enzymes

In 2021, FMC began a strategic collaboration with Novozymes to develop biological enzyme-based crop protection products. Enzymes as biocontrol are an untapped segment in agriculture, and we are excited to bring this technology to growers around the world. It can play an essential role in increasing agricultural sustainability by introducing new modes of action to combat hard-to-control diseases and pests.

This partnership is helping us develop products with new modes of action and high levels of performance and stability. Enzyme-based biocontrol technology will work well integrated with synthetics in a comprehensive pest management program.

Innovation in Microbe-Based Solutions

In 2021, FMC and the Technical University of Denmark (DTU), an institutional leader in biotechnology research, received a 26 million Danish kroner (~3.7 million USD) grant from the Danish Innovation Funds for their Smarter AgroBiological Screening (SABS) project. The grant provides funds to improve technologies for



SINCE 2015, WE HAVE LAUNCHED MORE THAN 25 PRODUCTS ACROSS 20 COUNTRIES.

discovering and developing microbe-based biological crop protection solutions.

DTU has expertise in microbiology, genomics, metabolomics, automation and artificial intelligence, as well as a large and diverse collection of microorganisms that will be used for the project. Together, we seek to develop a new paradigm for screening extensive collections of microorganisms by combining automatic functional assays and characterization methods with laboratory-based evolution and artificial intelligence. The SABS project is focused on discovering and developing new biofungicides for controlling leading fungal diseases in cereals.

PROMOTING BETTER FARMING THROUGH TECHNOLOGY

Precision and Digital Agriculture

A new generation of farmers, equipped with smartphones, field monitoring systems and GPS-guided equipment, is shaping the future of agriculture globally. Precision and digital agriculture technologies help farmers better protect their crops while using less energy, water and traditional inputs. **For example, our 3RIVE 3D® application system is a precision application technology that uses 90 percent less water than alternative systems and can reduce carbon emissions from product application by up to 80 percent.** FMC is investing significantly in these technologies to sustainably increase agricultural productivity around the world.

With a focus on crop care, **we are developing digital solutions that advance sustainable agriculture by identifying pest infestations before they become a problem.** Through the use of sensors, drones and satellites, farmers receive field-level insights that help them better understand the scope and scale of pest pressure so they can more effectively treat it.

Our **Arc™ farm intelligence platform** uses data and machine learning to predict pest pressure up to a week in advance. These insights

Credit Oscar Edralin, FMC



allow farmers to precisely target the infestation, reducing the frequency of applications, which can help farmers conserve water and reduce their carbon emissions. Simply put, our precision agriculture solutions help growers use less to grow more.

CUSTOMER TESTIMONIALS



CUSTOMER Arnaldo Saturino, Farm Manager
FARM Palmital Farm - Três Estrelas
LOCATION Primavera do Leste
 Mato Grosso, Brazil

At the start of the COVID-19 pandemic in 2020, we restricted third-party access to the farm to avoid any transmission of the virus. It was a very complicated time. However, with Arc™ farm intelligence, I was able to continue monitoring my farm without restriction. I received information from the smart traps weekly, which helped me understand where the boll weevil and spodoptera pests were in the cultivation area of nearly 5,000 hectares where we planted soybean, corn and cotton crops. With the data in the application, I knew I had boll weevil pressure, a key issue in cotton crop, during my first planting of the season. I then directed the farm team to conduct preventative boll weevil applications for the upcoming cotton season. I was able to keep the boll weevil pressure low before I even planted cotton, which gave us a great advantage for yield.



CUSTOMER Eduardo Brito Baron, Partner/Producer,
 Digital Agriculture at Tchê
FARM Itatiaia Farm
LOCATION Goias, Brazil

Pest monitoring on my soybeans, corn, sorghum, beans and wheat crops has always been done manually by sales consultants. During the 2021 growing season, there was increased pest pressure, so I needed more frequent and reliable monitoring. I began using smart traps, along with the Arc™ farm intelligence platform, to monitor my 2,500-hectare farm. I was excited to bring these smart tools to the region as they have a reputation for being more effective than traditional scouting methods. The platform immediately alerted me to the moth caterpillars that had begun to infest my crops. With this information, I was able to quickly determine which products to apply and in what measure to control the problematic moth population, greatly decreasing the incidence of pest damage that season.



Smart trap

As agricultural technology advances, we look to broaden our capabilities through strategic collaboration and partnership. In 2021, we began working with a manufacturer of aerial imaging drones for advanced agricultural scouting. Manual scouting can be laborious and time-intensive, which may lead to delays in identifying areas of pests or disease that need immediate attention. A 120-acre farm in Kansas, U.S. experienced similar challenges in 2021 and began working with FMC to improve scouting methods. By strategically timing and positioning aerial imaging drones over the grower's field, FMC was able to help the grower identify gray leafspot disease in an area of the field where it had previously been unidentified using traditional ground scouting. Once discovered, the grower's retail advisor was quickly notified and later that day, they applied Lucento™ fungicide to immediately control the gray leafspot disease and ultimately save the farmer's valuable yield.

ARC™ FARM INTELLIGENCE WAS RECOGNIZED AS THE BEST INNOVATION IN DIGITAL FARMING TECHNOLOGY AT IHS MARKIT'S 2021 CROP SCIENCE FORUM AND AWARDS.

PARTNERSHIPS TO ADVANCE SUSTAINABLE AGRICULTURE



FMC / Irritec “On the Roots”

Farmer education on how advancements in modern agriculture improve sustainable productivity is a key component of FMC’s efforts to drive transformational change in agriculture. Our teams engage more than 3 million farmers around the world, annually, through in-person training as well as broader awareness-building activities.

Last year, FMC formed a unique partnership with Irritec Group, a world leader in precision irrigation, to engage Italian farmers on topics related to sustainable farming. Together with Irritec, we launched **“On the Roots,”** an outreach campaign to farmers and distributors, designed to increase adoption of innovative solutions that maximize crop yield and nutrition while minimizing environmental impact. The campaign focused on topics such as increasing efficiency and optimizing water use, the correct use of crop protection solutions to combat resistance, and the use of biologicals to promote plant health and defend against pests and disease.

The “On the Roots” campaign, which resulted in a docuseries that aired on FMC and Irritec social media channels, highlighted Italian farmers who embrace sustainability in their business.

To watch the “On the Roots” docuseries, visit [youtube.com/channel/UCWjrNnyRiW0tCM0zKUcsK5A](https://www.youtube.com/channel/UCWjrNnyRiW0tCM0zKUcsK5A).

“Together with FMC we have created the “On the Roots” project to give voice to Sicilian farmers who have chosen to embrace the values of sustainability in their business.”

Giuseppe Giardina
Expert Agronomist, Irritec

“Farmers produce the food that we bring to our table every day. The pandemic has highlighted even more the importance of their role and the sacrifices made to feed and nourish people. We believe in the importance of modern technologies, which allow us to implement solutions to support production, safeguarding territory and tradition.”

Edoardo Finocchiaro
Field Marketing South Area, FMC

The campaign also allowed us to hear from farmers about their experiences in the field, challenges they are facing and different choices they had to make to adapt to a changing environment.

Engagement in Key Coalitions on Climate and Food Systems Resilience

FMC is a proud member of the **Agricultural Innovation Mission for Climate** (AIM4C) and the **Coalition for Sustainable Productivity Growth for Food Security and Resource Conservation** (SPG Coalition). Engagement in initiatives like AIM4C and the SPG Coalition is a core part of our strategy to partner across the agricultural value chain to address climate change and build more equitable, productive and resilient food systems. We look forward to working with other companies, policymakers and NGOs to accelerate sustainable agriculture and develop innovative solutions for today’s biggest challenges.

FMC and Irritec representatives visit with a customer



Protecting Biodiversity & Natural Resources

IMPROVING SOIL HEALTH ON THE FARM

Soil is a vital component of our food systems – it is responsible for growing 95 percent of the world’s food. FMC is eager to help farmers preserve and improve the quality of their soil so they can produce more crops with less land, preventing further deforestation for agricultural use. This is crucial in the fight against climate change and in supporting global efforts to conserve natural resources for carbon sequestration.

As part of our efforts to promote soil health, we are investing in new and emergent companies such as Trace Genomics, a start-up company that combines DNA sequencing and machine learning to provide farmers with data-backed insights on the health and productivity of their soil. This helps farmers make more informed decisions about how to best protect their crops from pests and disease as well as what nutrients the soil and plants need.

Project UGAM

Soil health is one of the most important factors driving agricultural productivity in India. But the quality of India's soil has been in decline, largely due to improper agricultural practices, such as the overuse of fertilizers. While farmers appreciate the importance of caring for their soil, few have the technical expertise and knowledge of soil dynamics to markedly improve their soil health. The result is lower yields and lower income for smallholder farmers across India.

**WITHIN ITS FIRST YEAR,
PROJECT UGAM HAS
EDUCATED 100,000
FARMERS ACROSS 240
VILLAGES IN INDIA.**

To help farmers in India improve their soil, and ultimately increase yields, FMC launched **Project UGAM** ("Rising Upwards"), a unique, industry-leading national soil health awareness campaign. UGAM lives up to its tagline, ACCHI SAMAJH, ACCHI UPAJ ("Good Understanding, Good Harvest") by empowering farmers with the right information and tools to manage their soil more sustainably.



Throughout the program's first year, FMC employees conducted daily farmer meetings in 240 villages across India, educating 100,000 farmers, distributors and retailers about the impact soil nutrient levels have on crop production. FMC also provided free soil testing, conducted by a certified agronomist, which measured several aspects of soil health, including pH, EC, organic matter and nutrient status. Farmers received a report on their soil quality as well as guidance on creating optimal fertility conditions for plant growth.

What sets UGAM apart is its innovative approach to engaging farmers. The FMC team travels to farming villages in a large passenger van equipped with videos, virtual reality simulators and interactive games for farmers to learn more about maintaining healthy ecosystems. The program seeks to transform the traditional farmer meeting into an immersive, 3D theater experience that is both entertaining and educational.

At the end of the session, farmers make a "**Soil Pledge**," in which they commit to doing their part to stop soil degradation by adopting sustainable farming practices and sharing their knowledge and experience with others in their communities.

Protecting soil health is critical to supporting farmers in their vital role of feeding the world's growing population while conserving natural resources for the future. FMC conducts similar soil health programs across the Asia Pacific region and is evaluating opportunities to expand into other regions.

We care for our Soil.

Today we take a pledge to use appropriate agri-inputs and save our soil. We take a pledge to keep our soil rich in organic matter and beneficial microbes. We take a pledge to take this knowledge about soil health importance to our neighbors, families, relatives and friends.

We respect our Soil.

FMC Soil Pledge



Farmers participate in trivia games to learn about soil health



India Water Stewardship Program

Agriculture in India accounts for more than 80 percent* of the surface water used across the country. Amid growing concerns about water scarcity exacerbated by rising global temperatures, we launched a World Water Day campaign to promote water stewardship on farms across the country.

In 2021, FMC's India team hosted more than 400 knowledge-sharing sessions with farmers across 18 states, reaching more than 14,000 members of India's farming community. Each session focused on good agricultural practices for enhancing farm sustainability, and shared different methods to optimize water use and enhance efficiency.

FMC'S INDIA TEAM HOSTED MORE THAN 400 KNOWLEDGE-SHARING SESSIONS WITH FARMERS.

For those who could not physically attend the knowledge-sharing sessions, FMC conducted virtual sessions via social media channels, and in doing so were able to reach an additional 28,000 farmers, and over 700 channel partners and 120 government officials.

In addition to education on sustainable farming, our team used the knowledge-sharing sessions to raise awareness about the dangers of poor water quality. Unsafe drinking water in India is a significant health



"On World Water Day 2021, our focus was on educating farmers on best practices to enhance sustainable management of freshwater resources. We have been partnering with Indian farmers across crop chains and geographies to drive sustainability and improve productivity for over three decades in India. We have over 4,000 technical field experts who engage with over two million farmers annually to promote sustainable agricultural practices for a better future. Our goal is to empower the farming community and raise their living standards through various initiatives and community outreach programs such as Project Samarth."

Pramod Thota, interim President for FMC's Asia Pacific Region and President of FMC U.S.



problem that has resulted in adverse healthcare, economic and social impacts. The issue is even more profound in rural areas, which can have serious implications for farming families.

In partnership with Drexel University and the Rural Economic and Educational Development Society (REEDS), **FMC's Project Samarth** (Hindi for Empowered) is a three-year program to make potable water accessible to India's rural communities. To date, Project Samarth has **commissioned 44 community water purification plants** in the states of Uttar Pradesh and Punjab, **benefiting nearly 120,000 farming families**. FMC is currently expanding the program's reach to cover five more states.

Through initiatives like the **World Water Day** campaign and Project Samarth, we remain committed to protecting natural resources and uplifting rural communities around the world.

PROMOTING POLLINATOR HEALTH

Pollinator protection is a priority for FMC. Nature's pollinators are vital allies of farmers around the world and support an estimated 35 percent of the world's food crops. They include honey bees, bumblebees, solitary bees, beneficial wasps and butterflies.

Bees, for example, pollinate apples, strawberries, avocados and cucumbers, among many other food crops, representing nearly \$20 billion of crop value in the U.S. each year. Without pollination, production of certain crops would be in peril.

Many factors affect bee health, so it is important that we collaborate



HONEY BEE HEALTH COALITION

with entomologists and biologists who are working specifically on this issue. We are a founding member of Keystone Coalition on Honey Bee Health, working with experts through the Coalition to focus on all aspects of this issue, with the goal of achieving lasting ways to protect honey bees throughout the world.

In 2021, we became a sponsor of FieldWatch®, a non-profit company that supports the protection of pollinators through innovative technologies that help farmers, beekeepers and pesticide applicators better communicate and collaborate on stewardship activities. We are also a member of Farmers for Monarchs, which identifies and implements solutions on agricultural and ranching lands to support the revival of monarch butterfly populations.

*Statistic taken from India Water Portal.

Building Pollinator Habitats at FMC

As part of our overall pollinator protection efforts, we have planted pollinator habitats at six FMC locations across North America. The project, conducted in consultation with the Bee & Butterfly Habitat Fund, involves planting native plant varieties, suited for the local conditions at each site. The plants are chosen based on their benefits to specific pollinator species such as honey bees and monarch butterflies.

This work can involve up to a year of site preparation before the habitat is planted to ensure optimal growing conditions. The most advanced habitat is at our research station in Illinois, U.S. The habitat flourished during 2021, with different species flowering at different times throughout the summer months, creating everchanging blankets of red, white, orange, blue and yellow. As a part of site tours, business partners and community groups visited the habitats and received information about pollinators and the importance of pollinator protection.



At the Stine Research Center, our global R&D campus in Delaware, U.S., we planted over an acre of insect refuge in 2021. We are currently expanding the Research Farm space with a pollinator refuge of approximately four acres and developing an environmental immersion habitat within the main site.

The habitat will support a diversity of pollinators across all stages of their lifecycles as well as provide employees a unique opportunity to engage with these ecosystems.

Educating and Engaging Employees on Pollinators

In celebration of World Environment Day, we hosted a global webcast titled **Pollinators, Agriculture and You - How Each of Us Plays a Role in Protecting Biodiversity** with Pete Berthelsen, Partnership Director, Bee & Butterfly Habitat Fund and President, Conservation Blueprint, LLC. A renowned wildlife conservationist and pollinator habitat expert, Pete shared his expertise on the importance of pollinators to the world's ecosystems and what the agriculture industry and FMC employees can do to help restore and protect pollinator habitats.

**BEE POLLINATION
REPRESENTS NEARLY
\$20 BILLION OF CROP
VALUE IN THE U.S.**

Innovating Solutions to Protect Crops and Enhance Biodiversity

FMC is exploring opportunities in pheromones as biological crop protection, for example, with **BioPhero**, a biotechnology company that has created a proprietary production platform for the development of pheromone-based pest control solutions. Pheromones work as a pest control by disrupting the mating patterns of insects. By releasing insect pheromones in a field, the male's ability to locate the female is disrupted, preventing mating and subsequent generations of crop-damaging insects.

Pheromones are highly targeted (species-specific) and therefore do not disrupt the behavior of beneficial insects. They are most effective when used in an integrated pest management (IPM) program with precision agriculture technologies that help farmers monitor pest presence and target emerging hotspots. For these reasons, pheromone-based pest control can play an important role in improving crop yields while protecting biodiversity on the farm.

Mating disruption is already a proven method of insect control in fruits and vegetables markets. BioPhero has made **important advancements that allow the technology to be used in row crops**, bringing cutting-edge, sustainable solutions to a whole new segment of farmers globally.

We look forward to expanding our relationship with BioPhero over the next few years.





New

OUR IMPERATIVES

Enrich lives and livelihoods of minority and smallholder farmers

Cultivate a **diverse, equitable and inclusive** workplace

Expand our relationships and reach to ensure **fair and equitable opportunities for partners** across our value chain

Invest in programs and partnerships that **strengthen the communities** where we live and work

Actively participate in key coalitions on **climate action and food systems resilience**

ENGAGEMENT

Seeing beyond our individual differences and interests to **forge deeper and more productive relationships** with farmers, business partners, our communities and each other.

UN Sustainable Development Goal Alignment:



Cultivating a Diverse, Equitable, Inclusive Workplace

THE NEW DEI STRATEGY AT FMC

Diversity, Equity and Inclusion (DEI) are core to who we are at FMC. Over the past year we have taken important steps on our journey to be an inclusive company. In 2021, we promoted ZsaNell Smith to Director of Global DEI to advance our global DEI strategy and ensure our efforts continue to make a positive impact on our employees, community and industry.

DEI at FMC means ensuring:

Diversity: Our employees reflect the communities in which we live and work.

Equity: Our organizational systems (policies, procedures and practices) provide fair and equal treatment for all employees.

Inclusion: Every employee feels engaged, valued and respected regardless of their differences.

2022 – 2023 PRIORITIES

1

Launch a Retention and Belonging Office; **accelerate progress on workforce diversity**

2

Expand Supplier Diversity; **establish diverse supplier goals**

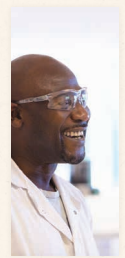
3

Develop 3- to 5-year business plan **focused on smallholder farmers in Asia Pacific**

Our new global DEI strategy ensures we create opportunities, remove barriers and implement meaningful programs across five key areas: **Workforce Diversity, Workplace Equity, Inclusive Culture, Business & Community Impact and Governance.**

While we are making progress against our strategy, we have work to do that ensures we drive real systemic and cultural change. As we move forward, our position on DEI remains the same – diversity, equity and inclusion must be valued, embraced, celebrated and encouraged to flourish in every part of our company globally.

Explore our Workplace Metrics at [FMC.com/sustainability/sustainability-data-and-reporting](https://www.fmc.com/sustainability/sustainability-data-and-reporting).



Workforce Diversity

Attract, retain and develop diverse talent at all levels of the organization



Inclusive Culture

Expand DEI programming to educate, engage and build advocacy among employees



Governance

Establish infrastructure to coordinate, measure and promote DEI efforts globally



Workplace Equity

Ensure company policies and procedures provide fair and equal opportunities for all employees



Business & Community Impact

Deepen and expand our relationships with diverse customers, suppliers, community and industry partners

PROGRESS ON WORKFORCE DIVERSITY GOALS

We continue to make progress toward our workforce diversity goals and objectives that demonstrate our commitment to gender balance and race equity. These include:

- Increase the percentage of Black/African American employees in our U.S. workforce to 14 percent by 2027.
- Increase the percentage of women in our global workforce to 50 percent by 2027.

Our taskforce teams for **Gender Equity** and **Social Justice & Race Equity** drive much of our work to implement programs, initiatives and actions to accelerate annual progress against our goals. Key highlights and achievements of taskforce efforts include:

New Hire Peer Champion Program Pilot: A peer sponsor program focused on improving the onboarding of employees. Peer sponsors engage with new hires to ensure they feel welcomed, valued and supported in their transition. Communicating our

company’s purpose, values and commitment to diversity, equity and inclusion is a core part of an employee’s onboarding experience.

Gender Equity Listening Sessions: A series of dialogues between senior leadership, Employee Resource Groups, Inclusion Councils and women across the company. Insights gained from the sessions have helped to inform the key focus areas for our Gender Equity taskforce: Corporate Focus (Hiring, Mobility, Development, Career Growth) and Manufacturing Focus (led and driven by Operations Leadership Team). We are making strong progress in both areas, especially in Operations, which makes up almost half of our global employee population. Read more about our gender equity work in Operations on page 26.

Diverse Recruiting Partnerships: Our Social Justice & Race Equity team identified and prioritized partnerships with academic institutions, including Historically Black Colleges and Universities (HBCUs), community and other organizations to further diversify our talent pipeline. For example, we are expanding our relationship with **Minorities in Agriculture**

Natural Resources and Related Sciences (MANRRS) organization in the U.S. and building upon local programs across the globe with high schools, colleges and universities to create talent pipelines.

As we move forward, we will continue to enhance hiring, onboarding and employee retention programs to help us achieve these goals, which includes expanding efforts to support retention of employees from underrepresented groups.

This year our new **Retention and Belonging Office** will support employees through their professional journey at FMC. Employees will have an opportunity to work with a career coach on various job-related challenges and opportunities to enrich their career journeys at FMC.

WOMEN IN SENIOR MANAGEMENT POSITIONS INCREASED FROM 34 PERCENT IN 2020 TO 37 PERCENT IN 2021. AMONG THE WOMEN PROMOTED TO SENIOR POSITIONS, TWO WERE APPOINTED EXECUTIVE OFFICERS.

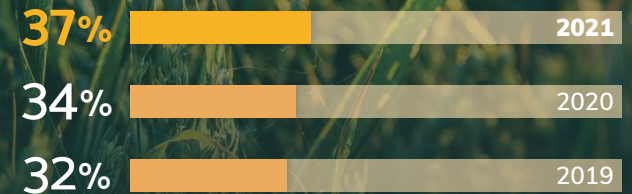
Black/African American Representation
As of December 31, 2021



Female Representation
As of December 31, 2021



Women in Senior Management



MAKING FMC A GREAT PLACE TO WORK

Despite experiencing yet another unprecedented year in 2021, our global network of **Employee Resource Groups (ERGs)** and **Regional Inclusion Councils** remained very active, pivoting to execute key programs virtually. These groups help drive employee engagement and support our global DEI strategy.

Our Regional Inclusion Councils and ERGs facilitate events and programs that celebrate diversity, increase awareness and understanding of inclusion concepts and build allyship. They also leverage partnerships to address local DEI needs. Our signature global DEI efforts include:

Employee Resource Groups (ERGs)



Inclusion Month



FMC officially dedicates October to Inclusion Month to celebrate our diverse workforce. Events are created and led by employees, highlighting the unique voices, viewpoints and backgrounds of employees across the globe.

International Women's Day and Women's History Month

During Women's History Month (WHM), the global DEI team, in partnership with the Women's Initiative Network (WIN) ERG and Regional Inclusion Councils, organizes a series of events and programs to celebrate the achievements and contributions of women at FMC globally. This year we celebrated WHM with a global keynote event featuring Diane Allemang, Executive Vice President and Chief Marketing Officer, who gave a powerful talk on the theme **#BreakTheBias**, and a dynamic panel of women leaders from each region.



Regional Inclusion Councils

APAC | LATAM | North America | EMEA

APAC Regional Inclusion Council Highlights (APIC)

- Launched regional "Mosaic" newsletter as a forum to bring wider awareness to the activities under DEI.
- Launched female key talent program, Ignite, in November 2021.
- Female representation increased from 24.7 percent to 25.8 percent; a net increase of 60 women as of October 2021.
- Conducted a Mental Health Awareness Campaign, "It's OK not to be OK" throughout the year via multiple mental health sessions and events.

LATAM Regional Inclusion Council Highlights (LIC)

- Launched LATAM ERGs in April 2021.
- Experienced an increase of more than 370 percent of the number of employees who signed up for LATAM's ERGs since launching (from April-December 2021).

WHM 2022 HAD OVER 1,000 EMPLOYEES JOIN GLOBAL AND REGIONAL EVENTS - OUR HIGHEST PARTICIPATION LEVEL YET.

LGBTQ+ Inclusion at FMC

In 2021, FMC joined the Human Rights Campaign's Business Coalition for the Equality Act in support of legal LGBTQ+ equality. FMC's Government Affairs team was instrumental in advancing our endorsement of this important U.S. legislation.

FMC's LGBTQ+ ERG, Spectrum, worked with Human Resources (HR) on LGBTQ+ inclusion in FMC's human resources and recruiting practices. Efforts focused on understanding the challenges faced by transgender and gender non-conforming employees in the workplace specifically in navigating a company's HR infrastructure. Thanks to their work, FMC's **Employee Central Talent Profile now includes an option for employees to provide their pronouns and chosen first name.**



FMC scored 100 percent for a third consecutive year on the Human Rights Campaign Foundation's Corporate Equality Index, a U.S. benchmarking survey measuring corporate policies and practices related to lesbian, gay, bisexual, transgender and queer (LGBTQ) workplace equality.



Advancing Women in Agriculture

While much progress has been made on gender equity in business and in broader society, the fight for fair and equal opportunities for women isn't over, and in many parts of the world, has only just begun. **At FMC, we understand real progress is made by taking steps every single day that over time amount to lasting systemic and cultural change. For us, it's about removing barriers, creating opportunities and addressing bias at every level of the organization.**



Spotlight on DEI Employee Engagement in Action



North America HONOR and The Bridge

The **HONOR ERG**, whose mission is to honor the legacy and sacrifices of FMC's veteran employees in North America, had an impactful year, expanding its membership to over 70 employees across the region. The group has successfully implemented chapters at each of FMC's North American sites, including the FMC Tower, FMC Stine Research Center and production plants at Mobile, Alabama; Middleport, New York; Wyoming, Illinois; and Manati, Puerto Rico.

The **Bridge ERG** celebrated the launch of two new sub-groups in 2021: LatinX and Indigenous Peoples of the World (IPOW).

- **LatinX ERG:** The mission of LatinX is to advocate for and empower the Hispanic and Latin American community within FMC by showcasing our cultural diversity, providing global networking opportunities and raising awareness about LatinX social and professional experiences. LatinX launched in September 2021.
- **Indigenous Peoples of the World ERG (IPOW):** The mission of IPOW is to educate our organization and acknowledge the First People from all regions of the World. IPOW launched in November 2021.

Bindiya Vandra Quality and Laboratory Leader, Savli, India

I am Bindiya Vandra and I am a Quality and Laboratory Leader at FMC's manufacturing site and I am proud to be one of the first female employees at the plant.

When you talk about manufacturing, I think many people think it is labor-intensive, only suited for men and that they are low-skill and lower-class jobs.

These are misperceptions that discourage a lot of women entering manufacturing roles and it hinders their career prospects. Just because I look a certain way doesn't mean I cannot do the job.

I am lucky that my husband has been very supportive throughout my 15-year long career.

At FMC, I am able to spend time doing the things I love, like traveling and learning Kathak.

It's wonderful to know that I am not just another number but an individual whose well-being is a priority.

FMC provides transportation to and from my workplace. This makes me feel safe. I don't worry about working late, if I must.

I work with engineers to ensure our processes meet world-class standards.

I lead an analytical team to ensure our raw materials and crop protection products are tested to consistently adhere to the highest standards of quality.

I feel empowered by my leaders and supported by my co-workers and that's how we succeed as a team.

I want to succeed and grow in Operations, taking on bigger responsibilities.

Earlier in my career, when I had shared my ideas with others, they just couldn't accept that a woman can come up with ideas of her own - ideas that are good, unique and powerful. I kept having to convince them.

You might worry about facing hurdles especially in a male dominated industry.

But, if you work for a company that encourages gender diversity and provides equal footing for women, then you'll find that your worry is easily put to rest.

That is FMC for me! With time, all roadblocks disappear.

So, keep going, it's just a matter of time before you succeed.

**I am Bindiya Vandra and
I am a trailblazer at FMC.**



EMPOWERING WOMEN IN MANUFACTURING

After committing to a gender balance goal of **50 percent women in the global workforce by 2027**, we set out to understand where the gaps and opportunities are across the company. Operations is one area we focused on. At the beginning of 2021, women accounted for only 23.9 percent of employees in Operations. We knew that if we wanted to change our culture, we had to start with our manufacturing sites.

We engaged leaders at each of the sites to ensure they understood and were equipped to support the company's gender goal. Then we began work to improve job structures, workplace environment and infrastructure to make manufacturing jobs accessible to anyone. These include automating certain tasks to reduce manual handling and making ergonomic changes to jobs that require heavy lifting, allowing people of all physical capabilities to perform the job. We also made infrastructural changes at our manufacturing sites to ensure accessibility and consideration for our female workforce. These included adding/updating changing rooms, lactation rooms, bathrooms with showers as well as some gender-neutral facilities. In some countries where women's safety is a particular concern, we are providing female employees working evening and early morning shifts with safe transport to and from the sites.

Finally, we looked outside of our company to the communities and the culture in which we operate, to create opportunities for women that might not otherwise exist. We established partnerships with local industry groups, universities and high schools to raise awareness among female students about career opportunities in STEM. We also provided internships and apprenticeship programs to help young women develop their skills and prepare them for operations-based roles.



Movable pallet lifters
Suzhou, China



Vacuum lifter
Ungaran, Indonesia

As a result of these and other efforts, we increased our overall representation of women in Operations and had several notable firsts, including the first female in Formulations Operations in Australia, first female Quality Manager in India and the first female Production leader in Brazil. **Our Panoli, India and Uberaba, Brazil sites are two outstanding examples of the progress that can be made when team members are committed and passionate about a goal. We hired nine female employees at Panoli and female representation at Uberaba doubled between 2020 and 2021.**

As we progress toward our overall workforce diversity goals, each step forward demonstrates the cultural shift happening within our company and in the communities in which we operate. We are very proud of our teams who are leading this change and driving greater diversity, equity and inclusion across our company.

Spotlight on Uberaba Women's Development Program

Our Uberaba operations team partnered with local entities and industry associations in the region to deliver a career development workshop to over 200 women. The workshop focused on preparing women to take on operations-based roles. From the workshop, we brought in several apprentices to give them hands-on experience and training specific to working in a manufacturing facility. As a result of the program, we hired five new female employees at the site.



SPOTLIGHT ON FMC LEAD PROGRAM - AUSTRALIA-NEW ZEALAND

Women currently comprise approximately half of the agricultural workforce in Australia but occupy just 23.3 percent* of key management positions within the sector. FMC is determined to change that.

As part of FMC's focus on providing more equitable opportunities for women to progress their careers and participate at senior leadership levels, the Australia-New Zealand (ANZ) team launched the LEAD scholarship program in 2021.

Designed to support the next generation of female leaders, the inaugural program is for women between the ages of 18-35 who are involved in agriculture in Australia or New Zealand. The application process provides a platform for women to share their perspective on key challenges the industry is facing and propose solutions in one of three areas:

- 1 **Innovation** - how we can drive the adoption of new technologies in agriculture;
- 2 **Sustainability** - the meaning, practices and behaviors that need to change for us to be truly sustainable and feed a growing world;
- 3 **Rural Communities** - how corporate Australia, including FMC, can support the development of locally grown leaders who will bring positive change and sustainability to regional communities.

The program offers two successful applicants development opportunities through idea sharing, networking and a tailored education package.

In 2021, **Kareena Pritchard**, a Group Financial Controller at Pursehouse Rural in Tamworth NSW and **Malkah Lara Muckenschnabl**, a Bendigo VIC-based Agribusiness Graduate, were selected for the program.

Malkah's program submission offered an innovative approach to addressing sustainability challenges through a unique recruitment strategy for the agriculture workforce. Kareena's passion for rural communities shone through in her submission, which addressed some of the biggest issues in Australian agriculture today.

FMC'S LEAD PROGRAM IN ANZ IS DESIGNED TO SUPPORT THE NEXT GENERATION OF FEMALE LEADERS.

"Australian agriculture can only benefit from supporting women like Kareena and Malkah who can offer more diversity of thought. Seeing more young female graduates entering the sector is promising, but the key is bringing that diversity through the ranks to senior management to continue building diversity in decisions and strategic direction."

Kristina Hermanson
Managing Director, ANZ & ASEAN



Recently completing a LEAD Program Design Thinking for Innovation course, Kareena says, "The course has provided me with functional management skills and my entire perspective on how I approach challenges and innovation in the workplace has shifted; the skills I have learned will enable me to create real change."

Kareena also reflected on her time in the program, saying, "Through the program, FMC has provided a platform for me to begin building a network in the industry. As an introvert, I have always tended to shy away from networking, but this entire experience has made me realize how important networking is if you want to make a difference. I was able to meet so many inspiring people through this scholarship, and they were all so welcoming. I hope to continue building relationships in the industry to learn as much as I can from those around me."



* Figure taken from the Workplace Gender Equity (WGEA) workforce management statistics report 2021.

“I was always passionate about meeting different people, helping farmers and working with our community. However, in a male-dominated industry, this was not a career option for me. That was until FMC launched the trainee program. Initially, I received some pushback from customers in the field who were not used to seeing a female sales officer. However, FMC’s conducive working environment and the support provided by the Pakistan team have encouraged a shift in the mindset of farmers who now support and promote FMC’s gender diversity targets.”

Zarmeena Khan
FMC Sales Officer



FMC PAKISTAN SALES FIELD TRAINEE PROGRAM

With limited career choices for female graduates in rural areas of Pakistan, FMC established a Sales Field Trainee Program to help increase gender diversity in field-based roles.

The program is targeted to women enrolled in agriculture programs in the region and leverages partnerships with local universities, including the Agriculture University of Faisalabad, University of Punjab and Muhammad Nawaz Sharif Agriculture University of Multan, to reach potential participants.

In 2021, five students enrolled in the program and underwent over two months of practical, hands-on training to learn the complete sales job cycle. Following the training, two of the participants, **Anum Intisar and Zareema Khan, joined FMC as full-time employees, becoming the first women to hold field-based roles for a crop protection company in Pakistan.**

Since the initial launch, the sales field trainee program continues to grow and develop with many more women enrolled in the program.



Our Commitment to Underrepresented Farmers

A healthy food system is one that is inclusive, providing equal opportunities for producers and access to nutritious foods for all. However, as advancements in sustainable farming accelerate food systems transformation, some continue to get left behind. There continue to be large discrepancies in how farmers are engaged, equipped and supported.

We are committed to ensuring fair and equitable access to the latest innovations in sustainable

crop protection including precision and digital technologies. As part of this, we are empowering our teams around the world to partner with and invest in smallholder-, minority- and women-owned farms to promote sustainable farming globally.

SUPPORTING BLACK GROWERS IN THE U.S.

Today, just 1.4 percent of growers in the U.S. identify as Black or African American compared to about 14 percent 100 years ago. Less than 1 percent of farmland is operated by Black growers and revenues from these farms represent just 0.5 percent of total U.S. farm sales.*



Ronaldo Pereira, Executive Vice President and President, FMC Americas and Phillip (PJ) Haynie III, Owner of Haynie Farms and Chairman of National Black Growers Council, at a Model Farm tour in Georgia, U.S.

Further, Black growers are often overlooked for programs, incentives, new products or technology that can increase

their productivity and competitiveness. **We heard this from many growers when we held a series of listening sessions in partnership with the National Black Growers Council (NBGC) to better understand the unique challenges of Blacks and African Americans in maintaining and growing their farming operations.**

After these sessions, we took a hard look at the issues and **determined we had to do more to ensure future generations of Black growers are successful.**

For FMC, this is about being intentional and about making a deliberate effort to engage underrepresented farming communities. For example, last summer we partnered with the NBGC to facilitate a series of Model Farm tours for Black and African American growers in the southern U.S. Our technical, research and commercial teams provided information and demonstrations of FMC's technologies, including our 3RIVE 3D® application system and Arc™ farm intelligence platform, and discussed opportunities with growers interested in bringing the latest agricultural technology to their farms.

Ongoing engagement will be critical as technologies continue to advance – **so we are building our team to ensure we have people and resources dedicated to supporting underrepresented farmers today and**



in the future. Last year, we created a new Special Accounts Manager position to focus on and serve underrepresented growers in the U.S. In addition, we are leveraging our partnerships across the industry to support efforts to increase diversity, equity and inclusion in agriculture. For example, we partner with the United Soybean Board who has committed to provide funding to help continue and expand the Model Farm series for Black growers in the U.S.

While we know we have a lot of work to do and there is a long road ahead of us, we are optimistic that these and other efforts will begin to create more fair and equitable opportunities for generations of Black and African American growers across the country.

IMPROVING CROP YIELDS OF SMALLHOLDER FARMERS IN THE PHILIPPINES

Improving sustainable productivity of smallholder farming communities across the ASEAN region has long been a priority for FMC. One example is a program we have been running for rice farmers in the Philippines since 2019. The program, known as the 200 Cavan (10 MT) Challenge, provides farmers tools and training to significantly increase crop yields.

Over the course of the growing season, our teams visit Challenge participants to address problems they are facing and recommend targeted solutions to improve field productivity. One of the solutions farmers are encouraged to use for crop protection is Prevathon® insect control, which is powered by Rynaxypyr®

“Through programs like this, we help many Filipino farmers realize they can improve rice production with the right technology and proper rice production management.”

Veronica Tiburcio

Country Manager of FMC in the Philippines

active. Rynaxypyr® active is a unique mode of action insecticide that eliminates the need for multiple applications per season. In addition to guidance on specific inputs, our teams advise farmers on the proper use of crop protection products, following the recommended timing and dose rate while considering resistance management in their spray program. With the right rice production management, farmers were able to significantly improve their yields.

In 2021, 90 percent of the farmers who participated in the third season of the 200 Cavan Challenge achieved increased yields compared to their previous harvest. About half were able to achieve the 200 Cavan (10MT) yield. For comparison, the average yield of the country is just 4-5MT. On average, participants saw a **50 percent increase**, which can be life-changing for some smallholder farmers.



* Figure taken from [Black farmers in the US: The opportunity for addressing racial disparities in farming | McKinsey](#).

Building Strong Communities

Community Engagement Index
Progress as of December 31, 2021

84%

Achieve 100% on the
Community Engagement Index

2025 Goal

FMC's overall 2021 Community Engagement score was impacted by widespread restrictions on in-person gatherings. We continue to learn and develop new ways to positively impact our communities beyond in-person events.



SUPPORTING COMMUNITIES THROUGH AN ONGOING PANDEMIC

COVID-19 continued to disrupt many aspects of our lives throughout 2021, but through the challenges came opportunity for community outreach, connection and innovation. Many of our sites demonstrated exemplary community leadership, particularly in public health, donating personal protective equipment, hosting blood drives and community vaccination clinics, and raising awareness about how to stay safe and healthy during the pandemic. For example, at our Lahore, Pakistan site, as the country experienced its second COVID-19 wave, the team hosted a COVID Awareness Day for community members that featured guest speakers, educational activities and games to encourage mask wearing, social distancing and regular hand washing.

Notably, FMC's Ungaran, Indonesia site received the Best Company Award for Preventing the Spread of COVID-19 by the Regent of Semarang H. Ngesti Nugraha. Out of 430 private companies operating in the Semarang Regency. Only two companies received this recognition. The award was conferred based on several assessments and observations local government teams made through impromptu visits to the plant.

FMC'S UNGARAN SITE WAS ONE OF TWO COMPANIES TO RECEIVE THE BEST COMPANY AWARD FOR PREVENTING THE SPREAD OF COVID-19.

COMA BEM (EAT WELL)

Educating Communities About Healthy Food Systems

Educating consumers about the source of our food – from the land to the farmer to their table – is an important part of building strong, healthy communities and reducing food waste.

Coma Bem, an FMC social media campaign originating in Brazil, aims to teach people of all ages about sustainable food production and the fundamental role of farmers and agriculture in ensuring access to safe, nutritious food. The series features stories and facts about food systems and sustainable farming practices that help to conserve soil and water and protect biodiversity.

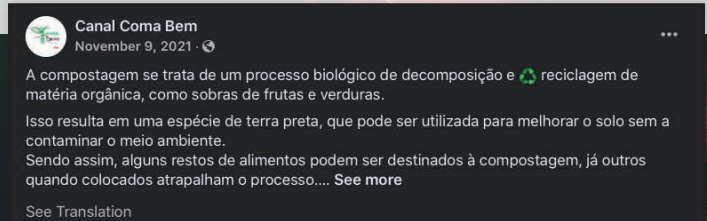
COMA BEM REACHES ALMOST 180,000 PEOPLE ANNUALLY THROUGHOUT LATIN AMERICA.



Coma Bem Objectives

- Educate the public about food systems.
- Explain the importance of healthy food systems to combating hunger and malnutrition (UN SDG Zero Hunger).
- Promote the value of sustainable agriculture and how FMC contributes to it.
- Raise awareness about healthy, sustainable, responsible consumption.

2 ZERO HUNGER



Inspiring the Next Generation

EDUCATING GIRLS OF RURAL CHINA

FMC is a proud partner of **Educating Girls of Rural China (EGRC)**, a Canadian charity dedicated to providing high school and university educations to impoverished young women from rural regions of Western China. Through our partnership, we have been able to provide financial sponsorships, access to technology, development opportunities and mentorship to girls throughout the region.

In 2021, we sponsored the **GROW Leadership Program** for 30 girls supported by the charity. The program theme was “Exploring Me & Shanghai, Becoming A Better One,” and was focused on career-related topics. The highlight of the program was the **#IAMRemarkable** workshop, a Google initiative empowering women and underrepresented groups in over 50 countries to celebrate their achievements in the workplace and beyond. The workshop was led by a young female

employee from Google China who shared her unique experience growing up in rural China and later working for renowned companies.

She also facilitated activities that taught participants how to use facts-based self-promotion to expand their professional opportunities.

Lin Hui, a university student who participated in the program, shared, *“I am now aware my achievements cannot speak for themselves,*

“Achieving gender equity both within and outside of our company is very important to us. We are working enthusiastically to promote the development of women in agriculture and are eager to help more young women from rural China rise up under the GROW Leadership Program. We are seeing firsthand how the Program helps them become more confident and better equipped to advance their careers and lead meaningful lives.”

Tracy Wu
China President, Business Director, North Asia

so it is important that I open up and speak for myself. I've become more motivated when people around me see the difference in me. I am more energized, yes, I am remarkable. I am grateful to all who have contributed to this great program.”

SCIENCE LEADERS SCHOLARSHIP PROGRAM

In 2021, FMC launched the Science Leaders Scholarship Program at major agricultural schools across India. The program is a multi-year commitment to create greater opportunities for aspiring scientists in agricultural research. Each year, 20 scholarships will be awarded to 10 students pursuing PhDs and another 10 students pursuing MSc studies in agricultural sciences. Fifty percent of the scholarships have been earmarked for female candidates to encourage more women in India to pursue careers in the agricultural sector.

In addition to funding, participants are awarded internships with FMC, giving them practical experience to launch their careers in areas such as R&D, Regulatory, Sales, Marketing and Precision Agriculture.

“Agricultural innovation is booming in India, gaining global recognition. The Scholarship Program creates opportunities for students to be at the forefront of this growth, working in a world-class organization surrounded by some of the best minds in the field. We want to encourage them to pursue rewarding careers in the agriculture industry and eventually contribute to India's reputation as a global research and innovation hub,” said Ravi Annavarapu, President, FMC India.

Upon graduation from their respective universities, students are considered for full-time employment opportunities with FMC.

FMC AND HEALTHY FOODS FOR HEALTHY KIDS

Since 2019, FMC has partnered with Healthy Foods for Healthy Kids (HFHK) to bring garden-based education to K-12 schools throughout the state of Delaware, U.S. HFHK's science-based programs engage students in hands-on learning activities that teach them about modern agriculture and healthy food production.

Thanks in part to FMC's sponsorship, HFHK added **five new school gardens** in 2021, bringing their total to **37 schools** and **14,000 students** served. In addition:

- **1,454 seed packets were distributed** as part of our seed giveaway, a yearly event started to reach students and their families during the COVID-19 lockdown.
- Approximately **4,000 pounds of produce were grown** in 2021 alone.
- An estimated **870 pounds of fresh vegetables were donated** to local food pantries and food closets.
- HFHK produced **21 teacher-training and in-classroom video lessons**, supporting pivots to virtual learning.

Our employees also participate on the HFHK Board and volunteer their time building school gardens. In 2021, FMC volunteers helped rebuild **four school gardens** at Marshall, Brader, Wilson and McVey Elementary Schools in Delaware. Their effort ensured that nearly **1,400 students** are growing their vegetables in fresh soil and sowing the benefits of eating what they grow. From the four rebuilt gardens, approximately **360 pounds** of produce per growing season (two per year) will grow!

“We are thrilled to support HFHK’s school garden program because it allows kids to discover firsthand the amazing process of bringing food from the farm to their plate,” said Karen Totland, FMC Vice President and Chief Sustainability Officer.



“Agriculture is a vital industry in Delaware and we appreciate the opportunity to partner with FMC employees to increase children’s understanding of the intersection of science and agriculture. We value FMC’s commitment to increasing sustainable food production and we are excited to extend this healthy outdoor experience to even more Delaware elementary students.”

Thianda Manzara

PhD, Founder, Former President & CEO
Healthy Foods for Healthy Kids



HFHK’S “Education Cultivation” Testimonials - The McVey Story

On August 12, 2021, FMC volunteers joined HFHK to rebuild their garden. Below is their story, written by K-5 ESL teacher, Maggie Kite, with testimonials from her students.

Our McVey Garden Story

The McVey Garden was set to be revived in the spring of 2020. We had our rebuild scheduled during the initial two-week shutdown. We were ready, but the world as we knew it disappeared. The students and I were so excited for this project. I worried we’d miss the planting window and return to school too late. Little did I know, we wouldn’t return to school that year, or that even the next year would not be full-time in person. After the tumultuous 2020-2021 school year, when HFHK contacted me to say they wanted to do a garden rebuild over the summer, I knew it was finally time. Amazing volunteers from the community and HFHK, along with our district facilities staff, made it happen – on the hottest day of the summer! The garden was rebuilt and I couldn’t wait to tell my students.

When the children returned to school full-time this fall, I told them the news. Since I work with grades kindergarten through fifth grade, many of them were a part of the initial planning and were overjoyed to hear it would be a reality for us this year. Pandemic schooling is missing so much. There are no field trips. There are no presentations or assemblies. This garden was all of that for us. It was the “special” part of our days or weeks. My students are all language learners and the best way to learn language is to use it in authentic situations. The students were able to take the language they learned in science and reading in their classrooms and make meaningful connections in our garden. We used language to plan, to understand, to write, to research about our garden. They felt so proud as they watched the plants grow. I saw children who often seemed timid in the traditional school environment grow confident in the garden, because of their experience with their families; they were leaders in the garden. I saw children who sometimes struggled to express themselves persevere in their attempts to tell us about their gardens in their home countries. After over a year of separation, the garden gave us a way to come together.

When we harvested, the children beamed at the full bags of greens. The next day they cheered for salads. They tried foods they might never have tried before. They learned. They grew as much as the plants grew. We didn’t just bring the garden back to life; we brought our classroom connections back to life with teamwork, cooperation, pride, some dirty knees – and a big salad bar! And, we can’t wait to do it again!

STUDENT TESTIMONIALS

“I was really happy and I paid attention to what I needed to do to harvest the vegetables. I really enjoyed eating what we grew.”

Ismael, 3rd grader

“Growing the garden took a long time and I watched our seeds grow until we ate them! I was so happy that we grew a big garden and got to make salads.”

Tariq, 3rd grader

“Growing our garden was exciting. We watched the plants grow and we made sure they had water. I felt proud of myself being a gardener.”

Alondra, 3rd grader

OUR COMMITMENT TO SAFETY

Ensuring the Health & Safety of Our People

2021 was another record safety year at FMC, moving us one step closer to achieving our goal of **zero injuries**. Forty-seven of our sites received EHS Excellence Awards for going a full year without a recordable injury. Today, we are proudly among the safest companies in the chemical industry.

We believe the key to creating a safety culture at work is to apply the same focus, intention and dedication to safety in every aspect of our lives. It's a holistic approach set forth in our **THINK.SAFE.** Manifesto, the foundation of our award-winning safety program. Every FMC office, laboratory and production site prominently displays the manifesto, which states, "We believe nothing is more important than the safety of people. And first and foremost, we are a company of people." In 2022, FMC is celebrating the 10th anniversary of THINK.SAFE. In the 10 years since we launched the program, **our injury rate has dropped from 49 recordable injuries in 2011 to a total of 6 in 2021.**

Recent progress can be attributed in part to a more deliberate focus on non-manufacturing team members. About two-thirds of FMC team members

THINK. SAFE. 

work outside of a manufacturing environment. Over the last few years, we have developed THINK.SAFE. programming that anyone can understand and apply, no matter where they work. For example, the "Line of Fire League" campaign featured superheroes in comic-book-style videos to explain "caught-in or between, released energy and struck-by" incidents and how to avoid them. Our "Walk Strong" campaign featured an animated character named "Shoe" who taught employees the importance of walking safely to avoid slips, trips and falls.



THINK.SAFE.

Our company's safety performance in 2021 was even more remarkable in light of the continued disruption of the COVID-19 pandemic. COVID-19 management teams at our global headquarters in Philadelphia and in each of our regions continued to ensure every FMC site operated with appropriate wellness and safety measures that augmented existing Environment, Health and Safety protocols. In early 2021, we launched a global campaign to raise awareness of the benefits of COVID-19 vaccines and encouraged all employees to get vaccinated following advice from their healthcare provider. Various programs, including incentives, contributed to our strong employee vaccination rates. As a result, we experienced **zero** community transmissions at our facilities while manufacturing sites continued to operate at the full production plan.

THINK. SAFE. MANIFESTO

WE BELIEVE NOTHING IS MORE IMPORTANT THAN THE SAFETY OF PEOPLE. AND FIRST AND FOREMOST, WE ARE A COMPANY OF PEOPLE.

WE BELIEVE TO BE WORLD CLASS, WE MUST BE SAFE, FIRST. IT'S NOT A JOB TO BE CHECKED, BUT A VALUE THAT WE OWN AND LIVE EVERY DAY. IT IS THE RIGHT WAY, THE ONLY WAY TO LIVE AND TO WORK.

WE BELIEVE THERE ARE ENOUGH DANGERS IN THIS WORLD WITHOUT US CREATING NEW ONES. WE ALL MAKE THOUSANDS OF CHOICES A DAY. BUT IT ONLY TAKES ONE BAD ONE TO BE UNSAFE. A SINGLE UN-SAFE MOMENT CAN TRIGGER A LIFETIME OF NECESSARY HURT, SORROW, STRESS AND LOSS.

WE BELIEVE SAFETY IS A UNIVERSAL HUMAN RIGHT. WE EACH HAVE A FUNDAMENTAL RESPONSIBILITY TO OUR FELLOW EMPLOYEES, FRIENDS, FAMILIES AND COMMUNITIES TO BE SAFE. NOT JUST AT WORK, BUT AT HOME AND ON THE ROAD.

WE DON'T BELIEVE THOSE WHO TELL US IT DOESN'T MATTER. IT DOES. WE DON'T BELIEVE THOSE WHO TELL US IT CANNOT BE DONE. IT CAN.

WE WILL BE SAFE:

 **AT WORK**

By taking personal ownership of the behaviors, conditions and systems that create a culture of safety. And by making others in the same regard of position, function and tenure.

 **AT HOME**

By modeling our families, friends and neighbors in a continuous state of respect to traditions and maintenance of safety and practices where we live.

 **ON THE ROAD**

By modeling the disciplines, technologies and time-management skills to keep us alert, attentive and safe in all modes of travel at all times.

2021 FINISH STRONG CAMPAIGN

During fourth quarter 2021, FMC ran the **Finish Strong campaign**, which challenged team members to sharpen their focus and finish 2021 with zero additional recordable injuries. Each plant, office and laboratory that accomplished the goal received \$1,500 USD to donate to a local charity and be entered into a drawing to win an additional \$5,000 USD to donate to charity.

We are also pleased to recognize 82 sites that achieved zero additional FMC recordable injuries to close out the fourth quarter.



PLANTS

Wyong, Australia
Uberaba, Brazil
Calgary, Canada
Jinshan, China

Suzhou, China
Rønland, Denmark
Uffholtz, France
Stade, Germany

Panoli, India
Savli, India
Pasuruan, Indonesia
Ungaran, Indonesia

San Colombano, Italy
Lahore, Pakistan
Manati, Puerto Rico
Tuas South, Singapore

Flintshire, UK
Middleport, U.S.
Mobile, U.S.

Wyoming, U.S.
Song Than, Vietnam

OFFICES

Buenos Aires, Argentina
Sydney, Australia
Graz, Austria
Dhaka, Bangladesh
Campinas, Brazil
Sofia, Bulgaria
Santiago, Chile
Beijing, China

Hong Kong, China
Bogotá, Colombia
San Jose, Costa Rica
Prague, Czech Rep
Cairo, Egypt
Lyon, France
Frankfurt, Germany
Athens, Greece

Budapest, Hungary
Bangalore, India
Gurgaon, India
Mumbai, India
Jakarta, Indonesia
Cork, Ireland
Bergamo, Italy
Tokyo, Japan

Kuala Lumpur, Malaysia
Guadalajara, Mexico
Auckland, New Zealand
Lahore Office, Pakistan
Manila, Philippines
Warsaw, Poland
Bucharest, Romania
Singapore MBFC, Singapore

Bratislava, Slovakia
Seoul, South Korea
Barcelona, Spain
Madrid, Spain
Geneva, Switzerland
Taichung, Taiwan ROC
Bangkok, Thailand
Istanbul, Turkey

Harrogate, UK
Kiev, Ukraine
Philadelphia, U.S.
Washington DC, U.S.
Ho Chi Minh, Vietnam

LABORATORIES

Paulínia, Brazil
Breslau, Canada
Hanley, Canada

Wetaskiwin, Canada
Shanghai AIC, China
Copenhagen (EIC), Denmark

Nambsheim, France
Hyderabad, India
Savli-3 DR&D, India

Karawang, Indonesia
Calauan, Philippines
Subhanburi, Thailand

Madera, U.S.
Rochelle, U.S.

Sparks, U.S.
Newark (Stine), U.S.

LEADING A SAFETY CULTURE

Interview with Jakob Kyllesbech,
Rønland Site Manager



Q How long have you been with FMC?

I joined FMC in January 2018 as the Rønland Site Manager.

Q Why is safety important to you?

The commitments we make in our safety manifesto are not just words. Nothing is more important than people. It's my job to ensure the safety of the site and a big motivator for me as a person. Fundamentally, I believe safety is where it all starts. If we are not safe, we won't make quality products and we won't be competitive.

Q What are some of the ways you've worked to build a safety culture at Rønland?

Leaders need to lead – to be role models, to be involved and to act on every potential risk. The main tool we use to help us do this is MBWA (Management by Walking Around). It's about getting out in the site, looking for specific issues and resolving them before they become a safety hazard. It's important to talk to your colleagues about safety and help people to be safe.

Leaders must “walk the talk,” be present and visible, to foster a safety culture throughout the whole site.

Q When you reflect on the past year, what do you believe was really successful?

In 2021, Rønland set a new record with 402 days without a recordable injury. This was a big achievement that we were all very proud of. But it was also a sad day as a colleague was injured. It was a reminder to all of us that we have to be safe one task at a time, one day at a time, every day.

Q What has been most challenging?

One of our biggest challenges is with contractor safety, where we see too many incidents. An injury is an injury no matter who is hurt. We are stepping up our efforts on contractor safety using the same tools and safety culture we have built within FMC.

Q FMC is always striving for zero injuries. What are you focused on for the future?

We need to continue the work we've started especially on process safety. It's important that we continue to improve our safety standards and regulations as these define **HOW** to be safe. But **BEING** safe is in the end a personal decision. Each of us must make the decision to work safely and change our behavior to ensure our own safety and the safety of others. That is what will take us to **ZERO and beyond**.

Q How do you think about safety “at work, at home and on the road”?

Safety is a core value. We don't leave our values at work at the end of the day. Values go beyond our professional lives - they define us as people. On a personal level, FMC's Core Values Safety, Respect for People and Integrity define the person I strive to be.

SAFETY IN THE FIELD

South Africa Sponsors Construction of Cages for Empty Agrochemical Containers Destined for Recycling

Safe disposal of product containers and packaging is critical to protecting the health and safety of farmers, their communities and the environment. Our product stewardship teams around the world conduct hundreds of hours of training and provide informational materials to millions of farmers every year on responsible use of crop protection products, including container management.

Last year, the team in South Africa partnered with key distributors throughout the country to construct cages for storing empty agrochemical containers until they are ready to be recycled. A large percentage of these containers are typically thrown away, burned, buried or sold for reuse in illegal counterfeiting, which can have lasting, damaging effects on the environment and pose a safety risk to farmers and their communities. The storage cages make it easier and more efficient for farmers to recycle empty product containers, encouraging safer, more sustainable practices.

The first cage was constructed in Polokwane and has been in use since June 2021. Two additional cages, one in Ixopo and one in Underberg, were completed in December 2021. To date, the response from farmers has been very positive.



“The cage has been really well-received. We are 80 percent full with empties coming in slowly but surely now as the season comes to an end.”

Mike Streatfield, Farmers Agricare Underberg

“We’ve had a very good response from the farmers – it’s very convenient and they’re happy they can get a disposal certificate.”

Steve Shaw, Farmers Agricare Ixopo

“The cage is a massive win. It’s fantastic for the environment and we’ve received very positive feedback from a lot of farmers who are grateful we have put it up. It’s been particularly useful for export farmers and Global Gap certification.”

Bruce Humphries,
Farmers Agricare Ixopo



Container cage

THE TEAMS ARE PLANNING ADDITIONAL CAGES TO BE BUILT IN LETSITELE, GREYTOWN AND DUNDEE.

Helping Farmers Avoid Risks of Counterfeit Products

Illegal pesticides, specifically counterfeit products, are a growing problem in farming communities around the world, and as trade in counterfeit pesticides increases, so do the risks to the environment and human health.

Counterfeit pesticides are unregulated and manufactured without appropriate consideration of environmental laws, regulations and health and safety protocols. They may contain a banned active ingredient, a lower dose of the active or even no active at all. As a result, counterfeit pesticides may not be as efficient in protecting crops from pests, resulting in higher application rates and dosing. This presents serious risks to health and safety of farmers and consumers, as well as to water, soil and air quality on and around the farm. In some cases, it can cause catastrophic crop failure, which can be devastating to farmers’ incomes.

FMC has a network of labs throughout the world that can quickly authenticate suspicious products – and now we are bringing authentication capabilities to the field. To help farmers avoid the risks of counterfeit pesticides, we have developed a unique technology that allows them to use an app on their mobile device to authenticate an FMC product. When a farmer scans a barcode on the package, they will receive information that tells them whether the product is authentic. In some regions and countries (e.g., Mexico), each barcode will be associated with a unique ID that provides additional information including when and where the product was produced.

In the future, we expect to integrate the app with FMC’s Arc™ farm intelligence platform, which would give farmers access to the complete product application instructions and safety information on their device.

We launched the app in India in 2021 and plan to introduce it in Mexico, Bolivia, Indonesia and the EU in 2022.

ASSURANCE STATEMENT

Independent Assurance Statement to FMC Corporation

ERM Certification and Verification Services, Inc. ("ERM CVS") was engaged by FMC Corporation ("FMC") to provide assurance in relation to the information set out below and presented in the FMC's 2021 Sustainability Report ("the Report").

ENGAGEMENT SUMMARY	
Scope of our assurance engagement	<p>Whether the 2021 data for the following environmental (absolute and intensity) are fairly presented, in all material respects, with the reporting criteria:</p> <p>ENVIRONMENTAL DATA</p> <p>GHG emissions</p> <ul style="list-style-type: none"> • Scope 1 GHG Emissions (from direct energy use and fleet) [Kilotonnes CO2e] • Scope 2 GHG Emissions (location-based methodology) [Kilotonnes CO2e] • Scope 2 GHG Emissions (market-based methodology) [Kilotonnes CO2e] • Total GHG Emissions (location-based methodology) [Kilotonnes CO2e] • Total GHG Emissions (market-based methodology) [Kilotonnes CO2e] • GHG Intensity [Tonnes CO2e/Tonne of Production] • Scope 3 total (including categories: 1, 2, 3, 5, 6, 7, 8, 9 and 12) [tonnes CO2e] <p>Energy</p> <ul style="list-style-type: none"> • Total Energy Use [Terajoules] • Energy Intensity [GJ/Tonne of Production] • Total Renewable Energy [Terajoules] <p>Water</p> <ul style="list-style-type: none"> • Total Water Use [Million Cubic Meters] • Total High Risk Water Use [Million Cubic Meters] • High Risk Water Intensity [Cubic Meters/Tonne of Production] <p>Production</p> <ul style="list-style-type: none"> • Total Production [Kilotonne of Production] <p>Waste</p> <ul style="list-style-type: none"> • Total Waste Generated [Kilotonnes] • Total Waste Disposed [Kilotonnes] • Waste Disposed Intensity [Kg/Tonne of Production] • Total Hazardous Waste Generated [Kilotonnes] • Total Non-Hazardous Waste Generated [Kilotonnes] • Total Hazardous Waste Disposed [Kilotonnes] • Total Non-Hazardous Waste Disposed [Kilotonnes] • Total Waste for Beneficial Use [Kilotonnes] • Total Waste for Beneficial Use Intensity [Kg/Tonne of Production] <p>Safety indicators</p> <ul style="list-style-type: none"> • Total Recordable Incident Rate (TRIR)
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	<p>FMC is responsible for preparing the Report and for the collection and presentation of the information within it.</p> <p>ERM CVS' responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgment.</p>

Our Conclusions

Based on our activities, as described below, nothing has come to our attention to indicate that the 2021 data for the specified indicators, as listed above, are not fairly presented, in all material respects, with the reporting criteria.

Our Assurance Activities

A multi-disciplinary team of sustainability and assurance specialists performed a range of assurance procedures which varied across the disclosures covered by our assurance engagement, as follows:

- Interviews with relevant corporate 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 environmental, safety, and production indicator definitions and conversion factors;
- Virtual site visits to FMC operations in Jinshan, China; Rønland, DK; and Wyoming, USA 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.

Due to COVID travel restrictions, we planned our assurance engagement to include virtual site visits. While we believe this approach does not affect our limited assurance conclusion(s) above, we draw attention to the possibility that if we had undertaken in person visits we may have identified errors and omissions in the assured information that we did not discover through the alternative assurance program.

Our Independence

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 in any respect.

Beth C. B. Wyke

Beth Wyke, Head of Corporate Assurance Services, Malvern, PA

23 May 2022

ERM Certification and Verification Services, Inc.
www.ermcvs.com; Email: post@ermcvs.com

ERM CVS

BOARD OF DIRECTORS

Pierre R. Brondeau

Chairman of the Board and Retired Chief Executive Officer, FMC Corporation

Mark Douglas

President and Chief Executive Officer, FMC Corporation

Eduardo E. Cordeiro

Former Executive Vice President, Chief Financial Officer and President, Americas Region, Cabot Corporation

Carol Anthony “John” Davidson

Former Senior Vice President, Controller and Chief Accounting Officer, Tyco International

Kathy L. Fortmann

Chief Executive Officer, Amsterdam Commodities N.V.

C. Scott Greer

Retired Principal, Greer and Associates

K’Lynne Johnson

Former Chief Executive Officer, President and Executive Chair, Elevance Renewable Sciences Inc.

Dirk A. Kempthorne

Retired President and Chief Executive Officer, American Council of Life Insurers

Paul J. Norris

Retired Chairman and Chief Executive Officer, W. R. Grace & Co.

Margareth Øvrum

Retired Executive Vice President, Equinor ASA, Development and Production Brazil; Retired President, Equinor Brazil

Robert C. Pallash

Retired President, Global Customer Group and Senior Vice President, Visteon Corporation

Vincent R. Volpe, Jr.

Chairman, CEO, President and Principal, LeHavre Athletic Club

EXECUTIVE LEADERSHIP

Mark Douglas

President and Chief Executive Officer

Diane Allemang

Executive Vice President and Chief Marketing Officer

Ronaldo Pereira

Executive Vice President and President, FMC Americas

Michael F. Reilly

Executive Vice President, General Counsel, Secretary and Chief Compliance Officer

Andrew D. Sandifer

Executive Vice President and Chief Financial Officer

Kathleen A. Shelton, Ph.D.

Executive Vice President and Chief Technology Officer

FMC OFFICERS

Brian P. Angeli

Vice President, Corporate Strategy and Precision Agriculture

Brian J. Blair

Vice President, Treasurer

William F. Chester

Vice President, Global Tax

Barry J. Crawford

Vice President, Operations

Kenneth A. Gedaka

Vice President, Communications and Public Affairs

Thaisa Hugenevner

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Susanne M. Lingard

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Kyle Matthews

Vice President, Chief Human Resources Officer

Nicholas L. Pfeiffer

Vice President, Corporate Controller and Chief Accounting Officer

Sebastià Pons

Vice President and President, FMC Europe, Middle East, Africa

Bethwyn Todd

Vice President and President, FMC Asia Pacific

Karen M. Totland, Ph.D.

Vice President, Chief Sustainability Officer

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

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"> New representation goals Diversity Task forces 	<ul style="list-style-type: none"> Regional inclusion councils D&I training for leadership
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"> 2035 net-zero, Water and Waste Goals 	<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



Stockholder Data

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

Responsible Care® is a service mark of American Chemistry Council, Inc.

ESG APPENDIX A GOVERNANCE

Corporate governance establishes the systems, rules and practices by which FMC operates. Governance is critical at FMC; it ensures we are operating with integrity and accountability. Details on our corporate governance structure is disclosed in our [Annual Report](#), [Proxy Statement](#) and on our [website](#).

As part of this governance, FMC has a well established system as it pertains to sustainability, as described below.

BOARD OF DIRECTORS SUSTAINABILITY COMMITTEE

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

EXECUTIVE SUSTAINABILITY COUNCIL

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

OFFICE OF THE CSO

The office of the CSO brings greater focus and direction to our sustainability efforts around the world, driving meaningful change across the company and supporting global initiatives to address some of the world's most urgent challenges.

There are five key functions that report to the Chief Sustainability Officer:

EXTERNAL SUSTAINABILITY ADVISORY COUNCIL

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



1
Corporate Sustainability



2
Diversity, Equity and Inclusion



3
Product Stewardship



4
Government and Industry Affairs



5
Sustainability Communications, Engagement and Philanthropy

ESG APPENDIX B

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is essential to identify important initiatives, issues and trends for FMC. We regularly meet with several stakeholder groups. Taking their feedback into account is vital as FMC continues to evolve and grow. The table below indicates our main stakeholder groups, how we engage them and examples of key topics. More information about our stakeholder engagement can be found on our [website](#).

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

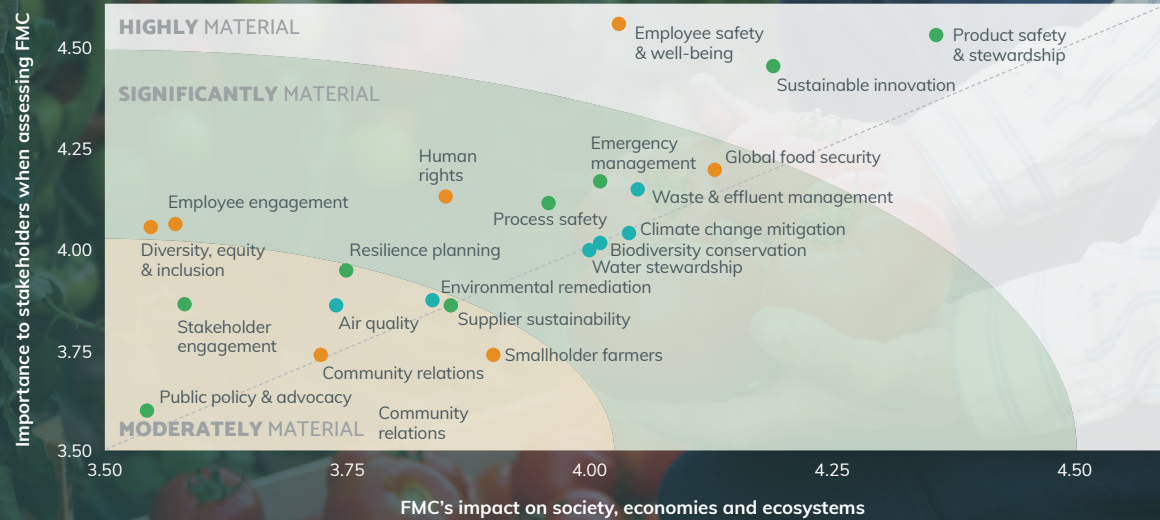
MATERIALITY ASSESSMENT

At FMC, we are committed to conducting our business with honesty and integrity and complying with all applicable laws. FMC's **Code of Ethics and Business Conduct** (the "Code") exemplifies our dedication to these high business standards. The Code summarizes the legal and ethical principles that we follow in our daily work and applies these principles to our policies and practices. For many years, the Code has served as a constant guidepost for the way FMC does business. FMC's commitment ethics and compliance starts at the top of the corporation. FMC's **Corporate Responsibility Committee**, which consists of executive management and reports to the Audit Committee of the Board of Directors, assesses FMC's overall compliance with applicable law and the Code, oversees the compliance training program and considers the appropriate response to significant compliance matters and legal developments.

WE ARE COMMITTED TO CONDUCTING OUR BUSINESS WITH HONESTY AND INTEGRITY.

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

FMC Materiality Matrix Topic Importance vs. Impact



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

We analyzed 22 potential material topics based on **GRI, SASB, United Nations Global Compact** and other expert recommendations. Respondents were asked to rate topics on a scale of 1-5 based on two dimensions:

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

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

ESG APPENDIX C

SUPPORTING DATA | ENVIRONMENTAL

The following tables provide a detailed breakdown of the 2021 environmental data as well as data trends over the past three years. In previous reporting year, FMC's boundary was our manufacturing sites and our Stine R&D facility. In 2021, FMC expanded our environmental boundary to include: fleet, fugitive emissions, and all FMC owned sites. All data presented in previous years do not represent our expanded environmental boundary. As such, any comparison's do not accurately represent performance year over year.

GHG and Energy Summary

FMC REGIONS	2021 TOTAL ENERGY (GJ)	TOTAL RENEWABLE ENERGY (GJ)	TOTAL GHG EMISSION (tCO ₂ e)
Europe, Middle East & Africa	595,472	21,902	28,186
North America	1,102,102	0	72,538
Asia Pacific	414,660	10,738	47,452
Latin America	15,932	0	546
Total	2,162,987	32,640	168,008
Other Owned Sites (Non-Manufacturing/Stine)	34,821	0	1,293
Fleet	n/a	n/a	16,260
Fugitives	n/a	n/a	1,734

Note: FMC limited assurance for Scopes 1 and 2 include all manufacturing sites, Stine and Fleet. Scope 3 assurance is for Total Scope 3 (including Categories 1, 2, 3, 5, 6, 7, 8, 9 and 12).

Fleet emissions were reported directly by the fleet management companies contracted by FMC. Where emissions were not reported by the fleet management company, emissions were calculated based on the distance driven. Where actual distance driven was not available, distance was estimated using the annual contractual mileage for each vehicle or using other best available information such as monthly fuel allowance provided by FMC regional managers.

* Includes RECs.

** Category 2 capital goods is based on 2021 GAAP expenditures.

Categories 10 and 11 are considered not relevant to FMC. This is aligned with the WBCSD Chemical Sector Standard "Guidance for Accounting and Reporting Corporate GHG Emissions in the Chemical Sector Value Chain".

Category 13 Downstream Leased Asset are considered not relevant as all emissions associated with the operations of assets leased to other entities by FMC are currently accounted for within Scope 1 and 2 inventory.

Category 14 Franchises are considered not relevant as FMC's business model does not involve the use of franchises.

Category 15 Investments are considered not relevant as FMC's total investment portfolio is valued at less than 0.1 percent of FMC's market capitalization.

GHG by Scope

	tCO ₂ e
Scope 1	
Manufacturing Sites & Stine	86,394
Other Owned Sites	345
Fleet	16,260
Fugitives	1,734
Total	104,733
Scope 2 (Market Based)	
Manufacturing Sites & Stine*	61,502
Other Owned Sites	948
Total	62,450
Scope 3**	
Category 1 (Purchased Goods & Services)	2,189,566
Category 2 (Capital Goods)	28,433
Category 3 (Fuel- and Energy-related Activities)	43,320
Category 4 (Upstream Transportation & Distribution)	130,381
Category 5 (Waste Generated in Operations)	63,761
Category 6 (Business Travel)	1,506
Category 7 (Employee Commuting)	5,004
Category 8 (Upstream Leased Assets)	14,836
Category 9 (Downstream Transportation & Distribution)	9,605
Category 12 (End-of-life Treatment of Sold Products)	76,039
Total	2,562,451

Water Summary

FMC REGIONS	WATER USE (M3)	HIGH-RISK WATER USE (M3)
Europe, Middle East & Africa	384,067	0
North America	777,148	0
Asia Pacific	271,974	238,592
Latin America	18,101	0
Total	1,451,290	238,592

Note: Data provided is for manufacturing sites and Stine.

Water use is inclusive of high-risk water use.

High-risk locations are defined by the 2021 WRI Aqueduct Overall Water Risk Assessment.

Other Emissions

Air Quality

	METRIC TONNES	FMC BOUNDARY
NOx	50.23	Global
SOx	34.41	Global
VOCs	27.39	Global
HAPs	23.31	North America Only

Data and Intensity Trends

2021 Progress

	2019	2020	2021
Revenue (\$M)	4,610	4,642	5,045
Scope 1 (tCO ₂ e)	83,040	83,584	104,733
Scope 2, Location Based (tCO ₂ e)	69,096	68,360	63,275
Scope 2, Market Based (tCO ₂ e)	Not Reported	67,031	62,450
Renewable Energy	0	2%	2%
Scope 1 & 2 GHG Emissions (tCO ₂ e)	152,136	135,391	167,183
GHG Intensity (tCO ₂ e/Revenue USD)	33	29	33
Energy (GJ)	2,085,944	2,115,249	2,162,987
Energy Intensity (tCO ₂ e/Revenue USD)	453	456	429
Water Use (m3)	1,461,984	1,517,145	1,451,290
Water Use Intensity (m3/Revenue USD)	317	327	288
High-Risk Water Use (m3)	231.81	219.58	238.59
High-Risk Water Use Intensity (m3/Revenue USD)	0.05	0.05	0.05
Waste Disposed (kg)	47,237,834	50,215,332	49,915,076
Waste Disposed Intensity (kg/Revenue USD)	10,247	10,817	9,894

Note: Intensity trends are based on absolute values over revenue in USD. Note that in 2021 reporting boundaries changed which is not reflected in previous years data.

Waste Summary

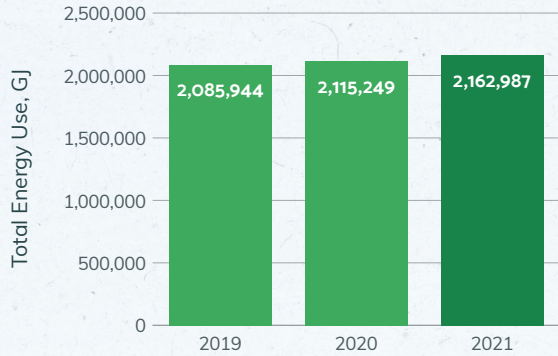
FMC REGIONS	TOTAL WASTE GENERATED (KG)		WASTE FOR BENEFICIAL REUSE (KG)		TOTAL DISPOSED (KG)		Waste Disposal Method					
							LANDFILL (KG)		INCINERATION W/O ENERGY RECOVERY (KG)		OTHER - DISPOSED (KG)	
	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous
Europe, Middle East & Africa	8,806,926	15,454,000	7,670,821	1,664,484	1,136,105	13,789,516	9,446	13,718,825	38,273	4,694	1,088,386	65,997
North America	19,716,574	4,381,937	9,667,846	1,225,497	10,048,729	3,156,439	0	2,340,882	10,042,811	790,179	5,918	25,377
Asia Pacific	23,934,852	1,942,955	3,190,204	1,543,890	20,744,648	399,065	1,451,058	109,583	6,145,814	58,695	13,147,776	230,787
Latin America	382,128	2,247,208	0	1,988,762	382,128	258,446	0	258,446	169,698	0	212,430	0
Total	52,840,480	24,026,100	20,528,870	6,422,633	32,311,611	17,603,466	1,460,504	16,427,736	16,396,596	853,568	14,454,510	322,161

Note: Data provided is for manufacturing sites and Stine.

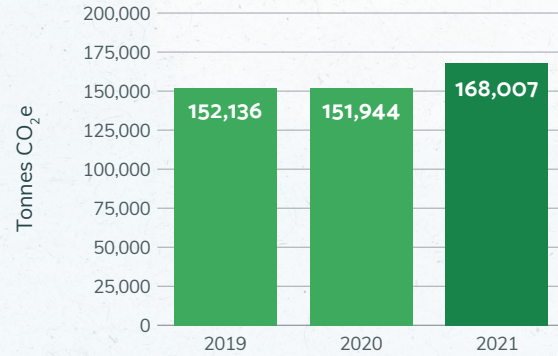
Environmental Metrics – Trends

Note: Data represented includes FMC's entire boundary. 2021 Data assurance was performed by ERM CVS on all manufacturing sites and Stine as well as fleet.

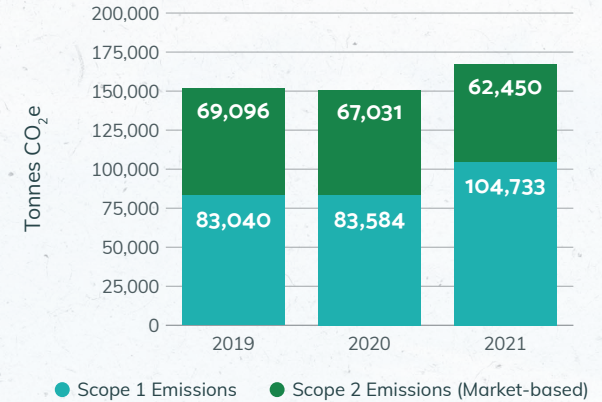
Global Energy Use



Global GHG Emissions (Scope 1 and 2)

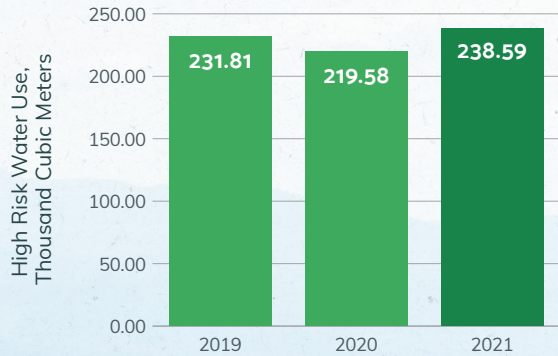


Global Scope 1 and 2 Emissions



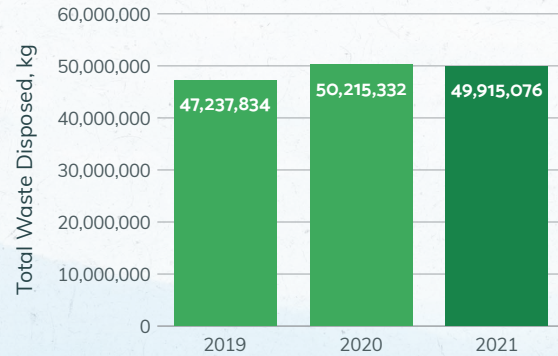
Note: In 2021 FMC updated their reporting boundary as explained on page 7.

Global High-Risk Water Use

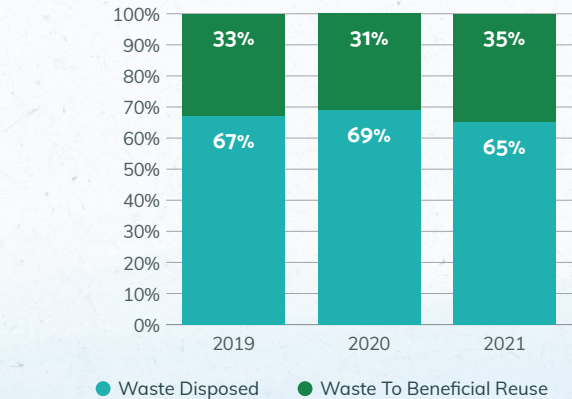


Note: High-risk locations are defined by WRI Aqueduct Overall Water Risk Assessment. 2019 and 2020 metrics reflect the 2021 high-risk regions.

Global Waste Disposed



Waste Disposal Rate





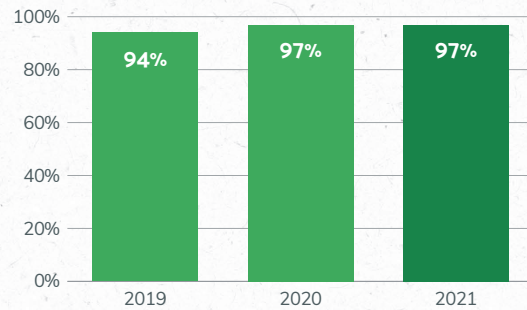
SUPPORTING DATA | SAFETY & SUSTAINABILITY

| Safety Data

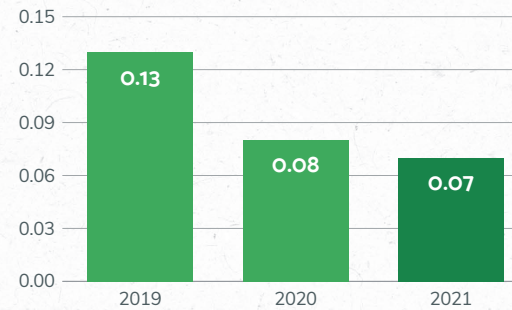
At FMC, people come first. We strive for an injury-free workplace, where every employee returns home the same way they arrived. We encourage a culture of open reporting, so we can learn from our mistakes and work towards continuous improvement in behaviors and processes. To see our safety data visit our [website](#).

| Sustainability Data – Trends

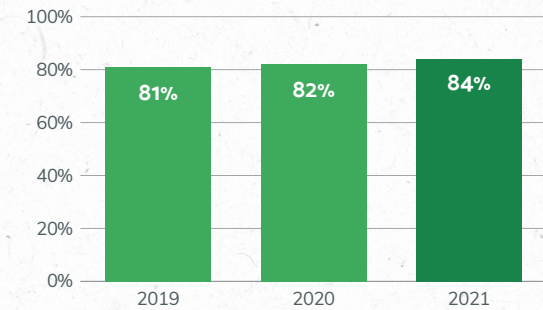
R&D Spend on Sustainably Advantaged Products



Total Recordable Incident Rate (TRIR)



Community Engagement



SUPPORTING DATA | WORKFORCE

Workforce Data

Workforce Data for Fulltime Employees/FTE in 2021

FMC REGIONS	TOTAL EMPLOYEES	Total Workforce									
		GENDER (COUNT AND %)				AGE GROUP (% ONLY)					
		Male	% Male	Female	% Female	<20	20-29	30-39	40-49	50-59	>60
Europe, Middle East & Africa	1,459	956	66%	503	34%	0.10%	7.50%	28.10%	27.60%	25.60%	11.10%
North America	1,432	917	64%	510	36%	0.10%	9.70%	23.30%	24.20%	26.00%	16.80%
Asia Pacific	2,547	1,888	74%	659	26%	0	11.70%	42.10%	31.40%	13.90%	0.90%
Latin America	792	568	72%	224	28%	0.10%	12.00%	44.70%	30.10%	11.10%	2.00%
Total	6,230	4,329	70%	1,896	30%	0.00%	10.30%	34.80%	28.70%	19.10%	7.10%

FMC REGIONS	New Hire														Voluntary Turnover													
	GENDER (COUNT)		AGE GROUP (MALE)						AGE GROUP (FEMALE)						GENDER (COUNT)		AGE GROUP (MALE)						AGE GROUP (FEMALE)					
	Male	Female	<20	20-29	30-39	40-49	50-59	>60	<20	20-29	30-39	40-49	50-59	>60	Male	Female	<20	20-29	30-39	40-49	50-59	>60	<20	20-29	30-39	40-49	50-59	>60
EMEA	89	56	5	38	45	22	18	1	0	32	35	25	4	4	58	50	1	12	19	12	12	2	0	8	28	8	5	1
North America	82	67	3	43	36	16	11	4	0	49	24	8	11	4	70	58	0	12	28	17	10	3	0	12	21	9	16	0
APAC	329	133	0	128	153	44	8	1	0	45	64	20	8	2	175	47	0	37	86	37	15	0	0	9	22	13	3	0
LATAM	87	59	1	31	37	20	5	2	4	33	31	8	1	0	52	17	0	4	36	11	1	0	0	3	11	3	0	0
Total	587	315	9	240	271	102	42	8	4	159	154	61	24	10	355	172	1	65	169	77	38	5	0	32	82	33	24	1

Women in Senior Leadership

TOTAL NUMBER OF WOMEN	TOTAL NUMBER IN LEADERSHIP POSITIONS (JOB GRADE 25 AND ABOVE)
1896	65

Women in Management

WOMEN WORKING AT FMC (TOTAL #)	WOMEN IN PROFESSIONAL ROLES*	
	Count	%
1896	1364	72%

* Definition: Professional roles are defined by certain types of responsibilities or requirements, such as independent judgment and decision making that impact the business. All FMC employees are assigned a job classification which, although a US specific concept, includes an Equal Employment Opportunity (EEO) categorization of the job. Job Classification is used to identify "Professionals" as those in the management categories, professional and sales workers. We include Executive/Senior Management, First Level Managers, Professionals and Sales Workers in FMC's definition of "Professional". Senior management roles are those that have significant responsibility to oversee and direct a functional discipline or business area within FMC.

Governance Bodies by Gender

GENDER		
	Count	%
Male	14	70%
Female	6	30%

Governance Bodies by Age Group

AGE GROUP		
	Count	%
Under 30	0	0%
30 - 50	7	35%
Over 50	13	65%

ESG APPENDIX D

REPORTING STANDARDS | 2021 GRI INDEX

GRI 102: General Disclosures

Organizational Profile

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-1 Name of the organization	The reporting organization shall report the following information: a. Name of the organization.	FMC Corporation
102-2 Activities, brands, products and services	The reporting organization shall report the following information: a. A description of the organization's activities. b. Primary brands, products and services, including an explanation of any products or services that are banned in certain markets.	p.3
102-3 Location of headquarters	The reporting organization shall report the following information: a. Location of the organization's headquarters.	Philadelphia, Pennsylvania, United States
102-4 Location of operations	The reporting organization shall report the following information: a. Number of countries where the organization operates and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	FMC Website (https://www.FMC.com/en/company/our-locations)
102-5 Ownership and legal form	The reporting organization shall report the following information: a. Nature of ownership and legal form.	2021 FMC Form 10-K p.1
102-6 Markets served	The reporting organization shall report the following information: a. Markets served, including: I. geographic locations where products and services are offered; II. sectors served; III. types of customers and beneficiaries.	p.3
102-7 Scale of the organization	The reporting organization shall report the following information: a. Scale of the organization, including: I. total number of employees; II. total number of operations; III. net sales (for private sector organizations) or net revenues (for public sector organizations); IV. total capitalization (for private sector organizations) broken down in terms of debt and equity; V. quantity of products or services provided.	p.3 , p.4

Organizational Profile (cont.)

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-8 Information on employees and other workers	The reporting organization shall report the following information: a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	p.22 ; 2021 FMC Form 10-K p.7 ; Workforce Metrics
102-9 Supply chain	The reporting organization shall report the following information: a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services.	2021 Form 10-K p.5-6 , p.9-10 ; https://www.FMC.com/en/company/FMC-suppliers
102-10 Significant changes to the organization and its supply chain	The reporting organization shall report the following information: a. Significant changes to the organization's size, structure, ownership, or supply chain, including: I. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; II. Changes in the share capital structure and other capital formation, maintenance and alteration operations (for private sector organizations); III. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	p.3 ; 2021 Form 10-K p.2
102-11 Precautionary Principle or approach	The reporting organization shall report the following information: a. Whether and how the organization applies the Precautionary Principle or approach.	p.43-44 ; 2021 Form 10-K p.9-13
102-12 External initiatives	The reporting organization shall report the following information: a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	UN Global Compact (p.40); UN Sustainable Development Goals (p.5); Community Engagement Activities (p.30) Responsible Care; Multiple ISO certifications at manufacturing facilities globally; Science Base Target alignment
102-13 Membership of associations	The reporting organization shall report the following information: a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Association Memberships

Strategy

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-14 Statement from senior decision-maker	The reporting organization shall report the following information: a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	p.2

Ethics and Integrity

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-16 Values, principles, standards and norms of behavior	The reporting organization shall report the following information: a. A description of the organization's values, principles, standards and norms of behavior.	https://www.FMC.com/en/company/about-FMC

Governance

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-18 Governance structure	The reporting organization shall report the following information: a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental and social topics.	p.42

Stakeholder Engagement

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-40 List of stakeholder groups	The reporting organization shall report the following information: a. A list of stakeholder groups engaged by the organization.	p.43
102-41 Collective bargaining agreements	The reporting organization shall report the following information: a. Percentage of total employees covered by collective bargaining agreements.	2021 Form 10-K p.7
102-42 Identifying and selecting stakeholders	The reporting organization shall report the following information: a. The basis for identifying and selecting stakeholders with whom to engage.	p.43-44
102-43 Approach to stakeholder engagement	The reporting organization shall report the following information: a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	p.43
102-44 Key topics and concerns raised	The reporting organization shall report the following information: a. Key topics and concerns that have been raised through stakeholder engagement, including: I. how the organization has responded to those key topics and concerns, including through its reporting; II. the stakeholder groups that raised each of the key topics and concerns.	p.44

Reporting Practice

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-45 Entities included in the consolidated financial statements	The reporting organization shall report the following information: a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	2021 Form 10-K p.1-5
102-46 Defining report content and topic Boundaries	The reporting organization shall report the following information: a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	p.1 , p.2 ; impact of material topics on the business are described on www.FMC.com/sustainability
102-47 List of material topics	The reporting organization shall report the following information: a. A list of the material topics identified in the process for defining report content.	p.1 , p.2 , p.44
102-48 Restatements of Information	The reporting organization shall report the following information: a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	n/a
102-49 Changes in reporting	The reporting organization shall report the following information: a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	FMC reset its environmental sustainability goals in 2021, including updating the baseline year from 2018 to 2021. As such, FMC's previous goals on energy use, waste disposed, GHG emissions and water use have been replaced and are no longer reported on. FMC's updated goals are presented in the 2021 Sustainability Report (p.6-11).
102-50 Reporting period	The reporting organization shall report the following information: a. Reporting period for the information provided.	Calendar year 2021
102-51 Date of most recent report	The reporting organization shall report the following information: a. If applicable, the date of the most recent previous report.	Calendar year 2020
102-52 Reporting cycle	The reporting organization shall report the following information: a. Reporting cycle.	Annual
102-53 Contact point for questions regarding the report	The reporting organization shall report the following information: a. The contact point for questions regarding the report or its contents.	Rachel Greengas, Global Director of Sustainability, Strategic Impact, sustainability.info@FMC.com
102-54 Claims of reporting in accordance with the GRI Standards	The reporting organization shall report the following information: a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: I. 'This report has been prepared in accordance with the GRI Standards: Core option'; II. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	FMC's 2021 Sustainability Report has been prepared "In Accordance" with the GRI Standards – Core option.
102-55 GRI content index	The reporting organization shall report the following information: a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: I. the number of the disclosure (for disclosures covered by the GRI Standards); II. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; III. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	p.1

Reporting Practice (cont.)

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-56 External assurance	<p>The reporting organization shall report the following information:</p> <p>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If the report has been externally assured:</p> <ol style="list-style-type: none"> I. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained and any limitations of the assurance process; II. The relationship between the organization and the assurance provider; III. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report. 	p.38

Material Topic GRI 201: Economic Performance

GRI 103: Management Approach

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	p.3 , p.4			
103-2 The management approach and its components	2021 Form 10-K p.87-89			
103-3 Evaluation of the management approach	2021 Form 10-K p.87-89			

GRI 201: Economic Performance

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
201-1 Direct economic value generated and distributed	2021 Form 10-K p.16-37			

Material Topic GRI 302: Energy

GRI 103: Management Approach

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	p.4 , p.7-11 , p.38-39 ; FMC.com/sustainability			
103-2 The management approach and its components	p.4 , p.7-11 , p.38-39 ; FMC.com/sustainability			
103-3 Evaluation of the management approach	p.4 , p.7-11 , p.38-39 ; FMC.com/sustainability			

GRI 302: Energy

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
302-1 Energy consumption within the organization	p.7-11 , p.45	Energy consumption by fuel types and sources (electricity, heating, cooling, steam)	Information unavailable	FMC reports energy consumption by region, total energy and renewable energy. All energy use data for the corporation has been assured and reported on an absolute and intensity basis. We assure and report energy related GHG emissions (Scope 1 and Scope 2 emissions).
302-2 Energy consumption outside of the organization	p.7-11 , p.45			
302-3 Energy intensity	p.46			
302-4 Reduction of energy consumption	p.47			
302-5 Reductions in energy requirements of products and services	p.7-11			

Material Topic GRI 303: Water and Effluents

GRI 103: Management Approach

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	p.4 , p.7-11 , p.38-39 ; FMC.com/sustainability			
103-2 The management approach and its components	p.4 , p.7-11 , p.38-39 ; FMC.com/sustainability			
103-3 Evaluation of the management approach	p.4 , p.7-11 , p.38-39 ; FMC.com/sustainability			

GRI 303: Water and Effluents

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
303-1 Interactions with water as a shared resource	p.7-11 , p.46			
303-2 Management of water discharge-related impacts	p.7-11	Water discharge by source	Information unavailable	FMC is actively working on developing a management system to track water discharge by category at all of FMC's locations.
303-3 Water withdrawal by source	p.7-11 , p.46	Breakdown by sources	Information unavailable	FMC is working on developing a management system that will track water use (withdrawn) by source at all of our locations.
303-4 Water discharge	Not applicable	Water discharge by source	Information unavailable	FMC is actively working on developing a management system to track water discharge by category at all of FMC's locations.
303-5 Water consumption	Not applicable	Water consumption by source	Information unavailable	FMC is actively working on capturing the full water cycle at all of FMC's locations, including water consumption.

Material Topic GRI 305: Emissions

GRI 103: Management Approach

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	p.4, p.7-11, p.38-39; FMC.com/sustainability			
103-2 The management approach and its components	p.4, p.7-11, p.38-39; FMC.com/sustainability			
103-3 Evaluation of the management approach	p.4, p.7-11, p.38-39; FMC.com/sustainability			

GRI 305: Emissions

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
305-1 Direct (Scope 1) GHG emissions	p.45			
305-2 Energy indirect (Scope 2) GHG emissions	p.45			
305-3 Other indirect (Scope 3) GHG emissions	p.45			
305-4 GHG emissions intensity	p.46			
305-5 Reduction of GHG emissions	p.47			
305-6 Emissions of ozone-depleting substances (ODS)	Not applicable	Emissions of ozone-depleting substances (ODS)	Information unavailable	This information is not reported at this time.
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	p.46			

Material Topic GRI 306: Waste and Effluents

GRI 103: Management Approach

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	p.4, p.7-11, p.38-39; FMC.com/sustainability			
103-2 The management approach and its components	p.4, p.7-11, p.38-39; FMC.com/sustainability			
103-3 Evaluation of the management approach	p.4, p.7-11, p.38-39; FMC.com/sustainability			

GRI 306: Waste and Effluents

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
306-2 Waste by type and disposal method	p.46			
306-3 Significant spills	FMC has had no significant spills in the reporting year			
306-4 Transport of hazardous waste		Entire category omitted.	Information unavailable	FMC does not currently track transport related to disposal of hazardous waste.

Material Topic GRI 401: Employment

GRI 103: Management Approach

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	p.4, p.20-33, p.50-51			
103-2 The management approach and its components	p.4, p.20-33, p.50-51			
103-3 Evaluation of the management approach	p.4, p.20-33, p.50-51			

GRI 401: Employment

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
401-1 New employee hires and employee turnover	p.50-51			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	FMC.com/careers/benefits			
401-3 Parental leave	FMC.com/careers/benefits			

Material Topic GRI 403: Occupational Health and Safety

GRI 103: Management Approach

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	p4, p.34-37 ; Commitment to Safety (https://www.FMC.com/en/company/commitment-safety)			
103-2 The management approach and its components	p4, p.34-37 ; Commitment to Safety (https://www.FMC.com/en/company/commitment-safety)			
103-3 Evaluation of the management approach	p4, p.34-37 ; Commitment to Safety (https://www.FMC.com/en/company/commitment-safety)			

GRI 403: Occupational Health and Safety

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
403-1 Occupational health and safety management system	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			
403-2 Hazard identification, risk assessment, and incident investigation	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			
403-3 Occupational health services		Occupational health services	Information unavailable	
403-4 Worker participation, consultation and communication on occupational health and safety	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			
403-5 Worker training on occupational health and safety	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			
403-6 Promotion of worker health	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			
403-8 Workers covered by an occupational health and safety management system	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			
403-9 Work-related injuries	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			
403-10 Work-related ill health	p4, p.34-37 ; FMC's EHS Policy ; Safety Metrics			

Material Topic GRI 405: Diversity and Equal Opportunity

GRI 103: Management Approach

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	p.4, p.20-33, p.50-51; D&I Website (https://www.FMC.com/en/company/diversity-inclusion)			
103-2 The management approach and its components	p.4, p.20-33, p.50-51; D&I Website (https://www.FMC.com/en/company/diversity-inclusion)			
103-3 Evaluation of the management approach	p.4, p.20-33, p.50-51; D&I Website (https://www.FMC.com/en/company/diversity-inclusion)			

GRI 405: Diversity and Equal Opportunity

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
405-1 Diversity of governance bodies and employees	p.4, p.20-33, p.50-51; D&I Website (https://www.FMC.com/en/company/diversity-inclusion)			
405-2 Ratio of basic salary and remuneration of women to men		Ratio of basic salary and remuneration of women to men	Information unavailable	

REPORTING STANDARDS | CDP DISCLOSURES

FMC is committed to transparency. We continue to disclose our climate and water related activities to the Climate Disclosure Project (CDP). FMC provides copies of our CDP submissions on our [website](#).



REPORTING STANDARDS | SASB METRICS



Chemical Industry Disclosure Table (2021)

The table below is a summary of FMC's SASB - Chemical Industry disclosures for the 2020 calendar year.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	FMC ALIGNMENT
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t), CO ₂ -e, Percentage (%)	RT-CH-110a.1	p.45
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	Discussion and Analysis	n/a	RT-CH-110a.2	p.6-11
Air Quality	Air emissions of the following pollutants:	Quantitative	Metric tons (t)	RT-CH-120a.1	p.46
	(1) NOX (excluding N ₂ O)				
	(2) SOX				
	(3) Volatile Organic Compounds (VOCs)				
(4) Hazardous Air Pollutants (HAPs)					
Energy	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	RT-CH-130a.1	p.45
	(2) Percentage grid electricity				
	(3) Percentage renewable				
	(4) Total self-generated energy				

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	FMC ALIGNMENT
Water Management	(1) Total water withdrawn	Quantitative	Thousand cubic meters (m ³), Percentage (%)	RT-CH-140a.1	p.46
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress				
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	Number	RT-CH-140a.2	
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	RT-CH-140a.3	p.6-11
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-CH-150a.1	p.46
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	n/a	RT-CH-210a.1	p.20-37
Workforce Health and Safety	(1) Total Recordable Incident Rate (TRIR)	Quantitative	Rate	RT-CH-320a.1	p.2; Safety Metrics
	(2) Fatality Rate for (a) direct employees and (b) contract employees				
	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	n/a	RT-CH-320a.2	p.34-37
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	RT-CH-410a.1	p.49 Percent of spend on the development of sustainably advantaged products
Safety and Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	Quantitative	Percentage (%) by revenue, Percentage (%)	RT-CH-410b.1	FMC has a robust SDS authoring process in place based upon the product composition, hazard profile of formulation components and product-level test data. Each product is classified for physical, human health, and environmental hazards following the guidance and criteria of GHS for the relevant country/countries of interest. As appropriate, the classification of our products is mainly based on product-level test data when available. Following GHS criteria, the classification for some hazard endpoints will be impacted by certain substance-level data only if present in the product above GHS-threshold concentrations.
	(2) Percentage of such products that have undergone a hazard assessment				Due to the acquisition of products from various companies, the product-level and substance-level data used in the development of our SDSs is not available in a single system. Therefore, this data cannot be compiled at this time. However, a new authoring system encompassing all of this data is currently being implemented.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	FMC ALIGNMENT
Safety and Environmental Stewardship of Chemicals (cont.)	Discussion of strategy to (a) manage chemicals of concern and (b) develop alternatives with reduced human and/or environmental impact	Discussion and Analysis	n/a	RT-CH-410b.2	2021 Form 10-k p.8 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.
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	RT-CH-410c.1	Not Relevant
Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	RT-CH-530a.1	p.2
Operational Safety, Emergency Preparedness and Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR)	Quantitative	Number, Rate	RT-CH-540a.1	Safety Metrics (https://www.FMC.com/en/sustainability/sustainability-data-and-reporting)
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	n/a
Production	Production by reportable segment	Quantitative	Metric tons (t)	RT-CH-000.A	309,930

REPORTING STANDARDS | TCFD DISCLOSURES



FMC TCFD Disclosure Content Page

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

	Recommendation	FMC Description	Source
GOVERNANCE Disclose the organization's governance around climate related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	FMC's Board of Director's Sustainability Committee is tasked with overseeing and evaluating the effectiveness of FMC's sustainability strategy to ensure it continues to create value and deliver real impact for the company and society. The Committee reviews and provides guidance to management on FMC's sustainability initiatives including those relating to its environmental and social impact, climate change, community engagement and diversity and inclusion. The Committee meets four times per year.	p.42
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	The Executive Sustainability Council meets four times a year to review progress on goals, new initiatives, commitments and challenges and is actively involved in the review of climate related risks and opportunities. It recommends actions, as necessary, to ensure continuous performance improvement and alignment with constituent expectations (both internal and external). In addition, the office of the CSO was formed in November of 2020 to bring greater focus and direction to our sustainability efforts around the world, driving meaningful change across the company and supporting global initiatives to address some of the world's most urgent challenges. The office of the CSO consists of five key functions: Corporate sustainability, DEI, Product Stewardship, Government and Industry Affairs and Sustainability Communications, Engagement and Philanthropy.	p.42

Recommendation	FMC Description	Source
<p>STRATEGY</p> <p>Disclose the actual and potential impacts of climate related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.</p>	<p>a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</p> <p>b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p> <p>Climate change may impact markets in which we sell our products, where, for example, a prolonged drought may result in decreased demand for our products. The more gradual effects of persistent temperature change in geographies with significant agricultural lands may result in changes in lands suitable for agriculture or changes in the mix of crops suitable for cultivation and the pests that may be present in such geographies. For example, prolonged increase in average temperature may make northern lands suitable for growing crops not grown historically in such climes, leading farmers to shift from crops such as wheat to soybean and may result in new or different weed, plant disease or insect pressures on such crops – such changes would impact the mix of pesticide products farmers would purchase, which may be adverse for us, depending on the local market and our product mix. Additionally, changes in the governmental regulation of greenhouse gases, depending on their nature and scope, could subject our manufacturing operations to significant additional costs or limits on operations.</p> <p>Our markets are affected by climatic conditions, which could adversely impact crop pricing and pest infestations. For example, drought may reduce the need for fungicides, which could result in fewer sales and greater unsold inventories in the market, whereas excessive rain could lead to increased plant disease or weed growth requiring growers to purchase and use more pesticides. Drought and/or increased temperatures may change insect pest pressures, requiring growers to use more, less, or different insecticides. Natural disasters can impact production at our facilities in various parts of the world. The nature of these events makes them difficult to predict.</p> <p>In our product portfolio, we see market opportunities for our products to address climate change and its impacts. For example, FMC's agricultural solutions can help customers increase yield, energy and water efficiency and decrease greenhouse gas emissions. Our solutions can also help growers adapt to more unpredictable growing conditions and the effects these types of threats have on crops. FMC has committed to invest 100 percent of our research and development pipeline budget to developing sustainable products and solutions for future use.</p>	<p>p.6-11; 2021 Form 10-k p.8-13</p>
	<p>c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p> <p>To respond to the uncertainty and better understand our risks and opportunities as they relate to climate change, we are conducting climate related scenario analyses consistent with the recommendations provided by the Taskforce for Climate-Related Financial Disclosures ("TCFD"). As part of the TCFD scenario analysis, we are currently evaluating the potential risks at operation sites, leveraging scenarios published by the International Energy Agency (IEA) and the United Nations' Intergovernmental Panel on Climate Change (IPCC). Results of this analysis will help determine where strategic capital could be deployed to address risks and opportunities.</p>	<p>2021 Form 10-k p.8-13</p>

	Recommendation	FMC Description	Source
RISK MANAGEMENT Disclose how the organization identifies, assesses and manages climate related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	The effects of climate change such as rising sea levels, drought, flooding, hurricanes, excessive heat and general volatility in seasonal temperatures could adversely affect our operations globally. Extreme weather events attributable to climate change may result in, among other things, physical damage to our property and equipment, and interruptions to our supply chain. FMC is using the recommendations of TCFD as well as scenario analysis to further evaluate these risks at our manufacturing and key supplier sites. To understand the most extreme impact, FMC is utilizing RCP8.5 to determine potential impacts at our locations.	2021 Form 10-k p.8-13 ; 2021 CDP (https://www.FMC.com/sites/default/files/2021-11/FMC%20CDP%20Climate%202021.pdf)
	b. Describe the organization's processes for managing climate-related risks.	Climate related risk will be managed as part of our enterprise risk management program.	2021 Form 10-k p.8-13 ; 2021 CDP (https://www.FMC.com/sites/default/files/2021-11/FMC%20CDP%20Climate%202021.pdf)
	c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	FMC will actively manage climate risks and incorporate them in our decision making as indicated in our responses to the CDP Climate Change Module. FMC will also use recommendations outlined in the TCFD to evaluate potential risks and opportunities and incorporate these into our overall strategy and risk management.	2021 Form 10-k p.8-13 ; 2021 CDP (https://www.FMC.com/sites/default/files/2021-11/FMC%20CDP%20Climate%202021.pdf)
METRICS AND TARGETS Disclose the metrics and targets used to assess and manage relevant climate related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>One of the largest potential climate impacts is associated with greenhouse gas emissions. In August of 2021 FMC announced our Net-Zero 2035 GHG emissions for our Scopes 1, 2 and 3 emissions. FMC has since submitted our near-term target to SCTi in line with 1.5 deg C and is developing our decarbonization strategy. We plan to look at process efficiencies, renewable energy.</p> <p>In addition, as it pertains to FMC products, we utilize our award-winning Sustainability Assessment Tool to determine the sustainability of new active ingredients and formulated products in the research and development pipeline. This assessment, along with other stewardship processes and tools, ensures the introduction and use of environmentally sustainable agricultural solutions.</p>	p.6-19 ; 2021 CDP (https://www.FMC.com/sites/default/files/2021-11/FMC%20CDP%20Climate%202021.pdf)
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	FMC discloses our Scopes 1, 2 and 3 GHG emissions in our annual sustainability report.	p.6-11
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	FMC has an aggressive Net-Zero by 2035 GHG emissions goal.	p.6-11



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