

2020 SUSTAINABILITY REPORT

GRI INDEX



GRI 102:
GENERAL DISCLOSURES

Organizational Profile

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-1 Name of the organization	The reporting organization shall report the following information: a. Name of the organization.	FMC Corporation
102-2 Activities, brands, products, and services	The reporting organization shall report the following information: a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	2020 Sustainability Report (SR), p.2
102-3 Location of headquarters	The reporting organization shall report the following information: a. Location of the organization's headquarters.	Philadelphia, Pennsylvania, United States
102-4 Location of operations	The reporting organization shall report the following information: a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	FMC Website (https://www.fmc.com/en/company/our-locations)
102-5 Ownership and legal form	The reporting organization shall report the following information: a. Nature of ownership and legal form.	2020 FMC Form 10-K p.1
102-6 Markets served	The reporting organization shall report the following information: a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	2020 SR p.2
102-7 Scale of the organization	The reporting organization shall report the following information: a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	2020 SR p.2, 10 ; FMC Website (https://www.fmc.com/en/company/our-locations); 2020 Form 10-K, p.1-8

Organizational Profile (continued)

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-8 Information on employees and other workers	The reporting organization shall report the following information: a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	2020 SR p.10 ; 2020 Form 10-K p.7 ; Workplace Metrics
102-9 Supply chain	The reporting organization shall report the following information: a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	2020 Form 10-K p.5, 9 ; https://www.fmc.com/en/company/fmc-suppliers
102-10 Significant changes to the organization and its supply chain	The reporting organization shall report the following information: a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	Data on organizational profile and changes in 2020 available at: 2020 SR p.2 ; Form 10-K p.1-2
102-11 Precautionary Principle or approach	The reporting organization shall report the following information: a. Whether and how the organization applies the Precautionary Principle or approach.	2020 SR p.3-5 ; 2020 Form 10-K p.9-13,33 ; Materiality Matrix and stakeholder engagement overview
102-12 External initiatives	The reporting organization shall report the following information: a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	UN Global Compact (https://www.unglobalcompact.org/what-is-gc/participants/59201-FMC-Corporation); UN Sustainable Development Goals (2020 SR p.4); Community Engagement Activities (2020 SR p.21-23) Responsible Care; Multiple ISO certifications at manufacturing facilities globally
102-13 Membership of associations	The reporting organization shall report the following information: a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	Association Memberships

Strategy

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-14 Statement from senior decision-maker	The reporting organization shall report the following information: a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	2020 SR Inside front cover ; 2020 Annual Report p.1

Ethics and Integrity

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

Governance

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-18 Governance structure	The reporting organization shall report the following information: a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	2020 SR p.7 ; Annual CDP Climate Change Responses

Stakeholder Engagement

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-40 List of stakeholder groups	The reporting organization shall report the following information: a. A list of stakeholder groups engaged by the organization.	Stakeholder engagement overview
102-41 Collective bargaining agreements	The reporting organization shall report the following information: a. Percentage of total employees covered by collective bargaining agreements.	2020 Form 10-K p.7
102-42 Identifying and selecting stakeholders	The reporting organization shall report the following information: a. The basis for identifying and selecting stakeholders with whom to engage.	2020 SR p.9 ; Materiality Matrix and stakeholder engagement overview
102-43 Approach to stakeholder engagement	The reporting organization shall report the following information: a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	2020 SR p.9 ; Materiality Matrix and stakeholder engagement overview
102-44 Key topics and concerns raised	The reporting organization shall report the following information: a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	2020 SR p.9 ; Materiality Matrix and stakeholder engagement overview

Reporting Practice

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-45 Entities included in the consolidated financial statements	The reporting organization shall report the following information: a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	2020 SR p.2 ; 2020 Form 10-K p.1-5
102-46 Defining report content and topic Boundaries	The reporting organization shall report the following information: a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	2020 SR p.1-5, 34-35 ; Materiality Matrix ; impact of material topics on the business are described throughout the 2020 SR and on www.fmc.com/sustainability

Reporting Practice (continued)

DISCLOSURE	FULL DESCRIPTION	PAGE NUMBER(S) AND/OR URL(S)
102-47 List of material topics	The reporting organization shall report the following information: a. A list of the material topics identified in the process for defining report content.	2020 SR p.5 , Materiality Matrix
102-48 Restatements of Information	The reporting organization shall report the following information: a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	N/A
102-49 Changes in reporting	The reporting organization shall report the following information: a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	N/A. There have been no changes to report as compared to the 2019 reporting year.
102-50 Reporting period	The reporting organization shall report the following information: a. Reporting period for the information provided.	Calendar year 2020
102-51 Date of most recent report	The reporting organization shall report the following information: a. If applicable, the date of the most recent previous report.	Calendar year 2019
102-52 Reporting cycle	The reporting organization shall report the following information: a. Reporting cycle.	Annual
102-53 Contact point for questions regarding the report	The reporting organization shall report the following information: a. The contact point for questions regarding the report or its contents.	Ashlee Johnson, Global Sustainability Director, sustainability.info@fmc.com
102-54 Claims of reporting in accordance with the GRI Standards	The reporting organization shall report the following information: a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	FMC's 2020 Sustainability Report has been prepared "In Accordance" with the GRI Standards - Core option.
102-55 GRI content index	The reporting organization shall report the following information: a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	2020 SR p.1 ; GRI Content Index
102-56 External assurance	The reporting organization shall report the following information: a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	Select data in FMC's 2020 Sustainability Report was externally assured by an independent third party. The Board of Directors Sustainability Committee was involved with the decision to assure selected data; 2020 SR p.38

MATERIAL TOPIC: GRI 201 ECONOMIC PERFORMANCE 2018

GRI 103: Management Approach 201

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	2020 SR p.2 ; 2020 Annual Report , Inside Front Cover, p.1-4 (A Message to Our Shareholders)			
103-2 The management approach and its components	2020 SR p.2 , 4-5 , 34-36 ; Materiality Matrix ; Responsible Care			
103-3 Evaluation of the management approach	2020 SR p.2 , 4-5 , 34-36 ; Materiality Matrix			

GRI 201: Economic Performance 2021

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
201-1 Direct economic value generated and distributed	2020 SR p.2 ; 2020 Form 10-K, p.16-37 , 4-45 ; Financial Data			

MATERIAL TOPIC: GRI 302

ENERGY 2018

GRI 103: Management Approach 201

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix			
103-2 The management approach and its components	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix ; Responsible Care			
103-3 Evaluation of the management approach	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix			

GRI 302: Energy 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
302-1 Energy consumption within the organization	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting	Energy consumption by fuel types and sources (electricity, heating, cooling, steam)	Information unavailable	Our priority has been to compile total energy consumption from each facility as part of our 2030 targets. The total energy use for the corporation has been assured and reported on an absolute and intensity basis. We assure and report energy related GHG emissions (Scope 1 and Scope 2 emissions).
302-2 Energy consumption outside of the organization	FMC's Current CDP Climate Change Responses (https://www.fmc.com/en/sustainability/sustainability-data-and-reporting); FMC's Sustainability Data and Reporting (https://www.fmc.com/en/sustainability/sustainability-data-and-reporting)	FMC reports Scope 3 emissions from 10 categories. We are in the process of refining methodologies for calculating emissions from these categories for future target setting.		
302-3 Energy intensity	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting			
302-4 Reduction of energy consumption	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting			
302-5 Reductions in energy requirements of products and services	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting			

MATERIAL TOPIC: GRI 303 WATER AND EFFLUENTS 2018

GRI 103: Management Approach 201

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix			
103-2 The management approach and its components	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix ; Responsible Care			
103-3 Evaluation of the management approach	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix			

GRI 303: Water And Effluents 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
303-1 Interactions with water as a shared resource	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting			
303-2 Management of water discharge-related impacts	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting	Water discharge by source	Information unavailable	We report total water withdrawal but do not report discharges. Our focus is on high risk areas and we monitor withdrawal from high-risk water locations identified through the WRI Aqueduct tool.
303-3 Water withdrawal by source	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting	Breakdown by sources	Information unavailable	We report total water withdrawal but do not report discharges. Our focus is on high risk areas and we monitor withdrawal from high-risk water locations identified through the WRI Aqueduct tool.
303-4 Water discharge	Not applicable	Water discharge by source	Information unavailable	We report total water withdrawal but do not report discharges. Our focus is on high risk areas and we monitor withdrawal from high-risk water locations identified through the WRI Aqueduct tool.
303-5 Water consumption	Not applicable	Water consumption by source	Information unavailable	We report total water withdrawal but do not report discharges. Our focus is on high risk areas and we monitor withdrawal from high-risk water locations identified through the WRI Aqueduct tool.

MATERIAL TOPIC: GRI 305 EMISSIONS 2018

GRI 103: Management Approach 201

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix			
103-2 The management approach and its components	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix (www.fmc.com/sustainability) ; Responsible Care			
103-3 Evaluation of the management approach	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix (www.fmc.com/sustainability)			

GRI 305: Emissions 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
305-1 Direct (Scope 1) GHG emissions	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting			
305-2 Energy indirect (Scope 2) GHG emissions	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting			
305-3 Other indirect (Scope 3) GHG emissions	FMC's Current CDP Climate Change Responses (https://www.fmc.com/en/sustainability/sustainability-data-and-reporting); 2020 SR p.34-36 ; FMC's Environmental Footprint			
305-4 GHG emissions intensity	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting			
305-5 Reduction of GHG emissions	2020 SR p.34-36 ; FMC's Environmental Footprint, FMC's Sustainability Data and Reporting			
305-6 Emissions of ozone-depleting substances (ODS)	Not applicable	Emissions of ozone-depleting substances (ODS)	Information unavailable	This information is not reported at this time.
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	FMC's SASB-Chemical Sector Disclosure	Air Emissions from regions except North America	Information unavailable	This information is not reported at this time.

MATERIAL TOPIC: GRI 306 WASTE & EFFLUENTS 2018

GRI 103: Management Approach 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix			
103-2 The management approach and its components	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix ; Responsible Care			
103-3 Evaluation of the management approach	2020 SR p.2, 4-5, 34-36 ; Materiality Matrix			

GRI 306: Waste & Effluents 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
306-2 Waste by type and disposal method	2020 SR p.34-36 ; FMC's Environmental Footprint , FMC's Sustainability Data and Reporting	FMC reports its waste in two categories -waste disposed and beneficial use. These figures include both Hazardous and Non-Hazardous waste. We do not report individual methods of waste disposal (e.g. Landfill, incineration, recycling).	Information unavailable	FMC currently does not report the individual methods of waste disposal within the categories of waste disposed or beneficial use.
306-3 Significant spills	FMC has had no significant spills in the reporting year			
306-4 Transport of hazardous waste		FMC reports its waste in two categories -waste disposed and beneficial use. These figures include both Hazardous and Non-Hazardous waste. We do not report individual methods of waste disposal (e.g. Landfill, incineration, recycling).	Information unavailable	FMC currently does not report the individual methods of waste disposal within the categories of waste disposed or beneficial use.

MATERIAL TOPIC: GRI 401 EMPLOYMENT 2018

GRI 103: Management Approach 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	2020 SR p.10-16 ; Materiality Matrix , Stakeholder Engagement Overview , Workforce Metrics , Responsible Care			
103-2 The management approach and its components	2020 SR p.10-16 ; Materiality Matrix , Stakeholder Engagement Overview , Workforce Metrics , Responsible Care			
103-3 Evaluation of the management approach	2020 SR p.10-16 ; Materiality Matrix , Stakeholder Engagement Overview , Workforce Metrics , Responsible Care			

GRI 401: Employment 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
401-1 New employee hires and employee turnover	Workforce Metrics , ESG Data Download			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Benefits provided to full-time employees that are not provided to temporary or part-time employees	Information not publicly disclosed at this time	
401-3 Parental leave		Parental leave	Information not publicly disclosed at this time	

MATERIAL TOPIC: GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018

GRI 103: Management Approach 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	2020 SR p.4, 18-20 ; Materiality Matrix and stakeholder engagement overview ; Responsible Care , Commitment to Safety (https://www.fmc.com/en/company/commitment-safety)			
103-2 The management approach and its components	2020 SR p.4, 18-20 ; Materiality Matrix and stakeholder engagement overview ; Responsible Care , Commitment to Safety (https://www.fmc.com/en/company/commitment-safety)			
103-3 Evaluation of the management approach	2020 SR p.4, 18-20			

GRI 403: Occupational Health and Safety 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
403-1 Occupational health and safety management system	2020 SR p.4, 18-20 ; FMC's EHS Policy			
403-2 Hazard identification, risk assessment, and incident investigation	2020 SR p.4, 18-20 ; FMC's EHS Policy , Safety Metrics			
403-3 Occupational health services		Occupational health services	Information unavailable	
403-4 Worker participation, consultation, and communication on occupational health and safety	2020 SR p.4, 18-20 ; FMC's EHS Policy , Safety Metrics			
403-5 Worker training on occupational health and safety	2020 SR p.4, 18-20 ; FMC's EHS Policy , Safety Metrics			
403-6 Promotion of worker health	2020 SR p.4, 18-20 ; FMC's EHS Policy , Safety Metrics			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2020 SR p.4, 18-20 ; FMC's EHS Policy , Safety Metrics			
403-8 Workers covered by an occupational health and safety management system	2020 SR p.4, 18-20 ; FMC's EHS Policy , Safety Metrics			
403-9 Work-related injuries	2020 SR p.4, 18-20 ; FMC's EHS Policy , Safety Metrics			
403-10 Work-related ill health		Work-related ill health	Information unavailable	

MATERIAL TOPIC: GRI 405

DIVERSITY AND EQUAL OPPORTUNITY 2018

GRI 103: Management Approach 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
103-1 Explanation of the material topic and its Boundary	2020 SR p.10-16 ; Materiality Matrix , D&I Website (https://www.fmc.com/en/company/diversity-inclusion)			
103-2 The management approach and its components	2020 SR p.10-16 ; Materiality Matrix , D&I Website (https://www.fmc.com/en/company/diversity-inclusion)			
103-3 Evaluation of the management approach	2020 SR p.10-16 ; Workforce Metrics , ESG Data Download			

GRI 405: Diversity and Equal Opportunity 2018

DISCLOSURE	PAGE NUMBER(S) AND/OR URL(S)	OMISSION: PART OMITTED	OMISSION: REASON	OMISSION: EXPLANATION
405-1 Diversity of governance bodies and employees	2020 SR p.10-16 ; Workforce Metrics , ESG Data Download			
405-2 Ratio of basic salary and remuneration of women to men		Ratio of basic salary and remuneration of women to men	Information unavailable	



An Agricultural
Sciences Company

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

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