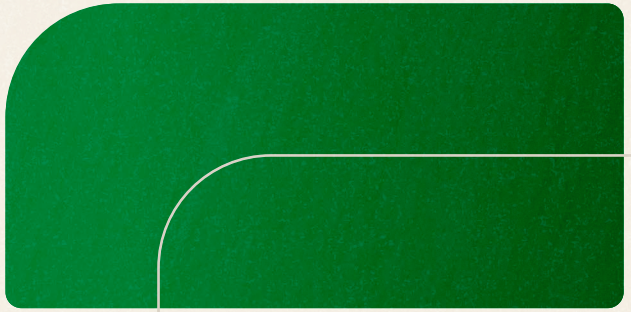
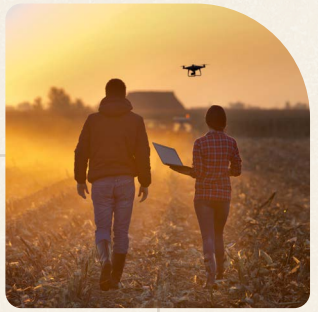






FMC An Agricultural Sciences Company

OUR PURPOSE, OUR IMPACT.

2025 SUSTAINABILITY REPORT

TABLE OF CONTENTS

ABOUT THIS REPORT AND REPORTING FRAMEWORKS

Reporting Frameworks

The disclosures in this report have been prepared following the guidance in the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) Standards, the Task Force on Climate-Related Financial Disclosures (TCFD)[1] recommendations and the principles of the United Nations Global Compact (UNGC).[2]

In addition, FMC is an early adopter of the Taskforce on Nature-Related Financial Disclosures (TNFD) and is using this report to disclose its progress under these voluntary standards.

FMC Corporation (FMC) has been reporting to CDP, a global environmental disclosure system, since 2016 and received an “A” rating on Climate Change and an “A-” on Water Security in 2025.

The environmental metrics in this report include all sites under FMC’s operational control in 2025. All greenhouse gas (GHG) emissions are reported following the guidance in the GRI Standards and are calculated in accordance with the Greenhouse Gas Protocol.

Detailed reporting framework indices can be found in the **ESG Disclosures**.

Materiality

The information and topics covered in this report were guided by our 2024 double materiality assessment. These assessments are performed every two years. The 2024 assessment was informed by interviews and surveys with internal and external stakeholders to understand both impact and financial materiality. More information on our double materiality assessment can be found in our **ESG Disclosures**.

External Assurance

FMC engaged KPMG LLP to provide limited assurance in relation to specified 2025 environmental and safety metrics. The Independent Accountant's Review Report and Statements and Notes on Select Sustainability Metrics begins on page **69**.

Learn More

For additional information related to our environmental, social and governance topics, see the **ESG Disclosures**. Visit our **website** for past FMC reports and FMC sustainability-related **policies and statements**. Look for links to policies and additional information throughout this report.

[1]We report progress against our Climate Transition Plan as recommended by TCFD as part of this report.
[2]FMC Corporation became a signatory to the UNGC in 2015.

Board of Directors

Pierre R. Brondeau – Chairman of the Board, Chief Executive Officer and President, FMC Corporation

Michael F. Barry – Former Chief Executive Officer and President, Quaker Houghton; Former Chief Financial Officer, Industrial Metalworking and Coatings

Eduardo E. Cordeiro – Former Executive Vice President, Chief Financial Officer and President, Americas Region, Cabot Corporation

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

Kathy L. Fortmann – Chief Executive Officer, Amyris Inc.

K'Lynne Johnson – Former Chief Executive Officer, President and Executive Chair, Elevance Renewable Sciences Inc.

Steven T. Merkt – Former President, TE Connectivity Transportation Solutions Segment

John M. Raines – Former President, Digital Agriculture and Consumer Goods, TELUS Corporation

Patricia Verduin, Ph.D. – Former Chief Technology & Science Officer, Colgate Palmolive Company

In memoriam: Dirk A. Kempthorne, Retired President and Chief Executive Officer, American Council of Life Insurers

Executive Leadership

Pierre R. Brondeau – Chairman of the Board, Chief Executive Officer and President

Brian P. Angeli – Executive Vice President and President, North America

Thaisa Hugenneyer – Executive Vice President, Integrated Supply Chain and Chief Sustainability Officer

Sara Ponessa – Executive Vice President, General Counsel and Corporate Secretary

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

Andrew D. Sandifer – Executive Vice President and Chief Financial Officer

Jacqueline Scanlan – Executive Vice President and Chief Human Resources Officer

Sustainability Executive Council

Leonardo Bastos – Vice President and Chief Marketing Officer

Thaisa Hugenneyer – Executive Vice President, Integrated Supply Chain and Chief Sustainability Officer

Amie D. Leopold – Vice President, Corporate Communications and Public Affairs

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

A MESSAGE FROM OUR CEO

At FMC, our purpose guides how we innovate, serve our customers and operate globally. We remain committed to leading our industry in sustainability – advancing agricultural solutions that strengthen food security while delivering value for farmers, our shareholders and the planet.

In 2025, we reset our sustainability strategy to enhance transparency, accountability and our ability to measure progress. These efforts touched many aspects of our business – from discovering and developing new technologies, to sourcing raw materials, to engaging with customers around the world.

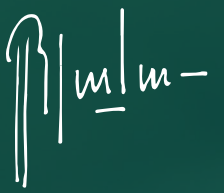
Since 2019, our research and development teams have used FMC's proprietary Product Sustainability Assessment tool to guide the development of more sustainable crop protection solutions. Today, 100% of new products in development meet our sustainable innovation criteria. In 2025, we embedded these criteria deeper into our innovation processes by developing and implementing a discovery-stage assessment, prioritizing both efficacy and sustainability from the earliest stages of product development. Currently, our pipeline includes 35 new active ingredients with more than 10 featuring new modes of action – underscoring our commitment to innovation that meets evolving agricultural challenges.

As a manufacturing company that depends on natural resources to develop and make our products, we are focused on driving measurable reductions in the environmental footprint of our operations. We are leveraging the Taskforce on Nature-Related Financial Disclosures (TNFD) framework to prioritize actions that reduce risk, improve efficiency and build resilience across our value chain. This includes addressing our climate impacts through our Climate Transition Plan. In 2025, we developed a Global Energy Strategy – an actionable roadmap to reduce our Scopes 1 and 2 emissions, expand our clean and renewable energy portfolio and enhance energy reliability and resilience across our operations.

Behind everything we do is a dedicated team of employees committed to making a meaningful difference for our customers and our communities. FMC employees around the world partner with global and local organizations to address the unique needs of the communities in which we operate. In 2025, we invested in programs that strengthen rural communities, support economic resilience and expand access to essential resources. At the core of our work is a culture of safety that guides how we operate and reinforces our commitment to being a trusted partner around the globe.

The path forward demands focus and intentionality. With a clear strategy, dedicated team and commitment to sustainability, we are prioritizing goals and initiatives that build resilience and deliver meaningful value for the business. This report introduces our updated goals, aligned with our strategic plan and focused on areas where we can make the greatest impact.

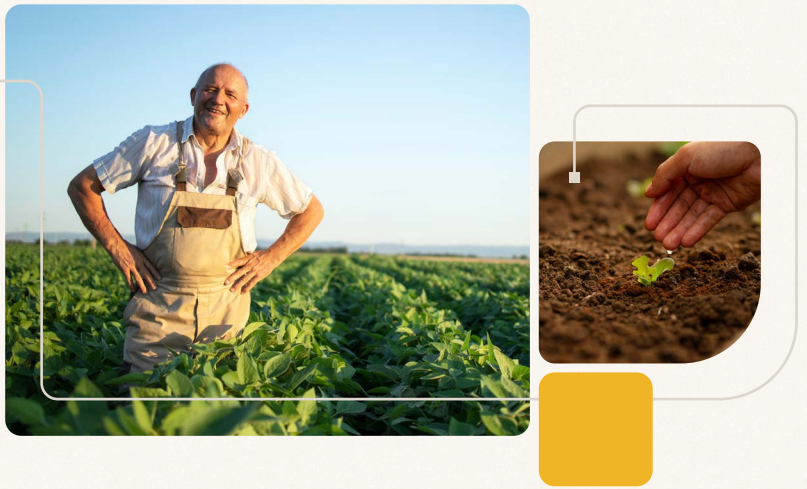
I invite you to explore this report to learn more about our purpose, our impact and our vision for a more sustainable and resilient future.



Pierre R. Brondeau
CHAIRMAN, CHIEF EXECUTIVE OFFICER AND PRESIDENT

ABOUT FMC

Our purpose: Innovation for Agriculture. Solutions for the Planet.



WHO WE ARE

As a leading global agricultural sciences company, we provide farmers with innovative solutions that increase the productivity and resilience of their land. From our industry-leading development pipeline to novel biologicals and precision technologies, we are passionate about the power of science to solve agriculture's biggest challenges.

FOR THE YEAR ENDING DECEMBER 31, 2025, FMC RECORDED THE FOLLOWING:

5,500	5	19	110	7.7%	$3.47
EMPLOYEES	MAJOR INNOVATION CENTERS	MANUFACTURING SITES	COUNTRIES IN WHICH OUR PRODUCTS ARE AVAILABLE	R&D SPEND AS A % OF REVENUE	ANNUAL REVENUE (BILLIONS)

At a Glance

Founded: **1904**
Corporate Headquarters: **Philadelphia, Pennsylvania, U.S.**
LATAM Regional Headquarters: **Campinas, Brazil**
EMEA Regional Headquarters: **Geneva, Switzerland**
APAC Regional Headquarters: **Singapore**

MAIN PRODUCT LINES

1. Insecticides
2. Herbicides
3. Fungicides
4. Plant Health

SUSTAINABILITY STRATEGY

At FMC, sustainability is not a separate initiative; it is embedded in how we operate every day to live our purpose and create value for growers, our business and society.

Our Sustainability Priorities

SUSTAINABLE INNOVATION

We invest in new crop protection solutions that help farmers maximize yields, build resilience and better protect the environment. Our portfolio of modern chemistries, biologicals and precision technologies improves productivity while supporting sustainable farming around the world.

CLIMATE

We are addressing climate change by reducing emissions across our value chain and advancing efforts that improve energy reliability and resilience throughout our operations.

NATURE

We are committed to protecting natural resources and vital ecosystems wherever we operate and serve customers globally. This includes reducing our water consumption, improving waste circularity and supporting biodiversity.

CULTURE

We strive to create a company culture in which employees feel respected and valued, find purpose in their work and can grow to their fullest potential. We are committed to helping all people thrive within our company and across the agriculture industry.

RURAL LIVELIHOODS

We strengthen rural communities by improving access to technology, resources and capacity building that enable people to grow their incomes, improve their health and well-being, and achieve a better quality of life. We are particularly focused on creating opportunities in agriculture for small landholders, women and youth.

OUR SUSTAINABILITY PILLARS

Three sustainability pillars guide and ground our work:

PROTECTION

Our Operational Footprint

Drive meaningful improvements in emissions, energy, waste and water that benefit our company and the planet.

INNOVATION

Our Solutions for Agriculture

Advance crop protection solutions that help farmers improve productivity and resilience while reducing their impact on the environment.

ENGAGEMENT

Our Impact on People

Enhance our social impact and improve the well-being of our employees, communities and customers.

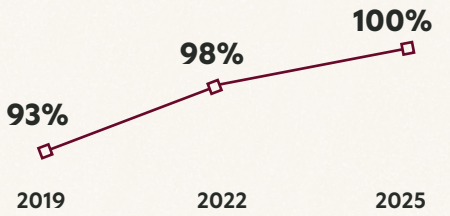
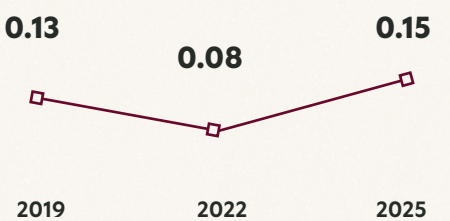
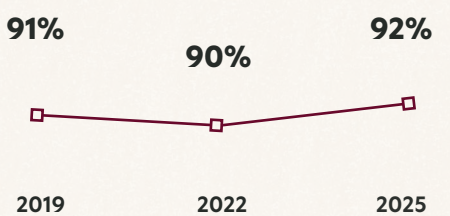
Where We Have Been

Our sustainability journey has been shaped by continuous learning, evolution and progress. Since issuing our first sustainability report in 2011, we have refined our approach to focus on what is material to FMC's business, including relevant emerging risks and opportunities.

In 2018, we reset our sustainability goals, including our commitments to safety, innovation and community engagement. Since then, we have continued to make meaningful improvements across the company, embedding sustainability into day-to-day operations.

This report will be our final update on FMC's 2025 goals related to safety, innovation and community engagement. While progress on these goals varied, several were achieved during the commitment period. We are using insights from our progress and outcomes to support future goal setting and performance management.

PROGRESS ON 2025 SUSTAINABILITY GOALS

GOAL	PROGRESS	INSIGHTS
INNOVATION **100% R&D Spend on Sustainably-Advantaged Products**		**Achieved 100% R&D spend on sustainably-advantaged products.** We fully integrated sustainability into our R&D process through our **Product Sustainability Assessment tool**, reducing impacts on nature and delivering positive grower outcomes.
SAFETY **<0.10 Total Recordable Incident Rate (TRIR)***		**Delivered a strong safety performance.** While our TRIR remained above 0.10 in 2025, FMC continued to strengthen its overall safety performance. In addition to sustaining best-in-class results from 2019 to 2024, we achieved our strongest process safety performance to date in 2025, enabled by a culture of open reporting and continuous improvement.
COMMUNITY ENGAGEMENT **100% on the Community Engagement Index**		**Delivered meaningful impact within the communities where we live and work.** FMC operating sites engaged with their communities through employee-led volunteerism, charitable giving and local initiatives that respond to community needs. As we evolve our global framework for community engagement, we see opportunities to improve coordination and accountability to drive greater impact.

*TRIR reporting includes FMC employees and supervised contractors.

Where We Are Going

As we look to the future, we are sharpening our focus, prioritizing goals and initiatives that build resilience and deliver tangible value for the business.

In this report, we present our updated sustainability goals, aligned with our business priorities and focused on where we can drive meaningful impact. These goals are grounded in a data-driven, science-based framework that supports transparency, accountability and the ability to track progress long term.

In 2026, we plan to deploy clear, measurable, multi-year road maps to achieve these goals.

At FMC, we define sustainability leadership as the integration of economic performance, environmental stewardship and social responsibility – creating lasting value for both our business and society.

UPDATED SUSTAINABILITY GOALS

	PROTECTION Our Operational Footprint	INNOVATION Our Solutions for Agriculture	ENGAGEMENT Our Impact on People
AMBITIONS	• Achieve net-zero greenhouse gas (GHG) emissions by 2050 (at the latest). • Reach 100% waste to beneficial reuse by 2050. • Implement sustainable water practices at all FMC operating sites by 2035.	• Develop innovative crop protection solutions that support sustainable agriculture practices. • Promote safe, sustainable management of products from development to application and disposal. • Work with growers to implement new technologies and sustainable crop protection methods.	• Protect the health and safety of our employees, contractors and neighbors. • Invest in programs and partnerships that strengthen the communities in which we operate. • Improve access to technology, resources and capacity building for underserved growers.
2030 GOALS	• 42% reduction in Scope 1 and 2 GHG emissions; 25% reduction in Scope 3. • 80% waste to beneficial reuse. • Implement sustainable water practices at all high-risk water sites.	• Reduce impacts of crop protection on nature.* • Annually achieve 100% R&D spend on sustainably-advantaged products.	• Achieve 100% on Community Engagement Index. • Annually achieve excellence in safety performance, as measured by: Worker safety (fatalities= 0, TRIR <= 0.10); process safety (Tier 1 process safety events = 0) and corrective action closure rate (80%).

*FMC will disclose additional details regarding methodology and metrics in future sustainability reports.

Updates on Our Sustainability Journey

Q&A WITH THAISA HUGENNEYER, EXECUTIVE VICE PRESIDENT, INTEGRATED SUPPLY CHAIN AND CHIEF SUSTAINABILITY OFFICER

How do you think about sustainability and how it can create value for FMC, society and the planet?

I don't see sustainability as something separate or additive; rather, I see it as embedded in how we operate, how we make decisions and how we create value. When sustainability is approached thoughtfully, it builds resilience and delivers economic benefits to the business while also creating positive environmental and social outcomes. For example, turning waste into a beneficial resource can generate revenue, and using raw materials more efficiently helps reduce expenses and product costs. When sustainability is part of decision-making, it's simply smart business.

Where do innovation and engagement fit into your sustainability strategy?

Innovation is at the center. We're developing more targeted products and technologies that help farmers improve crop yields while reducing pressure on natural systems. These are the products that will drive our future growth. Engagement is equally important. By prioritizing employee safety and contributing to our communities, we create positive outcomes for both our business and society – building trust, enhancing stability and sustaining long-term success.

What's next for sustainability at FMC?

2025 has been a year of reset. Our vision hasn't changed, but we've updated our goals to focus on clear, measurable progress in the near term while keeping our long-term objectives in sight. The next step is execution, strengthening performance and delivering meaningful results year after year. I'm very excited about the future and what we can deliver.

How has FMC strengthened the way it manages sustainability?

With our new **Sustainability Executive Council**, sustainability is something we own together. It is part of the conversation at every executive meeting – along with manufacturing, supply chain, technology, marketing and R&D – and we share accountability for progress. Supporting the Council are our governance teams for each of the pillars. These teams are responsible for executing our strategy and ensuring focus, prioritization and cross-functional alignment.

PROTECTION

Protecting the planet is not only the right thing to do; it supports our business by driving efficiency, reducing costs and building resilience across our value chain.

APPROACH

We aim to minimize the environmental footprint of our operations while delivering our pipeline of sustainably-advantaged products. By responsibly using raw materials and energy, we reduce emissions, waste and water consumption while lowering associated costs. In 2025, we advanced two key initiatives that support these efforts by further embedding sustainability into how we operate and make decisions.

QUANTIFYING SUSTAINABILITY IMPACTS OF CAPITAL PROJECTS

Our Sustainability Impact Assessment is a quantitative tool we use to evaluate the sustainability and financial impacts of capital investment decisions. As of 2025, project teams are required to complete the assessment for any capital projects with the potential to impact FMC's sustainability goals. Projects are assigned a score based on sustainability-related spend, giving us clearer visibility into how investments contribute to our goals. This data-driven approach strengthens our ability to forecast impacts on key sustainability metrics and make informed decisions over time.

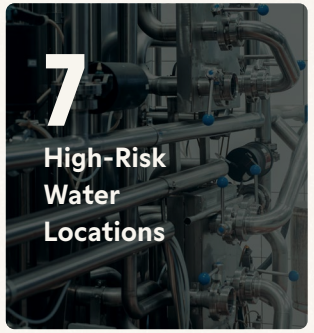
CALCULATING OUR PRODUCT CARBON FOOTPRINT (PCF)

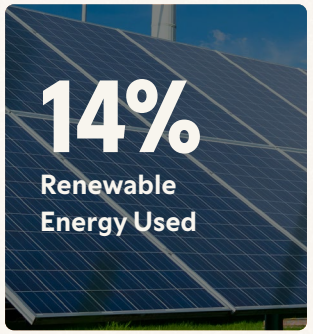
In 2025, we expanded our PCF analysis across our diamides portfolio. Quantifying and reducing the carbon footprint of our products helps our customers and farmers achieve their sustainability goals, while also advancing our own climate transition commitments. By increasing the use of supplier-specific data and engaging our contract manufacturers, R&D and procurement teams, we gained a deeper understanding of our environmental impact at different stages in the manufacturing process. Our next steps are to standardize our data collection process, identify potential initiatives to reduce emissions and begin integrating these insights into procurement and manufacturing decisions.

2025 Highlights

We have made meaningful progress since our 2021 base year. However, in 2025, our annual emissions increased and waste to beneficial reuse decreased, largely as the result of increased manufacturing activities compared to 2024. To help drive progress going forward, we are building a more robust, data-driven framework that will support strategic decision making.

24%
Reduction in Scopes 1 and 2 GHG Emissions Since Base Year





A
Rating on CDP Climate Change

> By using data, we gain critical insights that give us clear visibility into how investments impact our progress toward our goals. These insights help us prioritize actions that support efficient operations, smarter investments and long-term value creation."

Rachel Greengas | GLOBAL DIRECTOR, SUSTAINABILITY AND ENVIRONMENTAL REMEDIATION

LEARN MORE

Our Care for the Planet
Environmental, Health and Safety (EHS) Policy
Environmental Governance at FMC
Environmental Data (KPIs and Metrics)
Progress on Our Carbon Transition Plan
EHS Topics
Nature and Biodiversity
2025 CDP Climate Disclosure

CLIMATE TRANSITION PLAN

Our Climate Transition Plan charts our path to achieving net-zero GHG emissions through our decarbonization strategy.

In 2025, we developed a Global Energy Strategy, which outlines our roadmap to reduce Scopes 1 and 2 emissions from our operating sites, expand our clean and renewable energy portfolio and improve energy reliability and resilience across our operations. This strategy will guide our energy procurement activities to achieve our 2030 target.

Improving Energy Efficiency

To advance operational and energy efficiency, we commissioned third-party energy audits of our sites in Manatí, Puerto Rico, and Rønland, Denmark. For our Manatí site, we utilized the U.S. Department of Energy's Industrial Training and Assessment Centers program, partnering with a local university to identify site-specific opportunities for energy savings.

Industrial Training and Assessment Centers
U.S. DEPARTMENT OF ENERGY

Both audits provided actionable recommendations to reduce energy use. We are leveraging these insights to prioritize projects and implement best management practices that can be scaled across our global operations.

Global Vision, Local Action

FMC sites across the globe drive local initiatives that deliver meaningful environmental and economic impact in support of our energy, water and waste goals.

RECOGNITION FOR GREEN MANUFACTURING EXCELLENCE

The FMC Suzhou site was named to the China Crop Protection Industry Association's 2025 Green Factory List, which honors excellence in sustainable manufacturing. The site was recognized for its advancements in environmental protection technologies, including an upgraded activated carbon treatment system that reduced volatile organic compounds (VOC) emissions by 52%. It also transitioned to cleaner energy sources – such as replacing onsite natural gas boilers with municipal steam – which has contributed to a 30% reduction in site energy consumption since 2023.

EMPLOYEE-DRIVEN ENVIRONMENTAL INITIATIVES

Our Panoli site in India launched a flagship 4RThon initiative that empowers employees to propose creative solutions based on the principles of Reduce, Reuse, Recycle and Recover, transforming ideas into projects that deliver both environmental and business benefits.

IN 2025, THE SITE IMPLEMENTED 4RTHON PROJECTS THAT RESULTED IN:

20%
reduction in energy intensity for two key active ingredients, resulting in reduced manufacturing overhead.

10%
rainwater utilization, reducing reliance on municipal sources and contributing significant cost savings.

80%
renewable energy use, resulting in a 293 tCO2e GHG emissions reduction and $100,000 annual cost savings.

750 MT
reduction in wastewater disposal, enabling 605kL of water reuse.

“Sustainability is now a true operational advantage at the Panoli site. By embedding the 4Rs into everyday decisions, we are strengthening energy efficiency, modernizing our operations and improving how we track performance so initiatives like process optimization and waste heat recovery deliver real, measurable benefits. This approach lowers operating costs and our environmental footprint, while strengthening the reliability of crop protection supplies for farmers.”

Manoj Khanna
PLANT MANAGER, PANOLI SITE

WORKING TOGETHER TO MANAGE WATER RESPONSIBLY

Achieving our goal of implementing sustainable water practices at all FMC sites by 2035 requires close collaboration with partners, peers and local communities. One way we advance this work is through our participation in the Alliance for Water Stewardship (AWS), a global membership collaboration dedicated to advancing responsible water use.

ALLIANCE FOR WATER STEWARDSHIP

As an AWS member, FMC supports the adoption and implementation of the International Water Stewardship Standard (AWS Standard), which provides a structured, site- and catchment-based approach to understanding water challenges, engaging stakeholders and taking action to improve local water outcomes. Our initial efforts have focused on our sites in China and India, which operate in some of the world's most water-stressed and rapidly evolving catchments.

In 2025, our manufacturing sites in China participated in the AWS Collective Action Accelerator, a location-based program that brings multiple companies together to implement the AWS Standard. Through joint assessment of catchment-level water risks, participants gained a deeper understanding of shared water challenges and identified opportunities for coordinated mitigation.

These efforts are helping FMC gain local insights, strengthen technical capabilities and build critical partnerships to advance water stewardship across our global footprint.

NEW TNFD INDEX

Sustainability is evolving beyond a focus on decarbonization to embrace nature, prioritizing biodiversity, ecosystem restoration and regenerative practices. As an Early Adopter of the Taskforce on Nature-Related Financial Disclosures (TNFD), we recognize that our business is deeply interconnected with nature through the ecosystems where we operate. In 2025, we published our first TNFD Index. See pages **44** and **47** of the **ESG Disclosures** as well as the Innovation section of this report for additional information.

INNOVATION

Through leading-edge innovation, we are developing solutions that help shape the future of farming while advancing environmental stewardship.

APPROACH

At FMC, our approach to sustainable innovation recognizes nature as a vital and dynamic part of global farming systems. We design crop protection solutions that improve land-use efficiency, strengthen crop resilience, protect soil health and reduce risks to beneficial organisms – balancing productivity with the resilience modern agriculture depends on.

We are committed to advancing a modern portfolio of crop protection products that moves beyond traditional chemistry. This includes phasing out highly hazardous products (HHPs), developing new active ingredients with improved environmental profiles and expanding our biological offerings – both as standalone tools and in combination with synthetics. We also continue to scale the use of our precision agriculture technologies like Arc® farm intelligence to help growers optimize sustainability and efficiency.

Our commitment to scientific excellence has enabled us to build one of the strongest pipelines in the crop protection industry. As we prepare to launch new products from our growth portfolio – such as rimisoxafen, the first-ever herbicide to receive a dual mode of action classification from the Herbicide Resistance Action Committee (HRAC) – we continue to prioritize solutions that help farmers be more productive while minimizing their environmental footprint.

In 2025, we developed and implemented a discovery-stage assessment to focus on efficacy and sustainability from the earliest stages of product development.

"At the core of our strategy are farmers who, like us, believe that sustainable farming practices are the best way to improve farmlands, drive productivity gains and improve farm resilience. Simply put, sustainable farming is good farming – delivering strong results today while protecting the land and ecosystem for future generations."

Leonardo Bastos
VICE PRESIDENT AND CHIEF MARKETING OFFICER

2025 Highlights

[1]Includes Synthetic and Biological pipelines.

Our goal at FMC is not only to solve today's problems but also to build resilient farming systems that enable farmers to sustain productivity and steward their land for generations to come.

We are doing this by focusing on how agriculture, and our products specifically, interact with nature. We aim to support nature as a dynamic and integral part of global farming systems, not only by minimizing harm but also by contributing positively to natural systems and long-term agricultural resilience. We are using the TNFD framework to define how FMC interacts with nature and to help us prioritize the business drivers that will reduce impacts on nature and deliver value to FMC and its stakeholders.

To learn more, see our TNFD Index in the **ESG Disclosures**.

LEARN MORE

Research and Development at FMC
Our Commitment to Animal Welfare
Product Stewardship
FMC Stine Research Center

INNOVATION WITH IMPACT: KEY 2025 PRODUCT LAUNCHES

The introduction of these products reflects how years of focused R&D investments and the persistence of our researchers translate into real-world solutions for farmers. As these products continue to expand into new markets globally, they will play a critical role in helping farmers increase productivity and resilience, minimize risk and manage resistance.

PROVIDING A NEW TOOL TO ADDRESS HERBICIDE RESISTANCE IN GREAT BRITAIN

Herbicide resistance in winter wheat and barley is a growing problem in Great Britain where challenging grass weeds have developed resistance to commonly used herbicides, making them harder to control. This can negatively impact yield for these crops, which are major contributors to Great Britain's agricultural output.

Fundatis® herbicide powered by ISOFLEX® active

With the regulatory approval of Fundatis® herbicide powered by Isoflex® active, farmers have a new tool to help manage herbicide resistance. A good fit in any integrated pest management (IPM) strategy, Fundatis® herbicide can be applied before weeds emerge as a preventative approach, potentially avoiding unnecessary sprays and reducing the risks associated with overuse of crop protection products. This added protection enables them to continue producing these key staples used for bread, cereals, pasta and animal feed.

HELPING UKRAINIAN FARMERS UNDER EXTREME CHALLENGES

As a major global producer of grain, corn and oilseed rape, Ukraine plays a critical role in supporting domestic and global food security. Protecting these crops is vital not only to the world's food supply but also to the livelihoods of farmers in a country coping with the impacts of ongoing war.

Tremisia™ fungicide

The registration of Tremisia™ fungicide in 2025 introduced Ukrainian farmers to FMC's fluindapyr technology, a novel broad-spectrum succinate dehydrogenase inhibitor (SDHI) fungicide that controls diseases resistant to other solutions. Tremisia™ fungicide provides farmers with a new tool to manage challenging diseases such as rusts, leaf spots and powdery mildew, helping stabilize yields, improve crop resilience and prevent devastating losses.

> The registration of Keenali™ herbicide marks a defining achievement for agricultural innovation and reflects years of scientific excellence at FMC. For the first time in more than 30 years, our industry has a new herbicide mode of action – an advancement that will reshape how growers manage resistant weeds.

Seva Rostovtsev, Ph.D. | EXECUTIVE VICE PRESIDENT AND CHIEF TECHNOLOGY OFFICER

ADVANCING BIOSOLUTIONS FOR BRAZILIAN FARMERS

As regulatory challenges to conventional chemistries persist and sustainable practices are more widely adopted, farmers in Brazil are increasingly turning to biosolutions to complement their pest and disease management programs. Biological crop protection products like Provilar® biofungicide can help improve farmers' productivity and resilience while reducing environmental impact.

Provilar® biofungicida

Approved for use in Brazil in 2025, Provilar® biofungicide helps farmers manage white mold and leaf spot in soybeans, cotton and beans. Powered by beneficial bacteria *(Bacillus velezensis and Bacillus subtilis)*, it enhances soil health by boosting microbial activity, nutrient cycling and water retention. It also increases nitrogen fixation by nearly 90%, supporting stronger crop performance and higher yields.

PROMOTING SUSTAINABLE RICE PRODUCTION IN PERU

Peru is one of Latin America's fastest-growing rice producers and one of the region's largest consumers of milled rice. One of the key challenges facing Peruvian rice farmers is weed management; left unchecked, weeds can outgrow and decimate the rice crop, significantly compromising yields and threatening farmers' profitability.

Keenali™ herbicide
Powered by Dodhylex™ active

In 2025, Peru became the first country to grant regulatory approval of Keenali™ herbicide powered by Dodhylex™ active – the first novel mode of action (MOA) herbicide in more than 30 years. As a new MOA, it helps farmers manage yield-reducing and resistant grass weeds, helping to lower costs and minimize risks associated with overuse of crop protection products. Importantly, Keenali™ herbicide can support the practical adoption of sustainable farming practices. It is well suited for use in direct seeded rice systems, which are known to substantially reduce water use and GHG emissions.

How Early-Stage Crop Protection Supports Productivity and Sustainability

Markos Sapountzoglou has been farming in West Pella, Greece, for nearly two decades. Since launching his business in 2005, he has become the country's largest broccoli producer, expanding his operations to over 100 hectares.

Markos faced a major setback during a recent growing season when his trusted insect control product was withdrawn from the market, leaving him with limited alternatives. Many available options required more frequent applications, which would increase his product and labor costs and impact sustainability. This created a critical gap in protecting his broccoli, which is most vulnerable to insect pests 30 days after being transplanted.

With guidance from FMC, Markos explored a new solution to insect management using Verimark® insect control, powered by Cyazypyr® active. Cyazypyr® active is engineered to protect crops when they are most vulnerable by controlling a broad spectrum of sucking and chewing pests, such as aphids, whiteflies, thrips, beetles and leaf miners. This systemic protection helps prevent insect feeding damage and insect-vectored diseases when used as part of an IPM program.

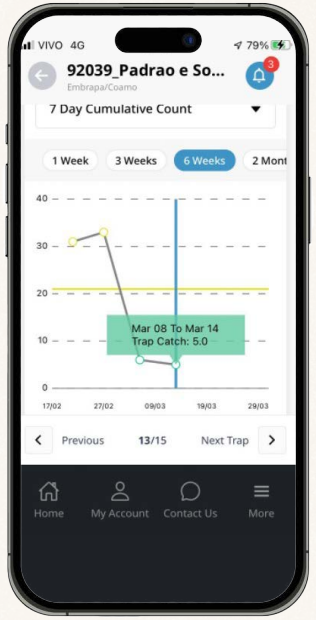
Markos' strategy centered on a single application of Verimark® insect control in the nursery, which provided extended residual control during the crop's critical early growth phase. This protection helped reduce crop pest pressure during the first 30 days after transplanting, allowing for strong crop establishment in the field. He quickly saw that his crop looked healthier and more robust compared to previous seasons. With a single nursery application, he was able to save time, labor and input costs.

Markos' experience with FMC and Verimark® insect control demonstrates what is possible when growers and agricultural innovators, like FMC, work together to solve agricultural challenges.

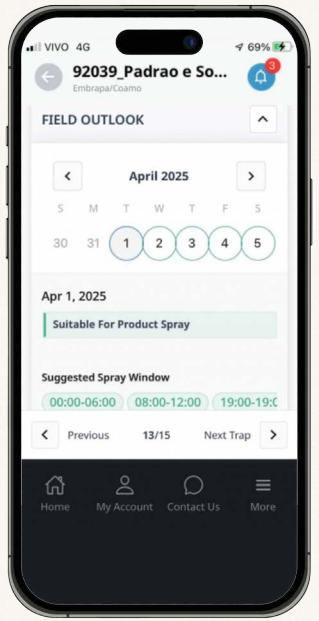
Paving a Responsible Way Forward

In an era of mounting agricultural challenges, farmers are increasingly seeking alternative solutions to protect their crops from destructive pests. Nature-based tools such as pheromones can enhance farmers' pest management programs by helping sustainably control pests, manage resistance and maximize productivity.

Arc® farm intelligence monitoring corn crops in Brazil during April 2025



Fall armyworm pest pressure



Forecasted ideal spray window

A NOVEL APPROACH TO INTEGRATED PEST MANAGEMENT

In 2025, farmers in Brazil were among the first in the world to have access to Sofero® Fall pheromone to help battle fall armyworm — one of the most destructive, invasive pests impacting agriculture globally.

This distinctive pheromone technology helps naturally control fall armyworm populations by interfering with their mating signals to prevent reproduction.

When combined with chemical and precision agriculture technologies, this integrated approach helps farmers sustainably improve yields, increase efficiency and reduce their environmental impact.

Growers in Brazil are already seeing the benefits of integrating pheromones into their pest management programs.

Timely application is critical to effectively controlling fall armyworm populations. Brazilian farmers are using our Arc® farm intelligence platform, along with Sofero® and other control methods, to monitor pest pressure and spray before peak reproduction. This approach represents a clear shift from reactive to predictive and preventative pest management.

As of December 2025, we've deployed more than 220 smart traps across more than 17,000 hectares of corn crops in Brazil.

Building on early success in Brazil, we are expanding access to Sofero® Fall in other key agricultural markets, empowering farmers with the tools to integrate nature-based prevention into their pest management programs.

> "Fall armyworm is our biggest issue. Sofero® Fall cuts costs because we spray less, nipping the problem in the bud. It stops the population before caterpillars hatch. From what we see, this pheromone solution is very effective. We've been testing it and have fantastic results - the field is clean.
>
> We can't set the selling price for our crop, so productivity is everything.
>
> And to achieve productivity, you need strong control."

João Romeiro
GRUPO PAINEIRAS –
CAMPO ALEGRE DE GOIÁS, GOIÁS STATE, BRAZIL

PRODUCT STEWARDSHIP AT FMC

Product stewardship ensures the safe, responsible and effective use of our products while protecting farmers, their land and the environment. As we prepare to introduce new technologies, stewardship is critical to promoting proper use, preserving long-term product availability and maximizing benefits for farmers. Our stewardship programs are hyper-local, designed to strengthen relationships and build trust with growers through relevant, hands-on education and training. FMC's deep expertise, dedicated teams and growing digital capabilities enable us to deliver programs that help maximize farmers' profitability and advance long-term agricultural productivity.

To learn more, see our **ESG Disclosures**.

"At FMC, we believe that responsible farming starts with stewardship."

Jaime Hernandez
DIRECTOR, GLOBAL STEWARDSHIP

OUR 4PS OF PRODUCT STEWARDSHIP

PROMOTE
the safe use of pesticides.

PROTECT
the health of farmers, their land and the environment.

PREVENT
incidents.

PRODUCE
higher crop yields.

BUILDING GOOD STEWARDSHIP PRACTICES IN THE PHILIPPINES

Crops like rice, corn and sugarcane are central to both domestic food supply in the Philippines and agricultural exports. However, farmers face persistent challenges in producing these crops, with pest and disease pressure being among the most damaging.

In 2025, we educated farmers across the Philippines on good stewardship practices to safely and effectively control, and ultimately eliminate, unwanted pests from their crops. Stewardship topics were front and center during launch events for Tremisia™ fungicide and Keenali™ herbicide, where farmers received information on application rates, safe handling, personal protective equipment and adherence to label requirements.

Feedback from these events helped our team evaluate the effectiveness of the training, identify gaps and inform ongoing improvements to our stewardship programs, supporting safer and more effective product use over time.

EMPOWERING KENYAN GROWERS WITH SAFE-USE TRAINING

In 2025, FMC advanced product stewardship across Kenya through a coordinated, education-driven approach. Through structured training programs, field demonstrations and close collaboration with universities and grower associations, the team strengthened safe-use practices while supporting growers with knowledge-driven, sustainable crop protection solutions.

Guided by the 4Ps of Stewardship, Kenya's approach reinforced FMC's commitment to responsible product use, community support and long-term value creation for growers.

KEY COMPONENTS INCLUDED:

- Training for over **1,000 farmers** on safe use and resistance management.
- Availability of **digital stewardship** and **education initiatives**.
- Strong partnerships with universities and grower associations to **support continuous learning**.

SUPPORTING GROWERS IN GREAT BRITAIN WITH EARLY TRAINING AND EDUCATION

Product stewardship was an essential part of FMC's launch of Fundatis® herbicide powered by Isoflex® active in Great Britain, which introduced a new mode-of-action herbicide to the cereal market. A cornerstone of our launch was industry-wide stewardship planning, ensuring safe and effective use from day one.

These measures supported consistent understanding and adherence to use requirements. The result: No stewardship-related cases were reported during the first season, demonstrating the effectiveness of early training, clear label guidance and risk mitigation strategies.

KEY COMPONENTS INCLUDED:

- Comprehensive training for our team members and agronomists through **120 technical briefings** as well as webinars and learning modules.
- **Sixty field demonstrations** and additional virtual sessions covering efficacy, stewardship and application guidelines.
- A **stewardship hub** and technical materials to guide best practices.
- A **case management system** established in advance to handle any incidents.

ENGAGEMENT

Engagement is about our social impact and improving the well-being of employees, communities and growers around the world.

APPROACH

Engagement reflects how connected people feel to our purpose, our values and one another. That connection extends from our workforce to the many people who directly and indirectly interact with our company. Throughout this report, we highlight the many ways we aim to build deeper, more meaningful relationships with our customers, suppliers, farming communities and neighbors around the world, creating shared value through open dialogue, collaboration and mutual trust.

From fostering a safe, healthy and engaged workforce to supporting programs that provide rural communities with access to technology and education, we are making important investments that help create a safer and more secure future for everyone.

LEARN MORE

Environmental, Health and Safety (EHS) Policy
2025 Safety Data
EHS Practices
2025 Social Metrics
Workforce Disclosures
Community and Stakeholder Engagement

2025 Highlights

16.6+ million farmers reached through training and educational programs

92% participation from all FMC sites in our Community Engagement Index

To learn about our approach to Human Capital Development, see the **ESG Disclosures**.

STRENGTHENING OUR SAFETY CULTURE

In 2025, we introduced a Safety Maturity Advancement Framework to build on our existing achievements and strengthen our safety performance. The framework outlines four key strategies and supporting actions that will guide our continued focus and progress.

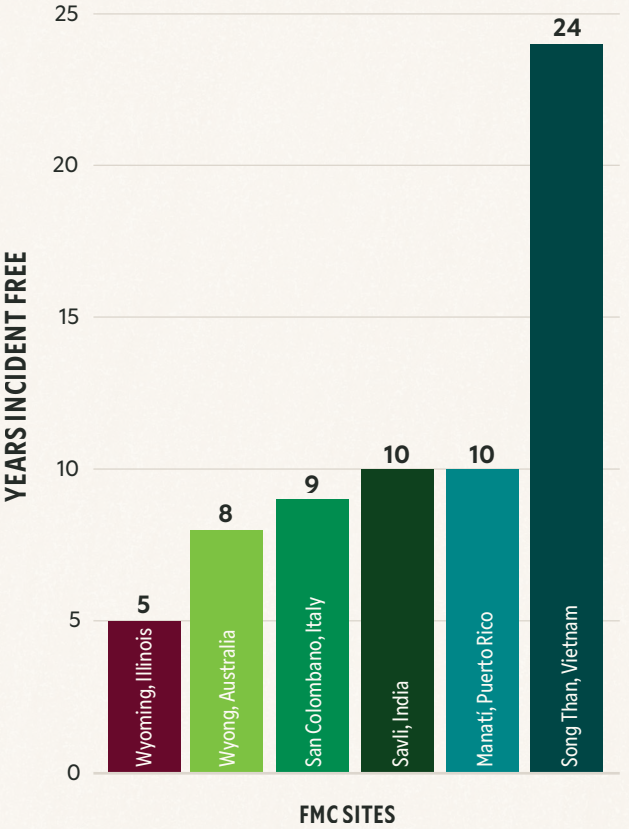
STRATEGY	ACTION
Strengthen Employee Accountability to Safety	Behaviors required to foster a zero-incident culture
Expand Proactive and Predictive Safety Performance Management	Actions informed by data collection and analysis
Enhance Incident Reporting and Management	Clear and consistent processes and compliance
Consistently Recognize and Celebrate	Behavior-based recognition programs

Prioritizing Employee Safety

Safety is an enduring core value at FMC, guiding our culture, our decisions and our daily actions. Every employee plays a role in creating a safe and healthy work environment, including looking out for the well-being of colleagues. Safety is a shared responsibility that requires intentional choices from every employee, every day. Our goal is to lead the industry in safety by fostering a zero-incident culture.

SAFETY MILESTONES

Several sites across FMC celebrated significant safety milestones in 2025 – a testament to our colleagues' daily commitment and focus.



NATIONAL RECOGNITION IN INDIA

FMC's Panoli site received the Prashansha Patra Award from the National Safety Council of India (NSCI). The award recognizes organizations in manufacturing, construction and service sectors for their outstanding performance in occupational health and safety. Recipients of the Prashansha Patra Award demonstrate exceptional zero-injury performance, robust safety management systems, strong emergency preparedness and a commitment to continuous improvement.

PROMOTING SAFETY ENGAGEMENT AND EDUCATION

To help strengthen our safety culture, we launched a biweekly safety newsletter, *Th!nk.Safe.Spotlight*, alongside a quarterly awareness campaign, *Safety Head to Toe*. In keeping with our data-driven approach, we focused on the identified leading drivers of safety incidents at FMC, including slips, trips and falls; hand safety; driving safety and mindfulness at work.

Together, these initiatives:

- Increased visibility and engagement around safety.
- Provided practical tools, tips and real-world lessons.
- Reinforced accountability through incident sharing.
- Recognized safety milestones and employee leadership.
- Shared key safety trends, benchmarks and performance insights.
- Encouraged collaboration across sites.

In addition, we delivered four process safety educational modules covering process safety events, interlock bypass, management of change and process hazard analysis to further strengthen risk awareness and operational discipline.

SUPPORTING OUR COMMUNITIES

We believe strong, resilient communities are built through meaningful investment, shared responsibility and hands-on support where it matters most. Community engagement is also an important way we provide our employees with opportunities for volunteerism, team building and leadership development.

We aspire to reinforce strong, resilient communities through:

- Strategic investments that support smallholder farmers and deepen our engagement with rural communities.
- FMC for Good, which combines philanthropic giving with employee volunteerism to address hunger relief, access to education and environmental causes.

FMC FOR GOOD

HUNGER RELIEF

Increasing access to healthy, nutritious foods in underserved communities.

EDUCATION AND OPPORTUNITY

Creating pathways in agriculture and STEM.

ENVIRONMENT

Ensuring equitable access to a safe, healthy environment in which to live and work.

Building Resilience Through Action and Investment

Engaging Kenyan Youth to Build Sustainable, Inclusive Food Systems

FMC and UNICEF's Generation Unlimited are investing in a scalable model to provide young people, especially women, with market-driven skills and solutions to connect them with employment and entrepreneurship opportunities in agribusiness. The partnership specifically supports the Engaging Kenyan Youth in Agriculture and Nutrition (EKYAN) program, a pilot program built around the principles of regenerative agriculture models that aims to strengthen economic livelihoods and rural communities.

To date, the EKYAN program has:

- Established **64 School Centres of Excellence** and engaged over **250 schools** as learning and demonstration hubs.
- Trained over **500 young agripreneurs** – nearly half of them women – in agribusiness, digital tools and community engagement, with over **70% reporting income** gains of **50%** or more.
- Empowered agripreneurs to train approximately **10,000 students** aged **15** and over on food systems and nutritious food production.
- Supported trainings and extension services for nearly **70,000 smallholder farmers** across rural communities, **80%** of whom increased yields due to improved farming techniques and soil management.
- Trained more than **5,000 out-of-school and unemployed**, marginalized young people and initiated a mentorship program providing young NEET people (young people not in education, employment or training) with the opportunities to start their own agribusiness or find ample employment in the agriculture sector.

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GENERATION UNLIMITED

From Traditional Farmer to Agripreneur

Kelvin Murage grew up in a farming family in Kenya's Kirinyaga, which naturally led him to agriculture. Through EKYAN, Kelvin was introduced to modern agricultural practices, including value chain development – knowledge that changed the direction of his future.

Armed with new tools and digital learning materials, he began training fellow farmers, sharing insights on sustainable practices, productivity improvement and the business aspects of agriculture.

The program also strengthened his financial management skills, enabling him to approach farming as a fully-fledged agribusiness.

One of the most important lessons Kelvin gained from EKYAN was the importance of soil health and regenerative practices.

"When soil is depleted and yield is low, I became curious to understand how we can change this tragedy. I have now seen the positive impact of regenerative agriculture."

© UNICEF Generation Unlimited/Wahome

Growing Income and Building Networks

Today, Kelvin's income has increased over 65%, but the impact extends far beyond his own farm. He now collaborates with around 120 farmers, linking them with suppliers of quality seeds and essential inputs.

For Kelvin, one of the most rewarding aspects of his EKYAN experience has been the relationships he has built along the way.

"My favorite part is that I've been able to network with my fellow agripreneurs and connect with farmers who have now become my own customers purchasing seeds and seedlings."

As he looks ahead, his ambitions continue to grow. Kelvin plans to expand his agribusiness, create more jobs and deepen his impact in his community.

"My future is bright. I can surely say that I am not a traditional farmer but a real agribusiness farmer."

RESTORING LAND, REVIVING LIVELIHOODS

The ongoing war in Ukraine has displaced farmers, damaged agricultural land and infrastructure, and disrupted access to essential inputs – posing serious risks to livelihoods and global food security.

In response, FMC launched the Cultivating Freedom campaign in 2023 to support the recovery and long-term resilience of Ukraine's agriculture sector. This multi-year campaign focuses on four pillars: food security, innovation, farmer safety and knowledge building.

A central component of this effort is FMC's partnership with The HALO Trust, which improves farm safety through large-scale demining. With farmland contaminated by landmines and unexploded ordinance, farming in many regions remains dangerous.

To help farmers return to their fields safely, FMC has donated 3% of its Ukraine sales revenue annually since 2023 to expand HALO's demining work, supporting land assessment and clearance across seven districts (oblasts). This investment has helped restore thousands of acres of farmland, benefited hundreds of thousands of Ukrainians and strengthened local capacity through advanced demining technologies and training – enabling safer, more sustainable agricultural recovery.

THE HALO TRUST

DURING THE REPORTING PERIOD FROM NOVEMBER 1, 2024, TO OCTOBER 30, 2025, HALO TEAMS HAVE ACHIEVED SEVERAL CRITICAL MILESTONES, INCLUDING:

1,112

ACRES (4.5 MILLION SQUARE METERS)
of hazardous land cleared, the equivalent of roughly 630 football (soccer) fields, which has been made safe and handed back to communities.

MORE THAN
2,600

ACRES (10.9 MILLION SQUARE METERS)
cleared since February 2022, equivalent to 1,526 football (soccer) fields.

23,333

DANGEROUS EXPLOSIVE DEVICES IDENTIFIED,
including landmines and cluster munitions, which were safely destroyed.

135,463

PEOPLE, INCLUDING 56,708 CHILDREN,
reached.

19,141

RISK EDUCATION SESSIONS DELIVERED
teaching people how to recognize, avoid and report lethal hazards.

1,000

FARMERS
to receive toolkit developed by Kyiv School of Economics Center for Food and Land Use to support safe and productive return of cleared agricultural land to use.

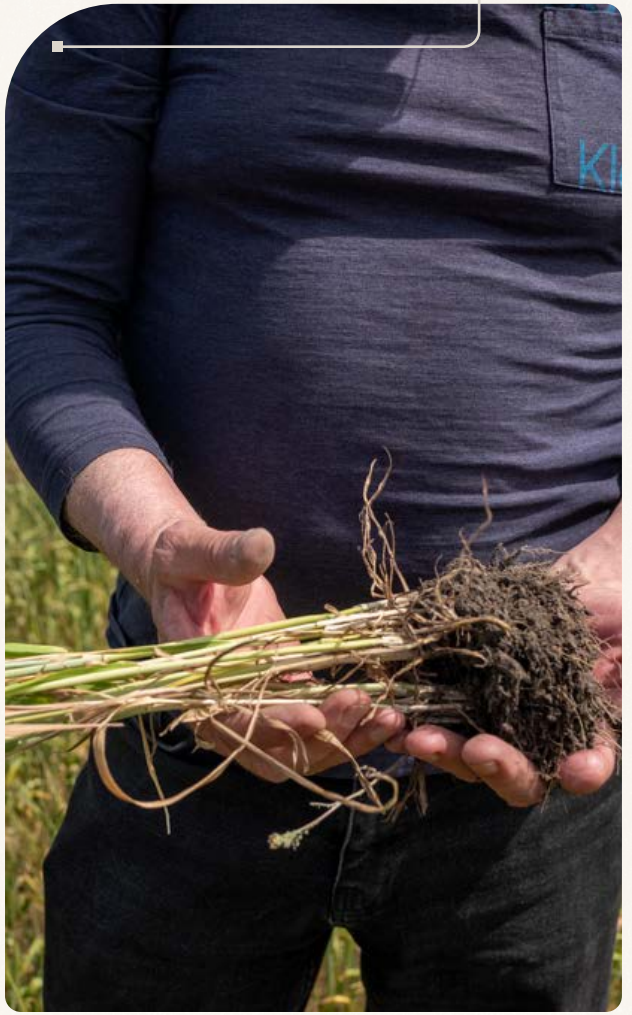
Helping One Farmer at a Time

In the war-affected region of Mykolaiv, farmer Mykola Mural refused to abandon his land even as fighting forced entire villages to empty and left fields contaminated with hidden explosives. But because of the threat of hidden explosives on his land, for three long years, it was too dangerous to plant or harvest.

That changed when HALO started work on Mykola's land in January 2024. By autumn, he could begin planting again. As of 2025, over 40 hectares of land are safe and back in Mykola's hands.

While recovery in the region will take time, clearing land is restoring livelihoods, resilience and hope.

In 2025, Mykola stood proudly in his field, where he had planted winter wheat ready for cropping.



"With the support of partners like FMC, each hectare made safe helps farmers return to their fields and rebuild Ukraine's agricultural future."

James Cowan | CHIEF EXECUTIVE OFFICER, THE HALO TRUST

ADVANCING LOCAL PARTNERSHIPS FOR FOOD SECURITY

At FMC, we believe that everyone deserves access to fresh, healthy food in their own neighborhood. Yet, in Philadelphia, Pennsylvania, United States, where our corporate headquarters are located, studies estimate that 1 in 7 individuals do not have reliable access to enough nutritious food and half a million residents rely on food assistance programs. This reflects the persistence of hunger and food access challenges, even as many people work to meet basic needs amid rising costs and economic pressures.

In Southwest Philadelphia, we partner with The Community Grocer (TCG), a nonprofit organization aspiring to reimagine nutritional assistance and make eating well accessible for all. Through our 2025 support, TCG is strengthening its relationship with FarmerJawn Agriculture, a 128-acre working farm in nearby West Chester, Pennsylvania, United States, that will supply fresh produce to their reimagined corner store. Our funding is helping to build a greenhouse so that FarmerJawn can continue to supply TCG with produce during the winter months. FarmerJawn will also host educational field trips for school-aged youth from TCG's neighborhood. The farm is building a model to enable regenerative organic food production by and for underserved communities and raise awareness among students of how and where food comes from.

> "It's truly powerful to see FMC supporting The Community Grocer in partnership with FarmerJawn. Their investment directly nourishes public health. By funding a greenhouse and upcoming field trips, they empower us to build food sovereignty. Together, we're growing healthier soils and stronger communities."

Christa Barfield
OWNER AND FOUNDER, FARMERJAWN

We are also working with **Share Food Program** (Share), a nonprofit organization in Philadelphia that distributes millions of pounds of food through its network of more than 400 community-based organizations to low-income individuals and families.

Share operates Philly Food Rescue (PFR), a technology-enabled program that works with volunteers who recover surplus food from local grocers, restaurants, cafeterias and producers and bring it to community-based organizations serving those in need. With FMC's funding, Share will be able to expand PFR's operations by adding more food donors and recruiting and equipping more volunteers, resulting in an anticipated additional 200,000 pounds of recovered food waste.

Mobilizing Our Employees for Greater Impact

Our employees around the globe are passionate about giving back to their communities, whether through volunteerism, donations or other acts of service. These efforts address critical local needs, including hunger relief, access to education and disaster relief for those who need it most.

We track employee-driven activities through our Community Engagement Index, which we launched in 2019 with a goal to reach 100% participation from all our sites by 2025.

DELIVERING NOURISHMENT TO THOSE IN NEED

Philadelphia, Pennsylvania, United States: FMC employees assembled nearly 300,000 healthy, nonperishable meals for individuals and families facing food insecurity as part of 9/11 Day's Annual Meal Pack. They also volunteered at the Children's Hospital of Philadelphia pop-up produce markets in West Philadelphia, distributing over 125 bags of free produce and groceries to those in need.

Lahore, Pakistan: FMC employees installed two water coolers outside our manufacturing site, providing cold, clean water to community members in an area where access to fresh drinking water is limited.

EMPLOYEES IN ACTION FOR THE PLANET

Ungaran, Indonesia: FMC employees helped student and youth groups distribute fish seedlings for river conservation and plant seedlings to support reforestation efforts. They also contributed segregated waste bins to improve waste management in the village's public green space and local schools.

Elkton, Maryland, United States: FMC employees from the Stine Research Center removed invasive plant species, cleared thornbushes and picked up trash at Fair Hill Nature Center. The team also built a path to "Toadtown," where young scientists can observe tadpoles, flip stones to discover crustaceans and dive into aquatic exploration through water sampling.

SUPPORTING SCIENCE EDUCATION

Newark, Delaware, United States: FMC is a strong supporter of Healthy Foods for Healthy Kids (HFHK), which uses school gardens to educate youth in Delaware about science and nutrition.

For more than five years, FMC employees from the FMC Stine Research Center have volunteered to support HFHK activities – building gardens, serving as informal scientific advisors for troubleshooting issues in gardens and filling seed packs so students can garden over the summer at home.

Wyoming, Illinois, United States: FMC employees partner with the Stark County Farm Bureau to support their monthly Ag in the Classroom program in local schools. Each month, employees help bring a new agricultural topic to life by preparing and organizing classroom materials, assisting with hands-on activities and coordinating with local agricultural vendors who support the program.

ESG DISCLOSURES

FMC's ESG Disclosures provide supporting content and data for this report, including ESG strategy, performance metrics, frameworks and assurance.

TABLE OF CONTENTS

Stockholder Data

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995: Certain statements made in this report are forward-looking statements. In some cases, you can identify these statements by such words or phrases as "will likely result," "is confident that," "expect," "expects," "should," "could," "may," "will continue to," "believe," "believes," "anticipates," "predicts," "forecasts," "estimates," "projects," "potential," "intends" or similar expressions identifying "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, including the negative of those words and phrases. Such forward-looking statements are based on FMC's current views and assumptions regarding future events, future business conditions and the outlook for the company based on currently available information. These statements involve known and unknown risks, uncertainties and other factors that may cause actual results to be materially different from any results, levels of activity, performance or achievements expressed or implied by any forward-looking statement. Additional factors include, among other things, the risk factors and other cautionary statements included within FMC's 2025 Form 10-K as well as other SEC filings and public communications. FMC cautions readers not to place undue reliance on any such forward-looking statements, which speak only as of the date made. Forward-looking statements are qualified in their entirety by the above cautionary statement. FMC undertakes no obligation, and specifically disclaims any duty, to update or revise any forward-looking statements to reflect events or circumstances arising after the date on which they were made, except as otherwise required by law.

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

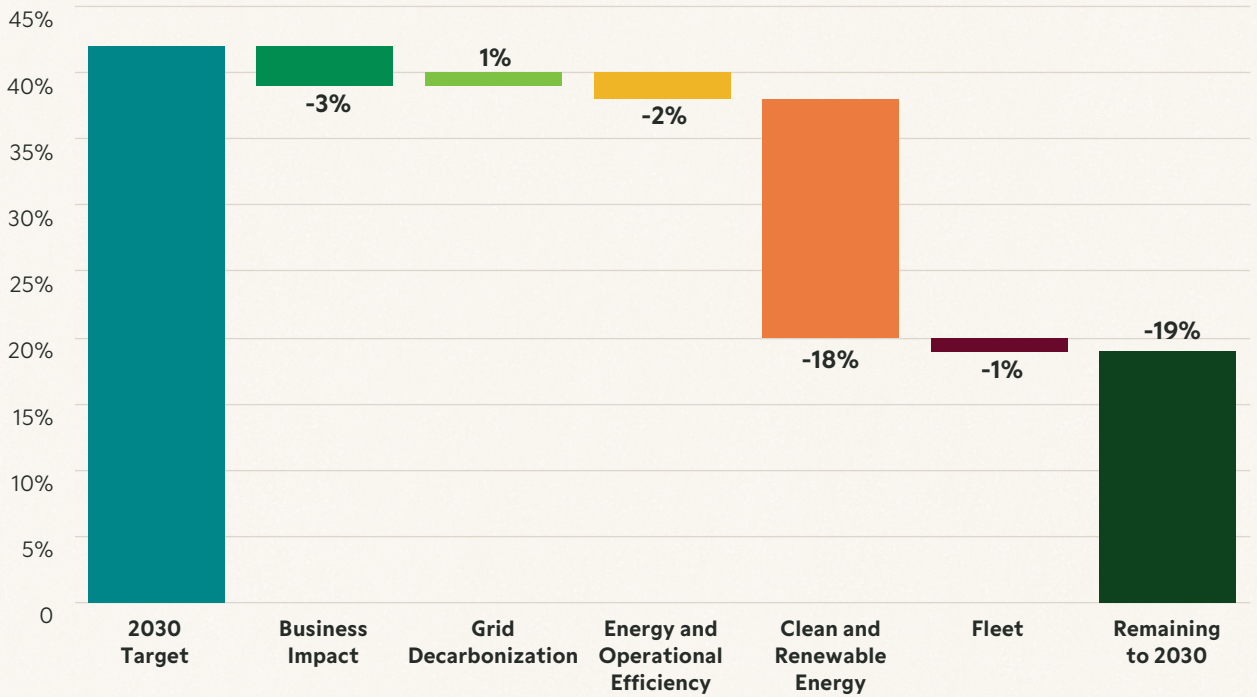
Progress on Our Climate Transition Plan - 2025 Update

FMC will continue to report regular progress on our Climate Transition Plan and revise the original plan as appropriate or if material changes arise. We continue to incorporate our plan into our long-term business strategy and strategically integrate nature-related impacts, risks, and opportunities into meeting our long-term environmental and business goals.

TCFD ELEMENT	TRANSITION PLAN ELEMENT	2025 PROGRESS AND CLIMATE TRANSITION PLAN HIGHLIGHTS	SOURCE
GOVERNANCE	Governance	FMC's Board of Director's Sustainability Committee, which meets at a minimum four times a year, holds the highest level of accountability for environmental issues, including oversight of the Climate Transition Plan. In 2025, the Sustainability Committee continued to meet regularly with Vice Presidents and Directors at FMC to inform them on updates related to the Climate Transition Plan and refocus FMC's efforts to reach our net-zero goal.	p. 55
STRATEGY	Scenario Analysis	FMC completed a full scenario analysis in 2022 to identify climate-related risks and opportunities across multiple scenarios and time horizons, including a below-2°C scenario. As FMC's manufacturing network evolves, scenario analysis will be refreshed as appropriate to ensure alignment with the future site footprint and areas of highest relevance.	CDP
	Financial Planning	In 2025, FMC evolved its approach to sustainability integration by incorporating a Sustainability Assessment into the Capital Deployment Process and created the Sustainability Financial Impact Tracker, supporting more consistent consideration of sustainability and financial impacts in capital deployment decisions.	p. 11
	Value Chain Engagement and Low Carbon Initiatives	In 2025, FMC advanced PCF analysis through a pilot within its diamides portfolio, including assessments at the Jinshan site and with select contract manufacturers. The results identified raw materials as the largest emissions driver and highlighted priority decarbonization levers, including increasing clean and renewable energy and waste circularity. Downstream, crop protection and application of crop protection products is not a driver of on-farm emissions, with downstream Scope 3 (Category 9 and 12) emissions accounting for approximately 7% of total Scope 3 emissions. However, FMC recognizes potential opportunities in reductions in carbon emissions and costs for growers, and continues to invest in digital and precision application technologies.	p. 11
	Policy Engagement	In 2025, FMC engaged in key global forums, including the UN General Assembly week, NYC Climate Week, and with the Food and Agriculture Organization (FAO), to advance policies supporting food security, net zero and sustainable agriculture technologies. Through public policy discussions, speaking opportunities and bilateral meetings, FMC highlighted its commitment to climate-smart agriculture and the role of innovation in building sustainable food systems.	CDP
RISK MANAGEMENT	Risks and Opportunities	FMC continues to mitigate climate-related risks and maximize opportunities, building a resiliency index to monitor potential supply chain disruptions due to climate change and expand market opportunities with a focus on our growth portfolio, including new products and biologicals.	CDP
METRICS AND TARGETS	Targets	FMC has set net-zero goals for 2050. This includes near-term targets of 42% absolute reduction in Scopes 1 and 2 emissions and 25% absolute reduction in Scope 3 emissions by 2030, as validated by the Science-Based Targets Initiative. FMC reports on progress toward reaching net-zero on pages 36-38.	pp. 36-38
	Scopes 1, 2 and 3 Reporting and Assurance	FMC discloses Scopes 1, 2 and 3 GHG Emissions for 2025 on page 41. The Independent Accountants' Review Report is available on page 69.	pp. 41, 69-79

Progress on Our Climate Transition Plan; 2025 Scopes 1 and 2 Decarbonization Update

By the end of 2025, FMC achieved a 24% reduction in Scopes 1 and 2 GHG emissions relative to our 2021 base year. The visual below highlights the cumulative impact of each decarbonization lever and the progress we've made toward the milestones outlined in our Climate Transition Plan. We are now focusing on accelerating near-term actions **to achieve a 42% reduction by 2030**, while laying the groundwork for the long-term transformations required to reach net-zero emissions by 2050 at the latest.



KEY ACTIONS IN 2025:

Business impact – Business contraction since our 2021 base year contributed to overall reductions. However, increased production volumes at several Active Ingredient manufacturing sites resulted in higher emissions in 2025 compared to 2024.

Energy and operational efficiency – FMC strengthened its efficiency performance in 2025 by accelerating the implementation of best practice solutions, including:

- Translating audit insights into scalable, cross-site efficiency measures.
- Prioritizing low-cost efforts such as set point optimization.
- Implementing targeted process optimization projects, including run time reductions and new control system installations.

Clean and renewable energy – FMC continued its transition to cleaner and renewable energy through a diversified approach, which in 2025 included:

- Advancing site level assessments for onsite solar and completing the solar PV installation at our Jinshan site, which will generate over 500 MWh per year.
- Establishing a detailed Global Energy Strategy aligned with our 2030 target and long-term ambition.
- Transitioning the steam source from natural gas to biomass at our Panoli site, achieving 80% renewable energy use in 2025.

Fleet – In 2025, we increased the percentage of hybrid or electric vehicles in our fleet by 2% compared to 2024.

KEY ACTIONS TO 2030 AND BEYOND:

In addition to accelerating progress on the decarbonization levers already underway, FMC expects several areas to become increasingly important as we move toward 2030 and ultimately net-zero.

Business impact – Scopes 1 and 2 emissions will continue to be influenced by business expansion or contraction. As we execute our Climate Transition Plan, we will deploy long-term solutions that reduce emissions while strengthening overall business resilience.

Clean and renewable energy – We will shift from transitional instruments such as Energy Attribute Certificates toward direct, onsite or contracted renewable energy solutions. We also expect to expand the use of alternative low carbon fuels as commercial availability increases.

Manufacturing electrification – Emissions reductions from manufacturing electrification will grow as enabling technologies and supporting infrastructure mature, allowing us to transition thermal processes and equipment away from fossil fuels.

Grid decarbonization – We will continue refining our strategy to partner with regional utility providers as market-based emission factors evolve, pursuing opportunities that support increasingly lower carbon grid mixes across our operating regions.

Residual emissions and removals – Remaining emissions will be addressed through verified carbon removal solutions, supporting the final phase of our net-zero pathway in alignment with scientific guidance.

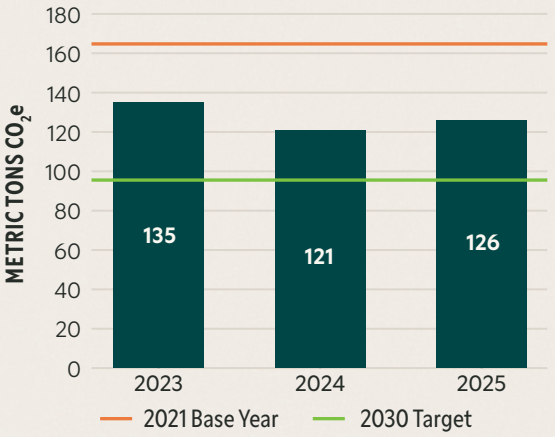
While Scope 3 emissions remain a critical component of FMC's overall Climate Transition Plan, they are not featured in the 2025 update. Our Scope 3 footprint is strongly influenced by business contraction and expansion.

Our current value chain work is focused on deepening engagement, maturing our data and advancing our internal PCF insights. These efforts are essential to maintain credible, accurate Scope 3 emissions pathways as standards continue to evolve.

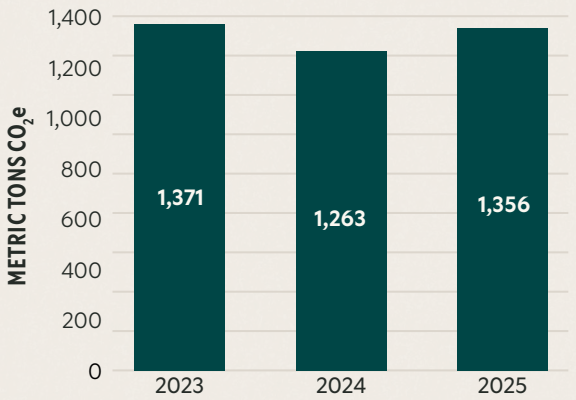
Because Scope 3 methodologies and datasets continue to mature, this section highlights Scopes 1 and 2 – where FMC has direct operational oversight – where we can clearly show the progress achieved resulting from the actions we've implemented across our manufacturing sites. As our Scope 3 strategies continue to advance, we will integrate them more fully into future updates of the Climate Transition Plan.

Key Performance Indicators

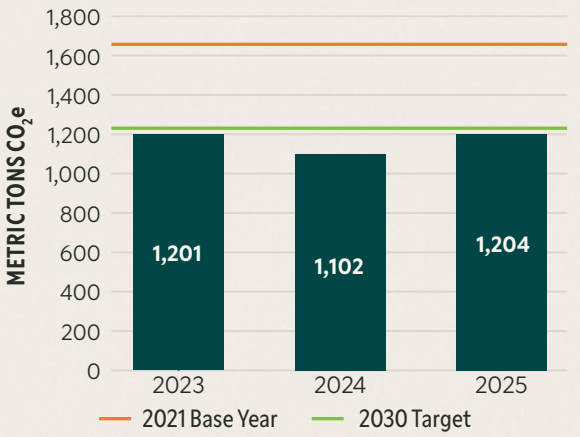
SCOPES 1 AND 2 GHG EMISSIONS



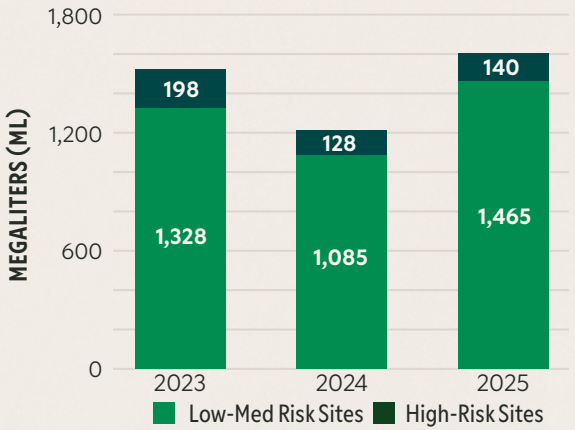
SCOPE 3 GHG EMISSIONS (TOTAL REPORTED)



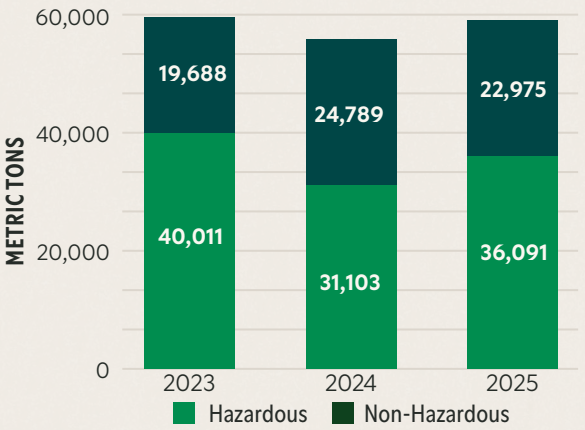
SCOPE 3 GHG EMISSIONS (SBTi BOUNDARY)



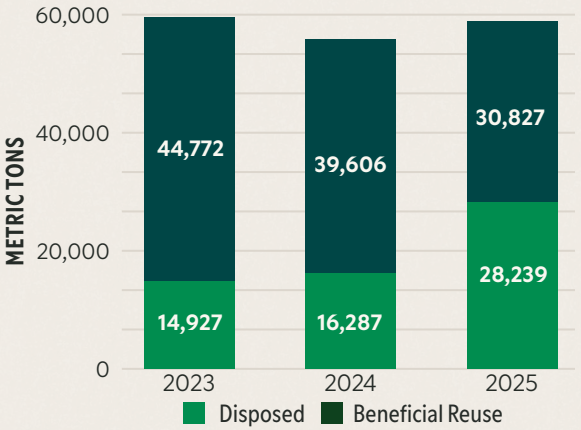
WATER WITHDRAWALS



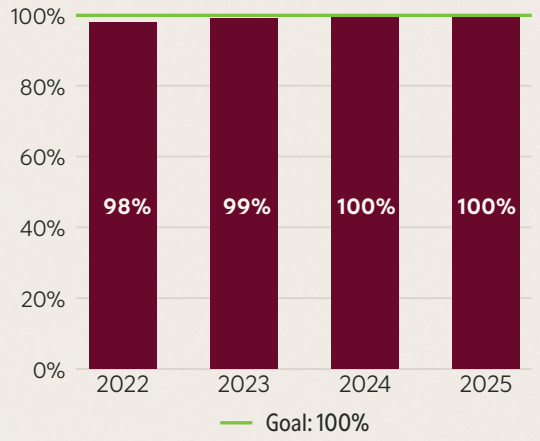
WASTE BY TYPE



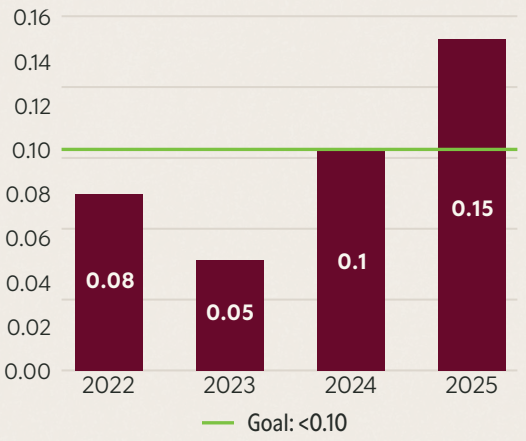
WASTE BY TREATMENT



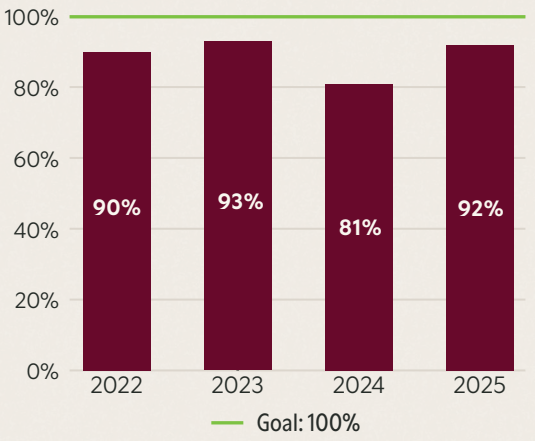
R&D SPEND ON SUSTAINABLY-ADVANTAGED PRODUCTS

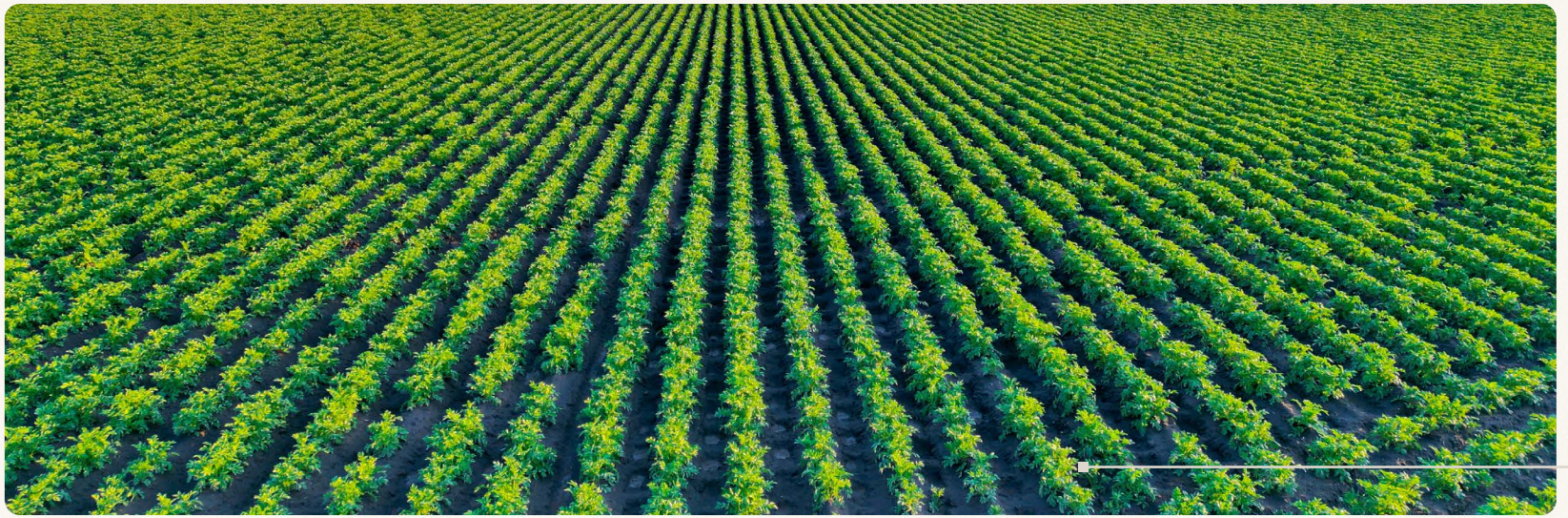


TOTAL RECORDABLE INCIDENT RATE (TRIR)



COMMUNITY ENGAGEMENT



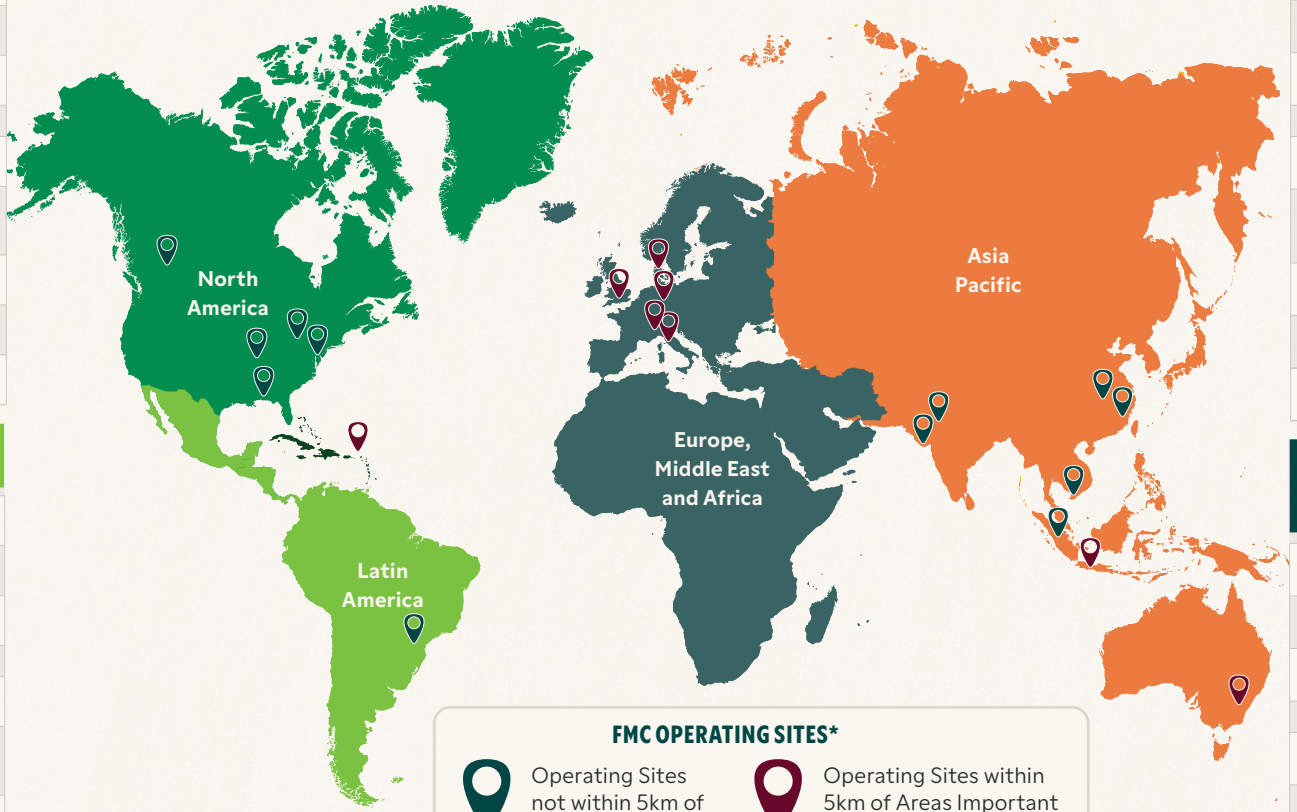


Environment - Regional Breakdown

As part of our TNFD reporting, FMC evaluates the geographic context of its operating sites, including proximity to areas important for biodiversity. In 2025, approximately 5% of FMC's sites were located within a 5-kilometer radius of an IUCN Category I - III protected area, 15% near a Ramsar site and 35% near a Key Biodiversity Area. No sites were identified in or near UNESCO World Heritage Sites or UNESCO Man and the Biosphere Reserves.

NORTH AMERICA	UNITS	2025
Scope 1 GHG Emissions	$ktCO_2e$	39
Scope 2 GHG Emissions	$ktCO_2e$	11
Waste to Beneficial Reuse	%	42
Total Energy Use	TJ	1,002
Renewable Energy	TJ	119
Non-Renewable Energy	TJ	883
Water Withdrawals	ML	1,049
Water Discharges	ML	492
Water Consumption	ML	557

LATIN AMERICA	UNITS	2025
Scope 1 GHG Emissions	$ktCO_2e$	3
Scope 2 GHG Emissions	$ktCO_2e$	0
Waste to Beneficial Reuse	%	78
Total Energy Use	TJ	23
Renewable Energy	TJ	0
Non-Renewable Energy	TJ	23
Water Withdrawals	ML	15
Water Discharges	ML	0
Water Consumption	ML	15



*Includes Operating Sites that were active as of December 31, 2025.

Note: Scope 2 values are market-based unless otherwise noted.

ASIA PACIFIC	UNITS	2025
Scope 1 GHG Emissions	$ktCO_2e$	8
Scope 2 GHG Emissions	$ktCO_2e$	14
Waste to Beneficial Reuse	%	75
Total Energy Use	TJ	271
Renewable Energy	TJ	123
Non-Renewable Energy	TJ	148
Water Withdrawals	ML	144
Water Discharges	ML	29
Water Consumption	ML	115

EUROPE, MIDDLE EAST AND AFRICA	UNITS	2025
Scope 1 GHG Emissions	$ktCO_2e$	26
Scope 2 GHG Emissions	$ktCO_2e$	25
Waste to Beneficial Reuse	%	31
Total Energy Use	TJ	578
Renewable Energy	TJ	21
Non-Renewable Energy	TJ	557
Water Withdrawals	ML	397
Water Discharges	ML	392
Water Consumption	ML	5

Environment - GHG Emissions

Indicates metric included in assurance boundary (page 69).

	BASE YEAR	3-YEAR TREND		
	2021	2023	2024	2025
GREENHOUSE GAS EMISSIONS ($ktCO_2e$)				
Scope 1 Total	103	81	73	75
CO_2 / CH_4 / N_2O		76 / 0.64 / 0.26	71 / 0.34 / 0.14	73 / 0.10 / 0.11
Scope 2	62	54	48	51
Scope 2 (Location-Based)	63	59	59	63
Scopes 1 and 2	165	135	121	126
Operating Sites	148	114	104	109
Other Owned Sites	1	1	1	1
Fleet	14	15	15	13
Fugitives	2	5	2	2
Scope 3 (Total Reported)	1,872	1,371	1,263	1,356
Category 1 (Purchased Goods and Services)	1,377	1,083	979	1,113
Category 2 (Capital Goods)	27	19	11	9
Category 3 (Fuel- and Energy-Related Activities)	43	34	27	27
Category 4 (Upstream Transportation and Distribution)[1]	212	97	108	61
Category 5 (Waste Generated in Operations)	64	37	37	33
Category 6 (Business Travel)	2	4	3	2
Category 7 (Employee Commuting)	6	5	4	4
Category 8 (Upstream Leased Assets)	15	13	12	12
Category 9 (Downstream Transportation and Distribution)	10	7	8	8
Category 12 (End-of-Life Treatment of Sold Products)	117	72	74	87
Scope 3 (SBTi Boundary)	1,660	1,201	1,102	1,204
Total Reported GHG Emissions - Scopes 1, 2 and 3	2,037	1,506	1,384	1,482
Biogenic Carbon Emissions	17	20	9	10

FOOTNOTES

Metrics in the 2025 Sustainability Report are presented unrounded for all years shown. In prior sustainability reports, certain metrics were rounded to significant figures. Therefore, metrics as originally published in prior reports may not be directly comparative.

Scope 2 values are market-based unless otherwise noted.

Scope 3 Categories 10 and 14 are not relevant to FMC. Scope 3 Category 11 emissions from the degradation of sold products are included in Category 12. Scope 3 Categories 13 and 15 are de minimis.

[1] In an effort to improve the granularity of our data, in 2023, FMC transitioned to a hybrid methodology for Scope 3 Category 4 using activity-data for transactions with a portion of our logistics vendors and spend data for the transactions with the remaining vendors. It is not feasible to back cast historical data for this methodology improvement; therefore, 2021 and 2022 values are reported using entirely spend-based methodology.

Environment - Energy, Water and Air

Indicates metric included in assurance boundary (page 69).

	BASE YEAR	3-YEAR TREND		
	2021	2023	2024	2025
Revenue (USD in millions)	5,045	4,487	4,246	3,467
Emissions Intensity ($ktCO_2e$/Revenue USD in millions)	0.033	0.030	0.028	0.036
Energy Intensity (TJ/Revenue USD in millions)	0.429	0.426	0.413	0.541
Renewable Energy Percentage (%)	9	19	14	14
% Waste to Beneficial Reuse (%)	35	75	71	52
ENERGY (TJ)[1]				
Total Energy Use	2,163	1,911	1,755	1,874
Electricity	-	576	592	612
Steam	-	36	48	72
Fuels	-	1,299	1,115	1,190
Total Renewable Energy[2]	200	366	248	263
Total Non-Renewable Energy[3]	1,963	1,545	1,507	1,611
Energy Use - Operating Sites	-	1,882	1,729	1,847
WATER (ML)[4]				
Water Withdrawals	1,451	1,526	1,213	1,605
Third Party	-	418	324	377
Groundwater	-	1,093	869	1,197
Surface Water	-	15	20	31
High-Risk Water Withdrawals	259	198	128	140
Third Party	-	180	111	124
Groundwater	-	18	17	16
Surface Water	-	0	0	0
Water Discharges	-	1,100	1,105	914
High-Risk Water Discharges	-	37	41	29
Water Consumption	-	426	108	691
High-Risk Water Consumption	-	161	87	111
AIR QUALITY (MT)[5]				
NOx	50.23	84.36	76.86	76.50
SOx	34.41	32.29	20.64	19.26
VOCs	27.39	14.94	14.26	10.65
HAPs	23.31	12.41	12.12	13.13

FOOTNOTES

Metrics in the 2025 Sustainability Report are presented unrounded for all years shown. In prior sustainability reports, certain metrics were rounded to significant figures; therefore, metrics as originally published in prior reports may not be directly comparative.

[1] Energy metrics apply to Operating Sites and Other Owned Sites. It excludes Fleet not included in Operating Sites and Other Owned Sites.

[2] Renewable energy sources include briquettes, biodiesel, biomass-derived steam, Energy Attribute Certificates (EACs), Power Purchase Agreements (PPAs) and Green Power Tariffs.

[3] Non-renewable energy sources include purchased electricity and steam, diesel oil, gasoline, natural gas, kerosene, propane, liquefied petroleum gas and distillate fuel oil.

[4] Water metrics apply to Operating Sites.

[5] Global boundary related to air quality metrics has expanded since 2021 as data collection improves. Air quality metrics are reported following SASB criteria and fall within our Operating Sites boundary. HAPs are exclusively reported for North America Operating Sites.

Environment - Waste

Indicates metric included in assurance boundary (page 69).

		BASE YEAR	3-YEAR TREND		
	TYPE	2021	2023	2024	2025
WASTE (MT)					
Waste Generated	Hazardous	52,840	40,011	31,103	36,091
	Non-Hazardous	24,026	19,688	24,789	22,975
	Total	**76,867**	**59,699**	**55,893**	**59,066**
Waste Disposed	Hazardous	32,312	11,166	12,572	10,244
	Non-Hazardous	17,603	3,761	3,715	17,995
	Total	**49,915**	**14,927**	**16,287**	**28,239**
Waste to Beneficial Reuse	Hazardous	20,529	28,845	18,531	25,847
	Non-Hazardous	6,423	15,927	21,075	4,980
	Total	**26,951**	**44,772**	**39,606**	**30,827**
WASTE DISPOSED – BY TYPE (MT)					
Landfill	Hazardous	1,461	2,130	3,757	5,463
	Non-Hazardous	16,428	2,942	3,134	17,479
	Total	**17,888**	**5,072**	**6,891**	**22,942**
Incineration w/o Energy Recovery	Hazardous	16,397	8,255	5,743	4,309
	Non-Hazardous	854	148	42	53
	Total	**17,250**	**8,403**	**5,785**	**4,362**
Other Disposal	Hazardous	14,455	780	3,072	472
	Non-Hazardous	322	672	539	463
	Total	**14,777**	**1,452**	**3,611**	**935**
WASTE TO BENEFICIAL REUSE – BY TYPE (MT)					
Recycled	Hazardous	3,840	14,054	6,467	6,752
	Non-Hazardous	6,172	15,646	20,872	4,775
	Total	**10,013**	**29,699**	**27,339**	**11,527**
Incineration w/ Energy Recovery	Hazardous	6,382	6,567	5,076	6,012
	Non-Hazardous	2	271	182	161
	Total	**6,385**	**6,838**	**5,258**	**6,173**
Other Beneficial Reuse	Hazardous	10,306	8,224	6,988	13,083
	Non-Hazardous	248	10	21	44
	Total	**10,554**	**8,234**	**7,009**	**13,127**

FOOTNOTES

Waste metrics apply to Operating Sites.

Metrics in the 2025 Sustainability Report are presented unrounded for all years shown. In prior sustainability reports, certain metrics were rounded to significant figures; therefore, metrics as originally published in prior reports may not be directly comparative.

Environmental Topics

NATURE

- **Approach:** FMC's approach to nature and biodiversity is informed by emerging Taskforce on Nature-Related Financial Disclosures (TNFD) recommendations and guidance, supporting a structured understanding of nature-related dependencies, impacts, risks, and opportunities relevant to its business and value chain. FMC recognizes that nature includes interconnected components such as air, water, soil and biodiversity, and that potential business dependencies and impacts vary in significance by activity and location. Based on materiality, data availability and relevance to its business, FMC is prioritizing initial disclosures related to owned and operated sites and products.
- **TNFD Index:** Detailed information on FMC's governance, strategy, risk and impact management, metrics and targets related to nature is provided in the TNFD Index, which aligns with existing climate and sustainability disclosures. FMC expects its nature-related assessment and disclosure practices to continue evolving as TNFD methodologies, data quality, and regulatory and stakeholder expectations mature.
- **Mitigation Hierarchy:** Across its crop protection portfolio, FMC identifies and manages potential nature-related risks throughout the product lifecycle by prioritizing impact avoidance, minimization and ongoing management. This approach is integrated early in product development and continues through product registration, commercialization and on farm use, aligning with Integrated Pest Management (IPM) principles and recognized frameworks from the Food and Agriculture Organization of the United Nations (FAO).
- **Product Sustainability Assessments:** Early in the innovation process, FMC works to identify and mitigate potential product-related impacts on nature and biodiversity by evaluating new products in the R&D pipeline. This includes determining the sustainability of new active ingredients and formulated products in the R&D pipeline and how they will be applied on the farm. FMC has developed and applies its award-winning Sustainability Assessment Tool to support these decisions, enabling a structured evaluation across six categories: food expectations, human health and safety, scarce resources, climate change, land competition and environmental consciousness. As FMC's capabilities and scientific understanding continue to evolve, the Company plans to develop an enhanced version of this tool in 2026–2027, incorporating externally recognized methodologies.
- **Highly Hazardous Pesticides (HHPs):** In 2025, HHPs accounted for approximately 0.1% of our total sales. FMC seeks to avoid adverse impacts at the source through product design and portfolio decisions, including the phaseout of highly hazard pesticides and the development of products intended to meet evolving regulatory, environmental and market expectations.
- **Sustainable Product Portfolio:** FMC develops innovative crop protection solutions that strengthen on-farm prosperity and resilience, and contribute to the reduction of crop-protection risk. This includes the use of crop protection products in an Integrated Pest Management program, leveraging precision agriculture technologies (such as Arc® farm intelligence), biological solutions and novel synthetic formulations. These solutions are designed to enhance on-farm resilience and prosperity while promoting resource efficiency and sustainable use of inputs.
- **Product Stewardship:** FMC embeds product stewardship across the product lifecycle, integrating stewardship priorities into R&D, portfolio management and go-to-market decision-making to identify, assess and mitigate risks associated with product use, including for third-party products. Guided by the Product Stewardship Framework, FMC applies the mitigation hierarchy through internal due diligence and external engagement, promoting safe and responsible use through farmer training, guidance on effective application, and responsible handling and disposal practices. Where residual impacts remain after avoidance and minimization measures, these stewardship actions support regulatory compliance, risk management and long-term grower trust.

PRODUCT STEWARDSHIP

FMC promotes stewardship at each stage of the product life cycle, and stewardship priorities are built into R&D, portfolio and marketing strategies. FMC works to identify, quantify and mitigate risks related to product use and applies strict due diligence around products – including third-party products – that go to market. The Product Stewardship Framework guides work across the company and with customers, farmers and industry partners.

PRODUCT STEWARDSHIP PILLARS	ACTIVITIES
GOVERNANCE	Risk Management Inquiry Handling Incident Response
CULTURE	New Hire Onboarding Stewardship Staff Competency Stewardship Culture Monitoring
ENGAGEMENT	Third Party Engagement Smallholder Engagement Product-Specific Advice Behavioral Science Stewardship Materials and Resources
SUSTAINABILITY	Biodiversity Protection Container Management Stewardship Technology Innovation Resistance Management

Sustainability Attributes of Key Products

FMC's technologies, when used as part of an agronomic system, can impact key areas of sustainability on the farm:

Climate Resilience
Enables farmers to better withstand and recover from climate impacts, such as extreme heat, drought or flooding, by improving plants' stress tolerance.

Water Use Efficiency
Realizes potential water savings due to application method or by improving plants' ability to use water more efficiently.

Biodiversity Protection
Better protects non-target species through selective mode of action, application method such as at-plant and precision application or biological composition.

Soil/Plant Health
Enhances microbial activity in soil, and increases root mass and branching to support plant growth and vigor.

Compatible with Regenerative Agriculture
Can be used with regenerative farming practices, such as minimal tillage, crop rotation, cover cropping, nutrient and water management, precision application and biological pest control.

	PRODUCT/PRODUCT FAMILY	CLIMATE RESILIENCE	WATER USE EFFICIENCY	BIODIVERSITY PROTECTION	SOIL/PLANT HEALTH	COMPATIBLE W/ REGEN AG
Fungicide	Tremisia™ fungicide	✓			✓	✓
Herbicides	Fundatis® herbicide					✓
Herbicides	Keenali™ herbicide	✓	✓			✓
Insecticides	Verimark® insecticide			✓		✓
Insecticides	Premio Star® insecticide			✓		✓
Biological	Provilar™ biofungicide	✓	✓	✓	✓	✓
Pheremone	Sofero® pheromone-based crop protection product			✓		✓

The classifications provided in this table are based on FMC's interpretation of data collected during company field trials and/or supplemented by third-party data where noted, per the definitions provided. Classifications of active ingredients may change based on final formulated products.

Taskforce on Nature-Related Financial Disclosures (TNFD)

Further detail on nature-related metrics, targets, and disclosures is available through **FMC's CDP reporting**.

TOPIC	RECOMMENDATIONS	DISCLOSURES
GOVERNANCE	Disclose the organization's governance of nature-related dependencies, impacts, risks and opportunities.	Governance of nature-related topics at FMC is embedded within the Company's broader sustainability governance framework. The Board of Directors' Sustainability Committee oversees FMC's sustainability strategy, including nature-related dependencies, impacts, risks and opportunities, and provides guidance to management on priorities aligned with FMC's sustainability pillars of Protection, Innovation and Engagement; the Committee meets at least three times per year and receives regular updates on sustainability-related matters. Management is responsible for assessing and managing nature-related topics as part of FMC's sustainability and risk management processes, with oversight coordinated by the Chief Sustainability Officer and supported by cross-functional teams. FMC's Human Rights Policy and Code of Ethics and Business Conduct further guide engagement with local communities and affected stakeholders, supported by site-level outreach and the Community Engagement Index, with reporting to senior management and the Board through established governance processes.
STRATEGY	Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organization's business model, strategy and financial planning where such information is material.	As a chemical production business, FMC is highly dependent on water and uses external screening tools, including the World Resources Institute's (WRI) Aqueduct, to assess exposure to water-related risks across its operations and value chain. FMC also applies biodiversity screening using IBAT to identify locations where operations may be in proximity to areas important for biodiversity. Based on these assessments, approximately 37% of FMC's operating sites are exposed to substantive water-related risks, and 5% of operating sites are located near a Ramsar site, while 35% are located near a Key Biodiversity Area, informing ongoing monitoring and risk management efforts. FMC's direct operations, if not properly managed, have the potential to impact surrounding health, safety and the environment through discharges to land or water and the handling, treatment and disposal of hazardous materials. To mitigate these risks, FMC has established Environmental Standards, operational controls and audit processes that support compliance and continuous improvement across owned and operated sites. Downstream, potential impacts associated with product use – including risks to soil and water resulting from improper application – are managed through product risk assessments, regulatory registration processes, and product stewardship programs that promote safe and responsible use through training, guidance and farmer engagement. In addition to managing risks, FMC identifies nature-related opportunities through innovation and product development, as outlined in its Climate Transition Plan and sustainability strategy. FMC continues to invest in environmentally-conscious products and technologies, including biologicals, low-input and water-efficient solutions, precision agriculture tools, and integrated pest management approaches designed to improve productivity while minimizing environmental impacts.
RISK AND IMPACT MANAGEMENT	Describe the process used by the organization to identify, assess, prioritize and monitor nature-related dependencies, impacts, risks and opportunities.	FMC initiated its assessment of nature-related dependencies, impacts, risks and opportunities through its double materiality process, which evaluates both impact and financial materiality across direct operations and the upstream and downstream value chain. FMC has conducted impact materiality assessments since 2013 and completed its first formal double materiality assessment (DMA) in 2024, covering climate change, water security, biodiversity and other nature-related topics. FMC is deepening its understanding of DMA outcomes in line with TCFD and TNFD guidance, supported by internal expertise and external tools, including ENCORE sector-level screening, TNFD sector guidance, IBAT, the WWF Biodiversity Risk Filter and site-level analyses such as FMC's annual Water Risk Assessment, which incorporates WRI Aqueduct data. Assessment outputs are used to evaluate relative significance, inform prioritization and establish criteria to monitor material nature-related issues over time, building on FMC's water stewardship efforts and long-term environmental sustainability goals. FMC continues to refine this process and is evaluating further integration of double materiality and nature-related insights into its enterprise risk management framework and Climate Transition Plan, including alignment with TCFD scenario analysis.
METRICS AND TARGETS	Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.	FMC's sustainability strategy is structured around three pillars—Protection, Innovation, and Engagement—supported by defined goals and targets across its operations. For FMC's direct operations, the Protection pillar includes targets for net-zero greenhouse gas emissions, 100% waste to beneficial reuse, and the implementation of sustainable water practices at all sites, which are intended to reduce FMC's operational impacts and dependencies related to nature. Downstream, FMC's Innovation pillar focuses on reducing crop protection risk by scaling integrated pest management (IPM) solutions, including biologicals and precision agriculture, designed to lower environmental exposure and reduce potential impacts on nature. Progress against these targets is monitored and disclosed annually through quantitative metrics in FMC's Sustainability Report.

Environment, Health and Safety (EHS) Topics

EHS PROGRAM

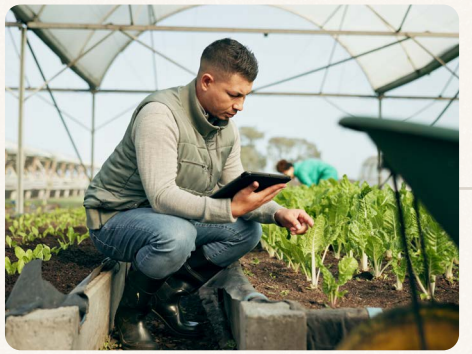
- As a Responsible Care® Company, FMC has developed an EHS program that includes critical elements of an environmental management system. This system integrates FMC policies, procedures, standards and processes to operate safely, efficiently and in compliance with laws and local regulations. FMC continuously improves its EHS program by training personnel, regularly auditing and assessing compliance with FMC EHS standards, preparing for emergencies, and measuring and communicating performance.
- FMC certifies management system alignment with the Responsible Care® core values by demonstrating compliance with the Responsible Care Management System® (RCMS®) and makes improvements by following the RCMS® framework of "Plan-Do-Check-Act."

EHS HIERARCHY

- **Policies:** FMC's EHS Policy outlines the company's environmental, health and safety goals and objectives, and serves as the framework for the EHS program. Executed at the highest level of management, the EHS policy guides FMC's operations.
- **Standards:** Global EHS Standards enable consistent implementation of FMC's EHS policy across all company locations, establishing best management practices to achieve our EHS objectives.
- **Procedures:** Site-level procedures provide clear instructions and specific details to help FMC employees effectively implement company standards and policies at a local level and remain compliant with local laws and regulations.

EHS AUDIT

- FMC owned and operated facilities must comply with FMC EHS Standards and local laws and regulations, and maintain an open dialogue with local communities on the nature and hazards of the materials the facility manufactures or handles.
- **Audits:** Per FMC's Audit Standard, verified audits are conducted on a risk-based cycle, with a minimum frequency of 36 months for active ingredient sites and large R&D facilities, and 60 months for formulation and packaging sites and regional R&D facilities. At leadership discretion, sites may be audited more frequently and may include a comprehensive EHS compliance audit, topic specific audit or an audit of an action plan implemented from a previous audit.
- **Assessments:** FMC regularly reviews documentation through EHS assessments to verify that sites are maintaining and upholding site-level procedures, EHS standards and permit requirements per local regulations.
- **Third Parties:** Third-party audits – performed under programs including Responsible Care® and International Organization for Standardization (ISO) 14001 – are completed by site-level certifications per the required frequency of the respective program. Currently, 83% of FMC operating sites have a third-party certification (ISO: 50%, RCMS: 22%, Other: 11%).



KEY EHS ELEMENTS

- **Waste, Effluent and Water Quality:** FMC tracks and manages hazardous and non-hazardous waste in line with local laws and regulations, onsite procedures and global guidelines. In addition, all FMC sites continuously monitor environmental impacts in accordance with local laws and regulations. For example, FMC regularly performs water quality monitoring and testing on effluent discharge, where appropriate, to protect water sources from contamination. FMC is committed to engineering and institutional control measures to prevent unpermitted discharges.
- **Air:** FMC monitors and tracks air pollutants, including SOx, NOx, VOCs and HAPs, in accordance with national and regional laws and regulations. FMC takes action to prevent and reduce air pollutants from company operations, including hearing conservation programs to reduce noise emissions. At certain sites, leak detection and repair (LDAR) programs are also used to maintain the enclosure of potential emissions sources and to locate and repair leaking components.
- **Emergency Preparedness and Crisis Management:** Through a crisis management framework, FMC is prepared for a range of potential incidents that could impact employees, operations, communities and/or business reputation. Safety is a core value at FMC, and the company has established emergency response standards to safely manage an emergency at any facility. Local emergency response procedures support the proper training and preparedness of local emergency response teams.
- **Process Safety:** Process Safety Management (PSM) – a proactive management system that mitigates fires, explosions, and hazardous material releases in operations sites – is a key component of FMC's safety program. Standards and procedures for FMC employees across all global sites effectively identify and mitigate process safety risks. These include hazard screening procedures, minimum safety requirements, systemic reviews of process hazards and continuously updating process safety information.
- **Incident Management and Reporting:** All FMC sites are required to report, classify and perform the appropriate level of incident investigation for all EHS incidents, including those involving injury, illness, process safety, and environmental or other crisis incidents. Incidents are initially managed by a local emergency response team, with defined responsibilities and escalation requirements depending on the incident's severity. Proper collection of data related to incidents (including incident investigation and causal analysis) enables FMC to continuously implement appropriate mitigation measures to prevent future events and minimize the consequences of incidents.
- **Training:** FMC regularly educates and trains employees, contractors and stakeholders on key EHS topics and procedures to maintain safe operations. Site- and function-specific training teaches individuals to operate safely and effectively at all FMC sites. In 2025, FMC developed and implemented Global EHS campaigns focused on key risk areas identified through prior-year data analysis, including Hand Safety, Motor Vehicle Safety and Mind in the Moment. Rolled out over three quarters, these campaigns emphasized visible leadership engagement and targeted communications to reinforce safe behaviors, raise awareness of critical risks and strengthen a proactive safety culture across the organization.
- **Environmental Remediation:** Managed by a dedicated team of employees, FMC's environmental remediation portfolio includes both legacy and current FMC manufacturing operations. FMC works closely with state and federal agencies as well as local communities throughout the remediation process, which includes investigation, design, implementation and monitoring. Wherever possible, FMC focuses on brownfield development opportunities, benefiting both local communities and the planet.

Safety

Indicates metric included in assurance boundary (page 69).

	2022	2023	2024	2025
FMC INJURIES/ILLNESSES				
Fatalities	0	0	0	0
Lost Time	4	1	2	3
Total Recordables	7	5	8	11
Total Manhours (hr)	17,614,000	18,259,000	16,058,000	14,753,000
TRIR	0.08	0.05	0.10	0.15
LTIR	0.05	0.01	0.02	0.04
THIRD-PARTY INJURY/ILLNESSES				
Fatalities	0	0	0	0
Lost Time	3	1	4	4
Total Recordables	5	2	6	7
Total Manhours (hr)	5,378,000	6,739,000	5,745,000	6,127,000
TRIR	0.19	0.06	0.21	0.23
LTIR	0.11	0.03	0.14	0.13
PROCESS SAFETY EVENTS				
Tier 1	0	0	0	0
Tier 2	7	4	1	2
NOTICE OF VIOLATIONS				
NOVs with Penalty	1	0	0	0

DEFINITIONS

FMC
FMC employee or FMC supervised contractors. Permanent and resident contractors to FMC.

Fatalities
Work-related injury or illness that results in death, based on the U.S. OSHA Recordkeeping Framework.

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

Total Recordables
Total number of work-related injuries or illnesses requiring treatment beyond first aid globally, based on the U.S. OSHA Recordkeeping Framework.

Total Manhours
Total number of hours worked.

TRIR
Total Recordable Incident Rate = (# of OSHA Recordable Incidents) X 200,000/Total Manhours, as based on the OSHA Recordkeeping Framework.

LTIR
Lost Time Injury Rate = (# of Lost Time Injuries) X 200,000/Total Manhours.

Tier 1
Process safety events based on loss of primary contaminant with the greatest consequence, according to the API 754 3rd Edition Definitions.

Tier 2
Process safety events based on loss of primary contaminant with lesser consequence, according to the API 754 3rd Edition Definitions.

NOVs with Penalties
Letter or notice received from an EHS regulatory authority alleging violation of a law, regulation or permit that resulted in a fine or penalty. Metrics may appear different than previous reports due to improved reporting and methodology.

Social Topics

HUMAN CAPITAL DEVELOPMENT

- **Talent Development and Retention:** Developing our talent is critical to FMC's ability to attract and retain a highly skilled and engaged workforce who can lead competitively, innovate change, improve business performance and successfully maintain a competitive advantage. We are committed to investing in our employees' professional development through a range of programs and initiatives, including individual development plans, stretch projects and rotational assignments. We provide all employees with access to a best-in-class on-demand learning platform featuring a vast library of courses, empowering employees to learn on their own schedule, fostering a culture of continuous learning and skill development. We also offer leadership development programs and executive coaching tailored for our leaders to equip them with the skills needed to effectively manage teams, drive performance and inspire innovation. FMC continually strives to meet the needs of our employees, shareholders and customers through competitive rewards, policies and practices designed to attract, retain and motivate exceptional employees and drive both individual and company performance. Performance-based direct pay programs include competitive base pay, short-term incentives, and long-term incentives. In addition, comprehensive global benefit packages are offered to support the health and well-being of employees and their families, enabling FMC to offer a comprehensive total reward package designed for employees throughout their career.
- **FMC Culture:** An important element of FMC's strategy is our commitment to creating an inclusive culture where every employee feels a sense of belonging and is empowered to thrive. Our goal is for everyone to have a voice and know their contributions are valued at FMC. As an example of our efforts, we conduct an all-employee engagement survey designed to capture the voice of our employees and provide actionable insights to sustain an inclusive environment and support employees to perform at their best.

AWARDS AND RECOGNITION

- FMC recognizes and celebrates employee contributions through internal award programs that reinforce the company's values and strategic priorities, such as sustainability, product stewardship, safety and R&D excellence. These programs acknowledge individuals and teams whose work advances FMC's sustainability goals, promotes the safe, sustainable and ethical use of products across their life cycle, strengthens safety performance and culture, or delivers meaningful innovation through R&D. Awards are open to employees across regions and functions and typically recognize demonstrated impact, collaboration and alignment with FMC's core values. Through these recognition programs, FMC reinforces expected behaviors, shares best practices and highlights employee contributions that support long-term value creation for the company, customers and communities.

METRIC	DATA
Total number of employees (globally) **% of employees by region**	5,538
Asia Pacific	39%
Europe, Middle East, Africa	27%
Latin America	13%
North America	21%
% female employees (globally)	31%
# of females on Board of Directors	4
# of female Executive Vice Presidents	3

COMMUNITY AND STAKEHOLDER ENGAGEMENT

- **Communities:** FMC's community engagement is guided by FMC for Good, a strategic framework that focuses on hunger relief, education and the environment. FMC directs its charitable contributions to eligible organizations under U.S. Internal Revenue Code Section 501(c)(3) or the equivalent outside the United States. These contributions support programs and services aligned with FMC's business goals and values, enabling meaningful, measurable impact while also fostering employee engagement and collaboration with business partners and community leaders. FMC also supports causes that its employees are passionate about through local matching gift programs and volunteering opportunities.
- **Stakeholders:** FMC regularly engages a variety of internal and external stakeholder groups across public, private and civil society domains to gain alignment, gather input and feedback, and identify key trends, issues and risks for the company. Key topics include, but are not limited to, sustainability objectives, agriculture development and food security. FMC actively engages in strategic partnerships with key stakeholders who are aligned with the company's climate and food security goals. More information about FMC's stakeholder engagement – including main stakeholder groups and topics and methods of engagement – can be found in the Engagement section and on the company's website.
- **Political Advocacy:** FMC's political advocacy is conducted in accordance with all applicable laws and regulations and the company's Code of Ethics, which outlines corporate governance, control, oversight and procedural guidance for FMC corporate contributions to political candidates and causes. FMC discloses monetary contributions to U.S. federal and state candidates and to ballot measures, and also discloses corporate donations to political committees and campaigns through its PAC program. Additionally, FMC discloses the percentage of dues used for political expenditures in the United States from significant trade associations and social welfare organizations (>$50,000) on a semiannual basis.

Governance Topics

ETHICS AND COMPLIANCE

- **Ethics Reporting:** FMC is committed to conducting business with honesty and integrity and in compliance with all applicable laws. This commitment is upheld through fair and impartial internal investigations and prohibition of retaliation against anyone who makes a report in good faith. Reports of alleged non-compliance with the company's Code of Ethics and Business Conduct may be made to the FMC Ethics Response Line, which is available externally at FMC.com and on the internal FMC SharePoint®. Where permitted by law, reports to the FMC Ethics Response Line may be made anonymously (or reporters may self-identify) by phone, web portal, QR code or mail. In 2025, the FMC Ethics Office evaluated 15 global reports classified as harassment, discrimination or retaliation. Of these 15 reports, two were substantiated and resulted in employee discipline.
- **Ethics and Compliance Training:** In-person and virtual training totaling nearly 7,200 hours was delivered in 2025 to FMC's global workforce on topics such as antitrust/global competition, anti-bribery and anti-corruption, sexual harassment, intellectual property, and ethics and compliance. For all new hires, a "New Employee Welcome Letter" translated in 25+ languages, providing information and expectations for Ethics and Compliance training at FMC, and three mandatory trainings were deployed during on boarding. Two additional mandatory trainings were also assigned based on identified business risk. The active population training included four mandatory trainings; two of which were deployed to the entire active population and two that were assigned based on identified business risk.
- **Communications:** The Ethics Office maintains awareness about ethics and compliance via global processes and communications, including the annual mandatory FMC Code of Ethics and Business Conduct global questionnaire and certification process. FMC also raises awareness through its network of "Ethics and Compliance Ambassadors" – employees from around the world who volunteer to participate in compliance activities and reinforce compliance messaging in their local organizations.
- **Governance:** The FMC Ethics Office is a dedicated cross-functional committee responsible for leading internal investigations at the company. FMC's Corporate Responsibility Committee, which consists of executive management, reports to the Audit Committee of the Board of Directors. The Corporate Responsibility Committee assesses the company's overall compliance with applicable laws and FMC's Code of Ethics and Business Conduct, oversees the compliance training program, and evaluates responses to significant compliance matters and legal developments.

ANTI-BRIBERY AND ANTI-CORRUPTION

- FMC has strict standards around bribery and corruption that apply to employees as well as business partners who do business on FMC's behalf. The company's requirements are described in its Code of Ethics, Supplier Code of Conduct, Anti-Bribery and Anti-Corruption Compliance Policy, and other company policies and procedures. FMC operates in some markets where local business ethics may differ from the company's standards, which increases potential risk of impropriety. To mitigate that risk, the company administers a robust internal audit program and allocates appropriate resources to ensure that employees are trained, engaged and focused on achieving business objectives while adhering to the company's standards and integrity as a core value. FMC consistently enhances its compliance program through investments in data-driven risk assessment tools and ongoing enhancements to its third-party risk management program, enabling proactive monitoring and continuous improvement.

COLLECTIVE BARGAINING

- FMC has one collective bargaining agreement in the United States and several collective bargaining agreements or equivalent agreements in global locations. Over the years, the company has successfully renegotiated contracts without any material work stoppages. FMC outlines employees' rights to freedom of association and collective bargaining in the company's Human Rights Policy. Additionally, FMC expects suppliers to respect their employees' rights to freedom of association and outlines expectations in the Supplier Code of Conduct.

RISK, CONTROL AND AUDIT

- FMC has a robust Internal Audit (IA) function and Enterprise Risk Management (ERM) process as part of the company's Risk, Control and Audit group. The Chief Audit Executive reports directly to the Audit Committee and sets an annual audit plan based on appropriate risk factors for financial and non-financial compliance, including, but not limited to, FMC's Code of Ethics and Business Conduct, Financial Standards (internal and GAAP), Foreign Corrupt Practices Act, Sarbanes-Oxley compliance and relevant data privacy laws. FMC's IA function maintains objectivity and independence through its organizational structure, reporting lines, culture and operations. Additionally, FMC conducts an annual company-wide ERM assessment to evaluate exposure and to report on enterprise-wide risks. The ERM process assists in guiding FMC's 10-K risk disclosures, engaging with cross-functional employees and executives globally, and measuring the likelihood and magnitude of actual and potential risks. ERM assessment findings are reported quarterly to the FMC Risk Council and executive leadership, and annually to the Board of Directors. Additionally, the Board of Directors regularly discusses major risk exposures with management, evaluating the potential financial impact on the company and the strategies in place to manage and mitigate these risks. Additional information regarding climate risk is shared in the Climate Transition Plan.

CYBERSECURITY

- FMC provides robust training and tools to help employees mitigate cybersecurity risks. Employees can directly report emails, enabling FMC to streamline suspicious email processing, identify real threats and proactively remove identified malicious emails from recipients' inboxes. All employees and contractors are required to complete the IT Security Awareness training upon hire and annually thereafter. This training consists of modules covering security best practices, the company's IT policies and standards, and guidance on identifying and preventing phishing attacks. In addition to security awareness training, global FMC users participate in periodic phishing simulation tests. Failure to recognize phishing attempts may result in additional training or further remedial action when necessary. Additional information regarding cybersecurity is outlined in FMC's Annual Report and Cybersecurity Policy.

SUPPLY CHAIN ENGAGEMENT AND DUE DILIGENCE

- FMC's Supplier Code of Conduct and Sustainability Sourcing Statement define the company's expectations of suppliers on environmental, social and governance topics. All potential suppliers are evaluated through the Supplier Selection and Approval Process, which outlines requirements for due diligence, screening and third-party risk assessments. In addition to the company's internal supplier selection processes, FMC has continued its partnership with EcoVadis, a leading sustainability evaluation platform that monitors suppliers through assessments based on criteria such as environmental impact, labor and human rights, ethics and sustainable procurement. This partnership enables FMC to better understand supply chain sustainability risk and to measure supplier performance. As of 2025, EcoVadis has assessed 468 of FMC's suppliers, which accounts for over 35% of FMC's Scope 3 emissions.

SUSTAINABILITY GOVERNANCE

- FMC has an established governance structure to oversee and guide the company's sustainability strategy, related initiatives and progress toward our commitments. The Board of Directors' Sustainability Committee (Committee) oversees the effectiveness of FMC's sustainability strategy and provides guidance to management on key sustainability priorities, including matters related to climate change and biodiversity, in alignment with FMC's sustainability strategy. The Committee meets at least three times per year and receives regular updates on sustainability performance and progress. In 2025, the Committee met four times and reviewed progress on FMC's sustainability strategy, Climate Transition Plan and safety performance, and provided guidance on establishing new sustainability goals and external sustainability disclosures. Executive oversight is led by FMC's Chief Sustainability Officer (CSO), a member of the executive leadership team who reports directly to the Chief Executive Officer and is responsible for coordinating sustainability programs across the organization. Cross-functional management committees support the implementation of sustainability initiatives, progress toward our commitments and external sustainability reporting requirements, including FMC's Climate Transition Plan and sustainability strategy. This governance structure supports informed decision-making, accountability and the integration of sustainability considerations into FMC's business strategy and operations.

DOUBLE MATERIALITY ASSESSMENT

FMC began to conduct impact materiality assessments in 2013, and the company undertook its first double materiality assessment in 2024. This assessment evaluates both financial and impact materiality, considering the potential effects of FMC on society and the environment and how these factors may financially impact its business. The company's double materiality assessment, as illustrated in the matrix below, highlights the priority topics associated with its business, operations and value chain.

Material topics were identified considering the double materiality principle in the European Sustainability Reporting Standards (ESRS), peer and macro trends and FMC's 2022 impact materiality assessment. Topics in previous impact assessments were based on the principles of GRI, SASB, the United Nations Global Compact and other expert recommendations.

FMC 2024 DOUBLE MATERIALITY

*Includes Environmental Remediation

Financial materiality thresholds were oriented toward our Enterprise Risk Management process to enable a consistent risk assessment.

To determine topic materiality, FMC consulted internal and external stakeholders, including employees, customers and suppliers, through surveys and interviews. Stakeholder responses were validated by the company's sustainability team and associated subject matter experts for the topic areas. The identified material topics were then reviewed by our ESG Reporting Steering Committee, encompassing executives from the integrated supply chain and sustainability, finance, audit and legal functions.

The double materiality assessment helps to inform the company's sustainability strategy, including its environmental goals and innovation efforts. As FMC concluded its 2025 sustainability goals, the company used the results of its double materiality assessment, together with its long-range business plan, to establish new sustainability targets for 2030 and further refine focus areas for strategic impact.

This is the company's first double materiality assessment and is not fully aligned with the double materiality principle as defined and explained in the ESRS. FMC will continue to evolve methodology and processes as needed for completing double materiality assessments and in preparation for mandatory sustainability reporting under the Corporate Sustainability Reporting Directive.

Policies and Positions

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

POLICIES AND STATEMENTS	DESCRIPTION	SCOPE	UNGC ALIGNMENT
Environment, Health, and Safety Policy	FMC's EHS policy outlines our responsibility to the environment, health, and safety (including occupational and process safety) of our employees and the global community. It is executed at the highest level of the company.	Company, World	8
Our Care for the Planet	Provides an overview of FMC's position on climate change, water security, nature and biodiversity.	Company, Supplier Expectations, World	7,8,9
Commitment to Animal Welfare	Outlines FMC's requirements to adhere to regulatory standards for animal testing and the company's commitment to global principles (replace, reduce, refine) for animal welfare.	Company	8,9
Policy on Human Rights	Builds upon FMC's Code of Ethics to further outline the company's commitment to the protection and advancement of human rights as a principle and within global business operations. It outlines adherence to international best practices and standards, guiding pillars, due diligence and reporting, and employee training.	Company, Supplier Expectations	1,2,3,4,5,6
Code of Ethics and Business Conduct	FMC's Code of Conduct serves as the cornerstone of our belief in conducting business with honesty and integrity, setting high standards that align with, and often exceed, local laws and regulations. The Code outlines requirements for all employees and stakeholders and provides clear information on how to report any violations through our Ethics hotline.	Company, Suppliers	1,2,3,4,5,6,10
Supplier Code of Conduct	Clarifies expectations placed on FMC suppliers and their subcontractors to act in accordance with the FMC Supplier Code of Conduct, which covers topics relating to ethics, human rights, labor, environment, and health and safety.	Suppliers	1,2,4,5
Sustainable Sourcing Statement	Outlines expectations placed on FMC suppliers and outlines the company's plan related to ESG Supplier Engagement, including supplier screening, auditing, employee training, and adherence to Modern Slavery Acts globally.	Suppliers	1,2,3,4,5,8
Conflict Minerals Statement	Outlines FMC's commitment to conflict minerals sourcing in compliance with Section 1502 of the Dodd-Frank Act.	Company, Suppliers	1,2,10
Corporate Tax Policy Statement	Provides transparency to FMC stakeholders on tax policy matters and compliance with tax regulations.	Company	10
Cybersecurity Policy	Provides an overview of FMC's comprehensive cybersecurity program to protect company and supply chain data. This includes details around the company's executive oversight and risk mitigation program, which includes risk assessment, auditing, security systems, employee training, and response plans.	Company, Suppliers	10
Board Sustainability Committee Charter	Summarizes the responsibilities of the Sustainability Committee of the Board of Directors to ensure the effectiveness of the company's sustainability strategy and efforts related to ESG, including sustainability goals and objectives.	Company (Board)	8
CDP Reports	Provides a detailed understanding of FMC's sustainability efforts around climate change and water security and comprehensive sustainability data disclosures. In 2025, FMC received an "A" rating on Climate Change.	Company	7,8
Materiality Assessment	FMC's double materiality assessment evaluates both financial and impact materiality, considering both the potential effects of FMC on society and the environment, and how these factors may impact the company.	Company	7
Stakeholder Engagement	Summarizes FMC's engagement strategy with key stakeholder groups to discuss important initiatives, issues, and trends for the company.	Company	1,2,4,6,8

United Nations Global Compact

FMC became a signatory to the United Nations Global Compact (UNGC) in 2015. This is our 11th Communication on Progress indicating our activities and management systems in support of the UNGC principles.

TOPIC	PRINCIPLE	SCOPE
Human Rights	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.	• Human Rights Policy • Code of Ethics and Business Conduct • Supplier Code of Conduct • Supplier Screenings • Collective Bargaining Agreements • Trainings on Inclusion and Human Rights • Employee Engagement and Culture • Ethics Hotline
	Principle 2: Make sure that businesses are not complicit in human rights abuses.	
Labor	**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	
	Principle 4: The elimination of all forms of forced and compulsory labor.	
	Principle 5: The effective abolition of child labor.	
	Principle 6: The elimination of discrimination in respect of employment and occupation.	
Environment	**Principle 7:** Businesses should support a precautionary approach to environmental challenges.	• Our Care for the Planet Statement • Environment, Health, and Safety Policy • Animal Welfare Policy • Supplier Code of Conduct • Sustainable Sourcing Statement • Supplier Screenings • FMC Sustainability Goals • Sustainability Excellence and Product Stewardship Awards • Product Stewardship Programs • Responsible Care® • Product Sustainability Assessment Tool • Precision Agriculture • Plant Health and Biologics Products
	Principle 8: Undertake initiatives to promote greater environmental responsibility.	
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	**Principle 10**: Businesses should work against corruption in all its forms, including extortion and bribery.	• Code of Ethics and Business Conduct • Supplier Code of Conduct • Anti-Bribery and Anti-Corruption Compliance Policy • Supplier Screenings • Ethics Training Courses • Ethics Hotline • Foreign Corrupt Practices Act Compliance Standard Practices and Audits

2025 GRI INDEX

STATEMENT OF USE	FMC Corporation has reported following the guidance in the GRI Standards as of and for the period January 1, 2025 - December 31, 2025
GRI UNIVERSAL STANDARDS	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	No applicable GRI Sector Standards at this time

GENERAL DISCLOSURES | GRI 2: GENERAL DISCLOSURES 2021

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
2-1 Organizational details	p. 6	*These blocks indicate that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*		
2-2 Entities included in the organization's sustainability reporting	p. 3			
2-3 Reporting period, frequency and contact point	p. 3			
2-4 Restatements of information	p. 36			
2-5 External assurance	p. 69			
2-6 Activities, value chain and other business relationships	pp. 6, 35			
2-7 Employees	p. 51			
2-8 Workers who are not employees	p. 51			
2-9 Governance structure and composition	p. 4			
2-10 Nomination and selection of the highest governance body	FMC Proxy p. 38			
2-11 Chair of the highest governance body	FMC Proxy p. 34			
2-12 Role of the highest governance body in overseeing the management of impacts	FMC Proxy p. 37			
2-13 Delegation of responsibility for managing impacts	FMC Proxy p. 37			
2-14 Role of the highest governance body in sustainability reporting	FMC Proxy p. 34			
2-15 Conflicts of interest	FMC Code of Ethics and Business Conduct			

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
2-16 Communication of critical concerns	FMC Code of Ethics and Business Conduct			
2-17 Collective knowledge of the highest governance body	FMC Proxy p. 26			
2-18 Evaluation of the performance of the highest governance body	FMC Proxy p. 38			
2-19 Remuneration policies	FMC Proxy p. 46			
2-20 Process to determine remuneration	FMC Proxy pp. 46-62			
2-21 Annual total compensation ratio	FMC Proxy p. 73			
2-22 Statement on sustainable development strategy	p. 7			
2-23 Policy commitments	pp. 3-7			
2-24 Embedding policy commitments	pp. 57-58			
2-25 Processes to remediate negative impacts	p. 58			
2-26 Mechanisms for seeking advice and raising concerns	p. 53			
2-27 Compliance with laws and regulations	FMC Code of Ethics and Business Conduct			
2-28 Membership associations	FMC.com/ sustainability			
2-29 Approach to stakeholder engagement	p. 52			
2-30 Collective bargaining agreements	p. 54			

MATERIAL TOPICS | GRI 3: MATERIAL TOPICS 2021

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
3-1 Process to determine material topics	p. 56	*These blocks indicate that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.*		
3-2 List of material topics	p. 56			
3-3 Management of material topics	FMC Sustainability Report			

GRI 205: ANTI-CORRUPTION 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
205-1 Operations assessed for risks related to corruption	p. 53			
205-2 Communication and training about anti-corruption policies and procedures	p. 53			
205-3 Confirmed incidents of corruption and actions taken			Confidentiality constraints	

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	FMC Code of Ethics and Business Conduct			
205-2 Communication and training about anti-corruption policies and procedures	p. 53			

GRI 207: TAX 2019

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

GRI 302: ENERGY 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
302-1 Energy consumption within the organization	pp. 13-14, 42			
302-2 Energy consumption outside the organization	pp. 13-14, 42			

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
302-3 Energy intensity	pp. 42			
302-4 Reduction of energy consumption	pp. 13-14, 42			
302-5 Reductions in energy requirements of products and services	pp. 13-14, 16			

GRI 303: WATER AND EFFLUENTS 2018

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
303-1 Interactions with water as a shared resource	pp. 15, 49			
303-2 Management of water discharge-related impacts	pp. 15, 49			
303-3 Water withdrawal	p. 42			
303-4 Water discharge	p. 42	Water discharge by category	Information unavailable/incomplete	FMC provides water discharge by category in our annual CDP Water Security report.
303-5 Water consumption	p. 42			

GRI 304: BIODIVERSITY 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 40			
304-2 Significant impacts of activities, products and services on biodiversity	pp. 44-47			
304-3 Habitats protected or restored	p. 40			
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Information unavailable/incomplete	FMC is currently evaluating methodology for response.

GRI 305: EMISSIONS 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
305-1 Direct (Scope 1) GHG emissions	p. 41			
305-2 Energy indirect (Scope 2) GHG emissions	p. 41			
305-3 Other indirect (Scope 3) GHG emissions	p. 41			
305-4 GHG emissions intensity	pp. 41-42			
305-5 Reduction of GHG emissions	pp. 36-38, 41			
305-6 Emissions of ozone-depleting substances			Information unavailable/incomplete	This information is not reported at this time.
305-7 Nitrogen oxides, sulfur oxides, and other significant air emissions	p. 42			

GRI 306: WASTE 2020

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
306-1 Waste generation and significant waste-related impacts	pp. 14, 43, 49			
306-2 Management of significant waste-related impacts	pp. 14, 43, 49			
306-3 Waste generated	p. 43			
306-4 Waste diverted from disposal	p. 43			
306-5 Waste directed to disposal	p. 43			

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
308-1 New suppliers that were screened using environmental criteria	p. 55			
308-2 Negative environmental impacts in the supply chain and actions taken	p. 47			

GRI 401: EMPLOYMENT 2016

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

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
403-1 Occupational health and safety management system	pp. 25-26, 48-50			
403-2 Hazard identification, risk assessment and incident investigation	pp. 25-26, 48-50			
403-3 Occupational health services			Information unavailable/incomplete	This information is not reported at this time.
403-4 Worker participation, consultation and communication on occupational health and safety	pp. 25-26, 48-50, FMC's EHS Policy			
403-5 Worker training on occupational health and safety	pp. 25-26, 48-50, FMC's EHS Policy			
403-6 Promotion of worker health	pp. 25-26, 48-50			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 25-26, 48-50, FMC's EHS Policy			
403-8 Workers covered by an occupational health and safety management system	pp. 25-26, 48-50			
403-9 Work-related injuries	p. 50			
403-10 Work-related ill health	pp. 25-26, 48-50			

GRI 404: TRAINING AND EDUCATION 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
404-1 Average hours of training per year per employee	p. 53			
404-2 Programs for upgrading employee skills and transition assistance programs	p. 51			
404-3 Percentage of employees receiving regular performance and career development reviews	p. 51			

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
405-1 Diversity of governance bodies and employees	pp. 4, 51			
405-2 Ratio of basic salary and remuneration of women to men		Ratio of basic salary and remuneration of women to men	Confidentiality constraints	

GRI 406: NON-DISCRIMINATION 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
406-1 Incidents of discrimination and corrective actions taken	p. 53			

GRI 408: CHILD LABOR 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
408-1 Operations and suppliers at significant risk for incidents of child labor	pp. 53-55			

GRI 409: FORCED OR COMPULSORY LABOR 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	pp. 53-55			

GRI 413: LOCAL COMMUNITIES 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
413-1 Operations with local community engagement, impact assessments and development programs	pp. 27-33, 52			
413-2 Operations with significant actual and potential negative impacts on local communities	pp. 27-33, 40			

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

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

GRI 415: PUBLIC POLICY 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
415-1 Political contributions	p. 52			

GRI 416: CUSTOMER HEALTH AND SAFETY 2016

DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
416-1 Assessment of the health and safety impacts of product and service categories	pp. 44-47			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	pp. 44-47			

2025 SASB INDEX

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	FMC ALIGNMENT
Greenhouse Gas emissions	Gross global Scope 2 emissions, percentage covered under emission-limiting regulations	Quantitative	Metric tons (t) CO2-e, Percentage (%)	RT-CH-110a.1	p. 41
	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	pp. 35-37
Air Quality	Air emissions of the following pollutants:	Quantitative	Metric tons (t)	RT-CH-120a.1	p. 42
	(1) NOx (excluding N2O)				
	(2) SOx				
	(3) Volatile Organic Compounds				
	(4) Hazardous Air Pollutants				
Energy	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	RT-CH-130a.1	p. 42
	(2) Percentage grid electricity				
	(3) Percentage renewable				
	(4) Total self-generated energy				
Water Management	(1) Total water withdrawn	Quantitative	Thousand cubic meters (m^3), Percentage(%)	RT-CH-140a.1	p. 42
	(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	p. 50
	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. 15
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-CH-150a.1	p. 43
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	n/a	RT-CH-210a.1	pg. 24-33, 52
Workforce Health and Safety	(1) Total Recordable Incident Rate	Quantitative	Rate	RT-CH-320a.1	p. 50
	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	pp. 48-49
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	RT-CH-410a.1	p. 46 Percent of spend on the development of sustainably advantaged products

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	FMC ALIGNMENT
Greenhouse Gas emissions	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	Quantitative	Percentage (%) by revenue, Percentage (%)	RT-CH-410b.1	FMC has a robust Safety Data Sheets (SDS) authoring process in place based upon the product composition, hazard profile of formulation components and product-level test data. Each product is classified for physical, human health, and environmental hazards following the guidance and criteria of GHS for the relevant country/countries of interest. As appropriate, the classification of our products is mainly based on product-level test data when available. Following GHS criteria, the classification for some hazard endpoints will be impacted by certain substance-level data only if present in the product above GHS threshold concentrations.
	(2) Percentage of such products that have undergone				All products in scope have undergone a hazard assessment. All hazard data is held in a centralized data platform and creation of Safety Data Sheets is managed with global oversight.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact		n/a	RT-CH-410b.2	p. 44
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	pp. 3, 53-56
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	p. 50
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	n/a
Production	Production by reportable segment	Quantitative	Cubic meters (m^3) and/or metric tons (t)	RT-CH-000.A	249,300t

KPMG

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Independent Accountants' Review Report

To the Board of Directors and Management of FMC Corporation

Report on Statements and Notes on Select Sustainability Metrics for the year ended December 31, 2025

Conclusion

We have reviewed whether the Statements and Notes on Select Sustainability Metrics (the Statements) of FMC Corporation (the Company) for the year ended December 31, 2025, included on pages 70 to 79 of the Company's 2025 Sustainability Report, have been prepared in accordance with the reporting criteria described on pages 70 to 78 (the Criteria).

Based on our review, we are not aware of any material modifications that should be made to the Statements for the year ended December 31, 2025 in order for them to be prepared in accordance with the Criteria.

Our conclusion on the Statements does not extend to any other information that accompanies or contains the Statements and our report.

Basis for conclusion

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in the versions of AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*, that are applicable as of the date of our review. We are required to be independent and to meet our other ethical requirements in accordance with relevant ethical requirements related to the engagement. We believe that the evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

Responsibilities for the Statements

Management of the Company is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Statements such that they are free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the Statements and appropriately referring to or describing the criteria used; and
- preparing the Statements in accordance with the Criteria.

Inherent limitations in preparing the Statements

As described in the Measurement Uncertainty note on page 79, measurement of Greenhouse Gas Emissions includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from incomplete scientific knowledge and other factors and limitations inherent in the nature and methods used for determining the data. The selection by management of different but acceptable measurement methods, input data, or assumptions may have resulted in variability in the amounts or metrics being reported.

KPMG

Our responsibilities

The attestation standards established by the American Institute of Certified Public Accountants require us to:

- plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Statements in order for them to be prepared in accordance with the Criteria; and
- express a conclusion on the Statements based on our review.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Statements and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- inquiring of management to obtain an understanding of the methodologies and inputs used in preparing the Statements;
- performing analytical procedures;
- inspecting supporting documentation for a selection of activity data;
- recalculating a selection of metrics based on the Criteria; and
- evaluating the overall presentation of the Statements.

The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the subject matter information is prepared in accordance with the criteria, in all material respects, in order to express an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed.

KPMG LLP

Washington, District of Columbia
May 18, 2026

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

WASTE

METRIC	2025 REPORTED VALUE (MT)	MANAGEMENT'S CRITERIA AND DEFINITION
Waste Generated	59,066	The amount of waste generated by Operating Sites, reported with no exclusions. Waste Definition: Any substance or object which the holder discards or intends or is required to discard. This includes waste and by-product materials in both solid and liquid form and may be non-hazardous or hazardous waste generated. It includes all regulated and non-regulated waste.
Hazardous Waste Generated	36,091	The amount of hazardous waste generated by Operating Sites, reported with no exclusions. Regulatory requirements dictate the classification and management criteria of hazardous materials and are location-specific. Hazardous Waste Definition: Material which contains or exhibits hazardous characteristics, consistent with regulatory requirements in the location that the waste is generated. It excludes onsite closed loop recycle and onsite wastewater treatment in units exempted from hazardous waste permit requirements.
Non-hazardous Waste Generated	22,975	The amount of non-hazardous waste generated by Operating Sites, reported with no exclusions. Non-Hazardous Waste Definition: Waste that is not regulated as hazardous waste. Excludes onsite closed loop recycle and onsite wastewater treatment in units exempted from waste permit requirements.
Waste Disposed	28,239	The amount of waste generated that is disposed through the following disposal methods: Landfill, Incineration (without Energy Recovery), Other Disposal. Other Disposal includes liquid waste that is treated and disposed and waste disposed via transfer station. Waste disposed metrics are reported with no exclusions.
Landfill	22,942	
Incineration w/o Energy Recovery	4,362	
Other Disposal	935	
Hazardous Waste Disposed	10,244	The amount of hazardous waste generated by Operating Sites that is disposed through the following methods: Landfill, Incineration (without Energy Recovery), Other Disposal. Hazardous waste disposed metrics are reported with no exclusions.
Landfill	5,463	
Incineration w/o Energy Recovery	4,309	
Other Disposal	472	

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

WASTE

METRIC	2025 REPORTED VALUE (MT)	MANAGEMENT'S CRITERIA AND DEFINITION
Non-hazardous Waste Disposed	17,995	The amount of non-hazardous waste generated by Operating Sites that is disposed through the following methods: Landfill, Incineration (without Energy Recovery), Other Disposal. Non-hazardous waste disposed metrics are reported with no exclusions.
Landfill	17,479	
Incineration w/o Energy Recovery	53	
Other Disposal	463	
Waste to Beneficial Reuse	30,827	The amount of waste generated by Operating Sites that is managed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. Waste to beneficial reuse metrics are reported with no exclusions.
Recycled	11,527	
Incineration w/ Energy Recovery	6,173	
Other Beneficial Reuse	13,127	
Hazardous Waste to Beneficial Reuse	25,847	The amount of hazardous waste generated by Operating Sites that is managed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. Hazardous waste to beneficial reuse metrics are reported with no exclusions.
Recycled	6,752	
Incineration w/ Energy Recovery	6,012	
Other Beneficial Reuse	13,083	
Non-hazardous Waste to Beneficial Reuse	4,980	The amount of non-hazardous waste generated by Operating Sites that is managed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. Non-hazardous waste to beneficial reuse metrics are reported with no exclusions.
Recycled	4,775	
Incineration w/ Energy Recovery	161	
Other Beneficial Reuse	44	

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

SAFETY[1]

METRIC	2025 REPORTED VALUE	MANAGEMENT'S CRITERIA AND DEFINITION
TRIR	0.15	Total Recordable Incident Rate (TRIR) = (# of OSHA Recordable Incidents) X 200,000/Total Manhours. OSHA recordable incidents refers to work-related injury or illness of an FMC employee or FMC supervised contractor requiring treatment beyond first aid, as defined by U.S. OSHA Recordkeeping Framework (Standard 1904). Total Manhours refers to total # of hours worked by FMC employees and FMC supervised contractors in 2025. Includes TRIR incidents taking place in 2025 reported on or before December 31, 2025.
LTIR	0.04	Lost Time Injury Rate (LTIR) = (# of Lost Time Injuries) X 200,000/Total Manhours. Lost Time Injuries refers to work-related injuries that result in an FMC employee or FMC supervised contractor being unfit for work on any day after the day of the injury as determined by a physician or other licensed health professional. Includes rest days, weekend days, vacation days, public holidays, or days after ceasing employment. Total Manhours refers to total # of hours worked by FMC employees and FMC supervised contractors in 2025. Includes LTIR incidents taking place in 2025 reported on or before December 31, 2025.
Tier 1 Process Safety Events	0	Performance indicator for Operating Sites indicating process safety events (PSE) with the greatest consequence, according to the API 754 3rd Edition Definitions. A Tier 1 PSE is an unplanned or uncontrolled release of any material, including non-toxic and non-flammable materials from a process that results in one or more of the consequences listed in API 754 3rd Edition section 5.2.2. Includes events taking place in 2025 reported on or before December 31, 2025.
Tier 2 Process Safety Events	2	Performance indicator for Operating Sites indicating PSEs with lesser consequence, according to the API 754 3rd Edition Definitions. A Tier 2 PSE is an unplanned or uncontrolled release of any material, including non-toxic and non-flammable materials, from a process that results in one or more of the consequences listed in API 754 3rd Edition section 6.2.2 and is not reported as a Tier 1 PSE. Includes events taking place in 2025 reported on or before December 31, 2025.
Fatalities	0	Work-related injury or illness that results in the death of an FMC employee or FMC supervised contractor based on U.S. OSHA Recordkeeping Framework (Standard 1904). Fatalities taking place in 2025 reported on or before December 31, 2025.

GHG EMISSIONS AND ENERGY

METRIC	2025 REPORTED VALUE	UNIT	REPORTING CRITERIA*	METHODOLOGY AND ASSUMPTIONS**
Biogenic Carbon Emissions	10	$ktCO_2$	GRI 305-1**	Emissions of CO_2 from the combustion or biodegradation of biomass within FMC's operational control, reported separately from the gross direct (Scope 1) GHG emissions. Sources of biogenic emissions for FMC are from briquettes, biodiesel, bioethanol, diesel (average biofuel blend) and gasoline (average biofuel blend). Emission factors used to quantify biogenic emissions are from the United Kingdom Department for Energy Security and Net Zero (DESNZ) conversion factors for company reporting of greenhouse gas emissions 2024 v1.4 (AR5 Applied). **FMC does not report on 305-3-c, biogenic emissions of CO_2 for the combustion or biodegradation of biomass that occurs in its value chain, therefore this information is not included in the limited assurance boundary. FMC does not currently collect this information.

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table. Base year information is not included in the limited assurance boundary.
**The methodology and assumptions followed the identification and measurement of the GHG Protocol.
[1]Includes all FMC employees and FMC supervised contractors who were part of the global workforce during the reporting period.

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

GHG EMISSIONS AND ENERGY

METRIC	2025 REPORTED VALUE	UNIT	REPORTING CRITERIA*	METHODOLOGY AND ASSUMPTIONS**
Scope 1 GHG Emissions	75	$ktCO_2e$	GRI 305-1	FMC-calculated Scope 1 emissions includes emissions from the combustion of fuels for business operations (including, but not limited to equipment operation and maintenance, manufacturing processes, building operation, refrigeration, etc.) from Operating Sites, Other Owned Sites, Fleet, and fugitives. Fuel consumption source data is reported from purchase documents and meter readings. There are no exclusions from FMC's reporting boundary. Emissions factors used to quantify Scope 1 GHG emissions are from DESNZ 2024 v1.4 (AR5 Applied) and from the Danish Energy Agency 2022. GHG emissions are reported in kilotonnes of CO_2 equivalents ($ktCO_2e$). Global Warming Potential (GWP) are obtained from the Intergovernmental Panel on Climate Change (IPCC), Fifth Assessment Report (AR5), 2013. Fleet source data is reported directly by the fleet management companies contracted by FMC. In regions where consolidated fleet management companies are not contracted by FMC, source data is provided by FMC regional managers. FMC calculated fleet related emissions following a hierarchy of fleet data availability. FMC calculated emissions using actual fuel consumption and applies emission factors from DESNZ 2024. Where actual fuel consumption is unavailable, actual distance traveled and distance-based emission factors from DESNZ 2024 are used to calculate emissions. Where actual fuel consumed and actual distance traveled is unavailable, contractual distance and distance-based emission factors from DESNZ 2024 are used to calculate emissions.
Scope 2 GHG Emissions (Market based)	51	$ktCO_2e$	GRI 305-2	FMC's Scope 2 inventory includes indirect emissions from purchased electricity and steam at Operating Sites, Other Owned Sites and Fleet using invoice information, or substation meter readings that is converted to CO_2e. There are no exclusions from FMC's reporting boundary. FMC applies a hierarchy to its emissions factors starting with Energy Attribute Certificates (EACs), green tariffs, or Power Purchase Agreements (PPAs) where available, then contracts and supplier-specific factors, residual mix factors, and location-based emissions factors, based on availability and applicability. Residual mix factor sources include Association of Issuing Bodies (AIB) European Residual Mixes 2023 and U.S. EPA Green-e 2023. Fleet source data is reported consistent with the Scope 1 GHG Emissions description. FMC calculated emissions from electric vehicles using distance driven to estimate electricity consumption. The average kWh per kilometer driven was obtained from the Tesla website. This was used to calculate the electricity consumed by electric vehicles in the reporting year. The grid factor for the country from the International Energy Agency (IEA) 2024 was applied to this value to estimate the total emissions from the use of electric vehicles.

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table. Base year information is not included in the limited assurance boundary.
**The methodology and assumptions followed the identification and measurement of the GHG Protocol.

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

GHG EMISSIONS AND ENERGY

METRIC	2025 REPORTED VALUE	UNIT	REPORTING CRITERIA*	METHODOLOGY AND ASSUMPTIONS**
Scope 2 GHG Emissions (Location based)	63	$ktCO_2e$	GRI 305-2	FMC's Scope 2 inventory includes indirect emissions from purchased electricity and steam at Operating Sites, Other Owned Sites and Fleet using invoice information, substation meter readings or distance driven, which is converted to CO_2e. There are no exclusions from FMC's reporting boundary. Location based emission factors sources include IEA 2024, eGRID 2022, Canada National Inventory Report 2024, Shanghai Ecology and Environment Bureau 2022, and Australia National Greenhouse Accounts (NGA) 2024. Fleet source data is reported consistent with the Scope 1 GHG emissions description and calculated consistent with the Scope 2 GHG Emissions description. The grid factor for the country from the IEA 2024 was applied to this value to estimate the total emissions from the use of the electric vehicle.
Scope 3 GHG (Total Reported)	1,356	$ktCO_2e$	GRI 305-3	Total Reported Scope 3 GHG emissions includes categories 1, 2, 3, 4, 5, 6, 7, 8, 9 and 12.
Scope 3 Category 1 - Purchased Goods and Services			GRI 305-3	FMC-calculated emissions include four subcategories: Direct Chemicals, Packaging, Remediation Indirect Spending, and Other Indirect Spending. Emissions for purchased chemicals were calculated using a weight-based methodology and chemical-specific emission factors from ecoinvent v3.12 Agrifootprint 7.0 databases, and supplier-specific PCFs aligned with ISO 14040 and 14044 standards and FMC's internal criteria for supplier PCFs. Where chemical-specific emission factors were not available, an average emission factor for the procurement category grouping was applied. Emissions for purchased packaging were calculated using weight-based methodology and material-specific emission factors from ecoinvent v3.12. Where material specific emission factors were not available, an average emission factor per unit weight of packaging was applied. Emissions for remediation indirect spending and other indirect spending were calculated using a spend-based methodology with material-specific and industry-specific emission factors, obtained from the Comprehensive Environmental Data Archive (CEDA) 2025 database. Activity data and spend data are managed in FMC's internal Enterprise Resource Planning (ERP) system.
Scope 3 Category 2 - Capital Goods			GRI 305-3	FMC used spend-based methodology for calculating emissions from capital goods based on fixed asset capitalization policy, multiplying dollar spend from each capital goods expenditure category by industry-specific emission factors from the CEDA 2025 database. Spend data is obtained from external invoices and internally tracked.

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table. Base year information is not included in the limited assurance boundary.
**The methodology and assumptions followed the identification and measurement of the GHG Protocol.

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

GHG EMISSIONS AND ENERGY

METRIC	2025 REPORTED VALUE	UNIT	REPORTING CRITERIA*	METHODOLOGY AND ASSUMPTIONS**
Scope 3 Category 3 - Fuel- and Energy-related activities			GRI 305-3	FMC used a fuel-based method for calculating emissions using fuel and electricity data from FMC's organizational boundary. Well-to-tank emission factors were obtained from DESNZ 2025. Emission factors for transmission and distribution-related electricity losses were obtained from the IEA 2024 emission factors database. For renewable energy not produced on site, only emissions from grid losses were considered. Activity data is provided internally from Operating Sites, Other Owned Sites and FMC management. In some cases, fleet activity data is provided by third party fleet management providers. For fleet vehicles without fuel consumption data, fuel consumption was estimated using the previously calculated Scope 1 emissions and an emissions/kWh emission factor for the assumed fuel type from the DESNZ Conversion factors database.
Scope 3 Category 4 - Upstream Transportation and Distribution			GRI 305-3	FMC calculated emissions using a hybrid methodology with a hierarchy in methodology based on available data. First, a portion of emissions was reported directly from vendors using activity data. Second, if a vendor provided activity data without calculated emissions, the activity data was used to calculate emissions using EcoTransIT World's verified methodology. If activity data was not available, emissions were calculated using spend-based methodology, multiplying logistics spending by industry-specific emission factors for each of the five sub-categories of logistics spend (truck freight, ocean freight, air freight, rail freight and warehousing and storage) obtained from the CEDA 2025 database. Activity data is obtained directly from vendors. Spend data is obtained from external invoices and internally tracked.
Scope 3 Category 5 - Waste Generated in Operations			GRI 305-3	FMC's waste-related emissions from third-party disposal and treatment of waste were calculated using an activity-based methodology based on waste type, treatment type, and weight of waste disposed, with emission factors obtained from the ecoinvent v3.12 database and average transport distances from the European Commission EeBGuide. Per the GHG Protocol, waste disposal types with beneficial outputs are assigned a zero waste treatment emissions factor as emissions are accounted for by the user of the beneficial output. Activity data is provided internally from Operating Sites and Other Owned Sites.
Scope 3 Category 6 - Business Travel			GRI 305-3	FMC calculates business travel emissions in four sub-categories (air, rail, rental car and hotel). Air and rail emissions are based on actual distance traveled. Rental car emissions were calculated using spend-based methodology and emission factors from CEDA 2025 database. Hotel emissions are based on the number of hotel night stays per region. Emission factors were obtained from DESNZ 2025 for calculation of emissions related to air and rail. Where location-specific emission factors for hotel night stays were not available, emission factors from the Greenview Hotel Footprinting Tool were applied. Activity data is provided externally from third party providers.

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table. Base year information is not included in the limited assurance boundary.
**The methodology and assumptions followed the identification and measurement of the GHG Protocol.

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

GHG EMISSIONS AND ENERGY

METRIC	2025 REPORTED VALUE	UNIT	REPORTING CRITERIA*	METHODOLOGY AND ASSUMPTIONS**
Scope 3 Category 7 - Employee Commuting			GRI 305-3	FMC calculated employee commuting emissions using distance-based models, based on employee headcount and commuting data, with different models for U.S. and international locations. For the U.S., distance traveled and modes of transport per state were estimated using the U.S. Department of Transportation's 2017 National Household Travel Survey, mapping to the EPA's emissions factor hub for tank-to-wheel emissions and DESNZ 2025 for well-to-tank emissions. For the international model, distance traveled and modes of transport is calculated using data from the Mobility in Cities Database and European Commission on Transport Statistics for international mapping mode-specific emissions from DESNZ 2025. Headcount data and flexible work enrollment are used to estimate total commuting days. All employees are estimated to work 48 weeks per year.
Scope 3 Category 8 - Upstream Leased Assets			GRI 305-3	FMC's leased offices and leased R&D facilities emissions were quantified using facility type, square footage and headcount. A floor area-based benchmark was used to calculate emissions for each facility type matched to the closest category within the benchmark data from University College of London Energy Institute, 2013. When floor area information was unavailable, emissions were estimated using headcount or average values.
Scope 3 Category 9 - Downstream Transportation and Distribution			GRI 305-3	Emissions are calculated using an activity-based methodology, based on the total weight of distributor to end user shipments per country, the assumed shipment method, and assumed shipment distance, with emissions factors obtained from the ecoinvent v3.12 database. Activity data is managed in FMC's internal ERP system.
Scope 3 Category 12 - End-of-Life Treatment of Sold Products			GRI 305-3	FMC's calculated emissions are divided into Active Ingredients (AI), Third Party products that are sold by FMC (Buy/Sell), and Packaging. End-of-life AI and Buy/Sell emissions are calculated by estimating the proportion of material that degrades into CO_2 over time based on chemical properties and total production volume, as measured by the Soil DT50 persistence end-point and using chemical properties sourced in publicly available regulatory reviews or the Pesticides Properties Database. Where chemical properties were unavailable, average emission factors ($kgCO_2e$ per kg AI) from AIs with known chemical properties were applied. This is consistent with the carbon content method described by the World Business Council for Sustainability Development (WBCSD). Packaging emissions are calculated using estimated packaging weight and region-specific waste treatment benchmarks to estimate the proportion of packaging recycled, incinerated and landfilled. Pallets were assumed to be reused four times and all other packaging material was assumed to be single-use. Material-specific waste treatment emission factors were obtained from DESNZ 2025.

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table. Base year information is not included in the limited assurance boundary.
**The methodology and assumptions followed the identification and measurement of the GHG Protocol.

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

GHG EMISSIONS AND ENERGY

METRIC	2025 REPORTED VALUE	UNIT	REPORTING CRITERIA*	METHODOLOGY AND ASSUMPTIONS
Scope 3 GHG (SBTi Boundary)	1,204	$ktCO_2e$	GRI 305-3	FMC's Scope 3 Science Based Targets initiative (SBTi) boundary includes Category 1 Direct Chemicals, Packaging and Remediation, and all of Categories 3, 4 and 5.
Scopes 1 and 2 GHG Emissions (Market based)	126	$ktCO_2e$	Refer above.	Refer above.
Total Reported GHG Emissions - Scopes 1, 2 (Market based) and 3	1,482	$ktCO_2e$	Refer above.	Refer above.
GHG Emissions Intensity	0.036	$ktCO_2e$/ Revenue USD in millions	GRI 305-4	GHG Emissions Intensity ($ktCO_2e$/revenue USD in millions) = Scope 1 GHG Emissions ($ktCO_2e$) + Scope 2 GHG Market based Emissions ($ktCO_2e$)/Revenue (USD in millions).
Total Energy Use	1,874	TJ	GRI 302-1	Total energy use reported includes energy consumption from the direct combustion of fuels, purchased electricity and steam, and renewable energy at Operating Sites and Other Owned Sites. It excludes Fleet not included in Operating Sites and Other Owned Sites. Fuel sources include briquettes, biodiesel, diesel, gasoline, natural gas, kerosene, propane, liquefied petroleum gas and distillate fuel oil. The conversion factor for briquettes is from DESNZ 2021, for natural gas and diesel consumed in Denmark is from Danish Energy Agency 2022, and for all other energy sources is from DESNZ 2019.
Electricity	612	TJ		
Steam	72	TJ		
Fuels	1,190	TJ		
Total Non-renewable Energy	1,611	TJ	GRI 302-1	Non-renewable energy includes energy from purchased electricity and steam not attributed to a renewable source, diesel oil, gasoline, natural gas, kerosene, propane, liquefied petroleum gas and distillate fuel oil. Total non-renewable energy is inclusive of Operating Sites and Other Owned Sites. Conversion factors are from DESNZ 2019.
Total Renewable Energy	263	TJ	GRI 302-1	Renewable energy includes renewable electricity generated and consumed on-site, Energy Attribute Certificates (EACs), Power Purchase Agreements (PPAs), Green Power Tariffs, biodiesel, biomass-derived steam and briquettes. Total renewable energy is inclusive of Operating Sites and Other Owned Sites. Conversion factor for briquettes is from DESNZ 2021 and for all other energy sources is from DESNZ 2019.
Energy Intensity	0.541	TJ/ Revenue USD in Millions	GRI 302-3	Energy Intensity (TJ/revenue USD in millions) = Energy Use (TJ)/Revenue (USD in millions).

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table. Base year information is not included in the limited assurance boundary.

STATEMENTS AND NOTES ON SELECT SUSTAINABILITY METRICS

FMC Corporation and Subsidiaries
For the year ended December 31, 2025

WATER

METRIC	2025 REPORTED VALUE (ML)	REPORTING CRITERIA*	METHODOLOGY AND ASSUMPTIONS
Water Withdrawals	1,605	GRI 303-3-a-b, d**	Water withdrawals are measured across all Operating Sites and reported monthly using invoice information and meter readings. Water withdrawal sources applicable to Operating Sites include: Surface water (including harvested rainwater), groundwater and third-party water. Seawater and produced water are not relevant for FMC's water withdrawal. **FMC does not report on GRI Disclosure 303-3-c; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in future years as it becomes available at a global level.
Third Party	377		
Groundwater	1,197		
Surface Water	31		
High Risk Water Withdrawals	140	GRI 303-3-b, d**	Water Withdrawals as measured at FMC high risk locations. High risk locations are defined by the 2023 World Resources Institute (WRI) Aqueduct Tool chemical weighting scheme, and includes sites in locations with an overall water risk of high or extremely high. **FMC does not report on GRI Disclosure 303-3-c; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in future years as it becomes available at a global level.
Third Party	124		
Groundwater	16		
Surface Water	0		
Water Discharges	914	GRI 303-4-a, e**	Water Discharges are measured at Operating Sites representing 98% of FMC operational value and reported annually. For sites that do not monitor water discharge, the value is estimated as a proportion of Water Withdrawals based on the average ratio from reported sites. Water discharge by destination is not included within this report. **GRI 303-4-a-i, -ii, -iii and -iv are not included in the limited assurance boundary. FMC does not report on GRI Disclosure 303-4-b and 303-4-d; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in the future as it becomes available at a global level.
High Risk Water Discharges	29	GRI 303-4-c, e**	Water discharges as measured at FMC high risk locations. High risk locations are defined by the 2023 World Resources Institute (WRI) Aqueduct Tool chemical weighting scheme, and includes sites labeled as high or extremely high. FMC does not report water discharge by category. **GRI 303-4-c-i and -ii are not included in the limited assurance boundary. FMC does not report on GRI Disclosure 303-4-b and 303-4-d; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in the future as it becomes available at a global level.
Water Consumption	691	GRI 303-5	Water Consumption = Water Withdrawals - Water Discharges in alignment with CDP Water Security calculation methods.
High Risk Water Consumption	111	GRI 303-5	Water Consumption as calculated at FMC high risk locations. High risk locations are defined by the 2023 World Resources Institute (WRI) Aqueduct Tool chemical weighting scheme, and includes sites in locations with an overall water risk of high or extremely high.

*Prepared based on the Organizational Boundary following the guidance in the applicable section of GRI indicated in the table.

BOUNDARY DEFINITIONS

BOUNDARY DEFINITIONS - SELECT SUSTAINABILITY METRICS	
Organizational Boundary	The operational control approach is used to develop FMC's GHG inventory. FMC defines Operational Control as facilities, equipment, products, personnel, and other FMC assets owned by FMC and/or whereby FMC has the authority, responsibility, or legal obligation pertaining to company business and manufacturing operations. FMC sites within our organizational boundary include fully owned and partially owned buildings, properties, and associated assets. The organizational boundary definition is also applicable to energy metrics within this report. Of the seven GHGs covered by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI) Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3), four (CO_2, CH_4, N_2O, and HFCs) are currently applicable to our operations. All GHG emissions are reported in CO_2 equivalents. There are no exclusions from our organizational boundary.
Operating Sites	FMC manufacturing sites (fully and partially owned) and the Stine Research Center.
Other Owned Sites	FMC-Owned Sites (fully and partially owned) that are non-manufacturing sites including R&D Facilities (not including Stine) and Remediation Sites.
Fleet	Includes vehicles that are owned or leased by FMC. The company reports on vehicle activity (i.e., fuel consumption or distance driven) for business operations. It does not include on-site vehicles operated within FMC Operating Sites and Other Owned Sites as they are included within the site-level reporting. Vehicle use for personal travel is excluded from the company's reporting boundary.
Fugitives	Emissions from Operating Sites that are not physically controlled, but result from intentional or unintentional releases of GHGs such as HFC emissions from refrigeration and air conditioning equipment.
Scope 3 GHG Boundary	Includes all upstream and downstream financial and business activities that are outside the company's operational control, but essential to its business. This includes all FMC Leased Sites and FMC environmental liabilities where the company does not own the property.
Measurement Uncertainty	Management is responsible for the collection, quantification, and presentation of sustainability disclosures and for the selection of the criteria, which provides an objective basis for measuring and reporting on sustainability disclosures. Measurement of GHG emissions includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from incomplete scientific knowledge and other factors and limitations inherent in the nature and methods used for determining the data. The selection by management of different but acceptable measurement methods, input data, or assumptions may have resulted in variability in the amounts or metrics being reported.

FMC An Agricultural Sciences Company

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