



WE'VE
MADE
A CHOICE

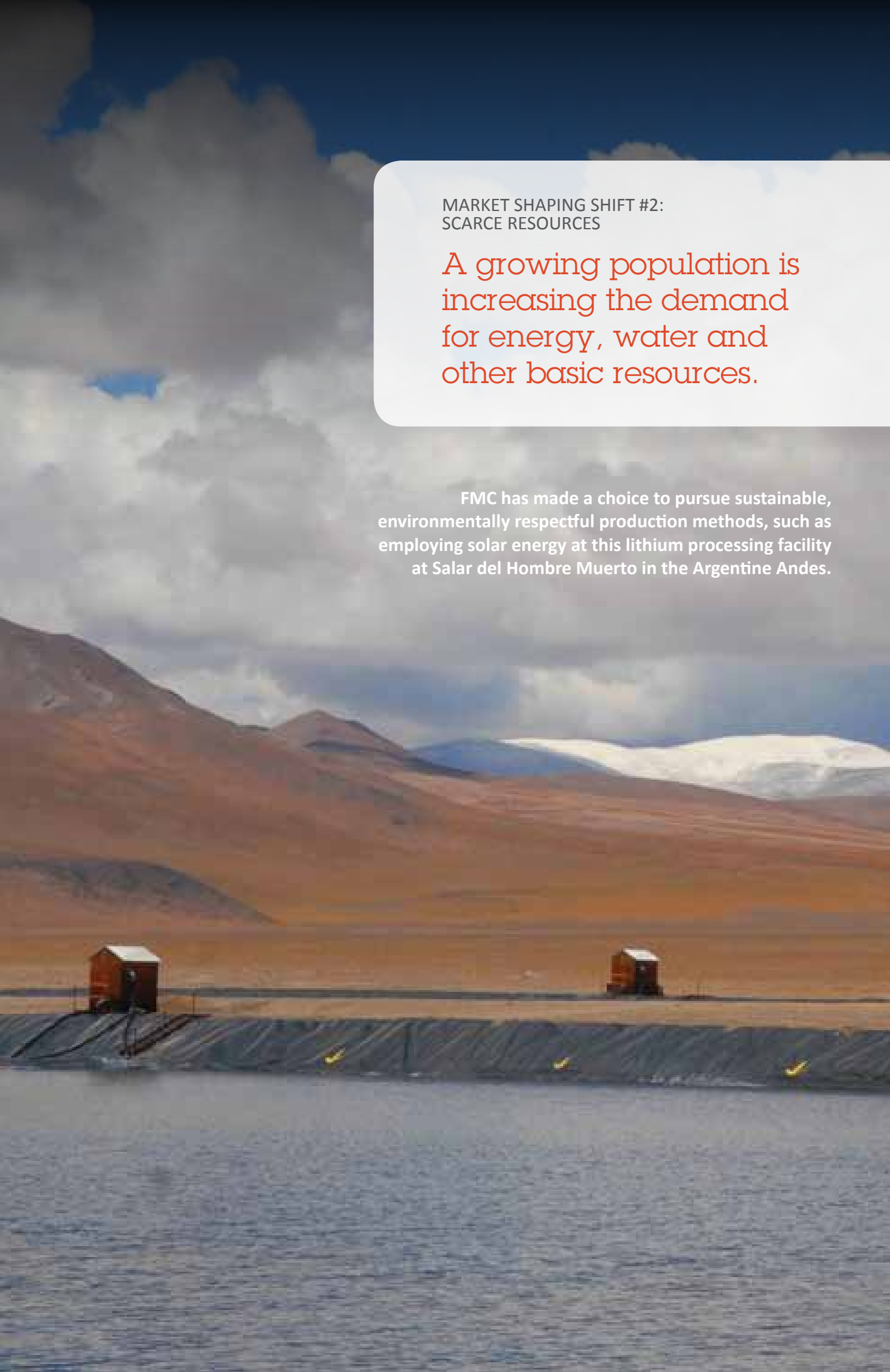


MARKET SHAPING SHIFT #1:
ENVIRONMENTAL CONSCIOUSNESS

There is a growing desire for increasingly safe and environmentally benign materials.

FMC has made a choice to innovate products that have an improved environmental profile, such as the Klozur® product line which is able to convert soil contaminants into inert products. FMC was instrumental in remediating a site in San Jose, California, where soccer teams now play.






MARKET SHAPING SHIFT #2:
SCARCE RESOURCES

A growing population is increasing the demand for energy, water and other basic resources.

FMC has made a choice to pursue sustainable, environmentally respectful production methods, such as employing solar energy at this lithium processing facility at Salar del Hombre Muerto in the Argentine Andes.



MARKET SHAPING SHIFT #3:
CLIMATE CHANGE

As efforts to cope with greenhouse gas and other emissions become more aggressive, the impact on high-intensity industries will increase.

FMC has made a choice to pursue environmental solutions that reduce reliance on fossil fuels and help improve air quality. From technologies that advance the drive for clean, renewable energy to products that reduce industrial emissions, FMC is doing well by doing good.



MARKET SHAPING SHIFT #4:
LAND COMPETITION

Increased agricultural efficiency will be required to produce crops, biofuels, biotextiles and bioplastics.

FMC has made a choice to innovate solutions that result in higher crop yields and more sustainable farming practices across key crops such as rice, cotton and sugar cane.



MARKET SHAPING SHIFT #5:
FOOD EXPECTATIONS

A growing population will require increased food production and more nutritious foods to meet the rising expectations of an expanding middle class.

FMC has made a choice to conduct research in food labs around the world, helping customers produce higher nutrition products with longer shelf life and more appealing characteristics for consumers.

“Our objective is to proudly and fairly tell the FMC story: who we are, what we do, why what we do matters and how it contributes to an improved quality of life.”

D. Michael Wilson, President, FMC Specialty Chemicals and
Executive Committee Member Responsible for Sustainability

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Safety Share

At FMC, we start every meeting with a Safety Share – a tip, an idea or a story about safety. Here’s one: *Don’t multitask if you need to focus on your surroundings – in the car, on the sidewalk, in the kitchen. Pay attention to where you are and what you’re doing.*

What’s your Safety Share?

A COMPANY DEVOTED TO IMPROVING LIVES

Feeding the world, protecting health, and providing the conveniences of life – that is what we do at FMC. We strive to employ the best technology to cultivate strong customer partnerships and find solutions that help improve people’s lives.

Since our founder, John Bean, invented the first piston sprayer for agriculture in 1883, FMC has continued a proud heritage of pioneering solutions for our customers. Today, we use advanced technologies in research and development, mining, and manufacturing to produce customized products and applications for the markets we serve. Our offerings provide important sustainable benefits, including increased agricultural production, better foods and medicines, advanced energy storage, and cleaner water, air and soil.

Our First Sustainability Report

The *2011 Sustainability Report* marks FMC’s entry into the formalized reporting of economic, social and environmental indicators as defined by the Global Reporting Initiative (GRI). GRI provides a reporting

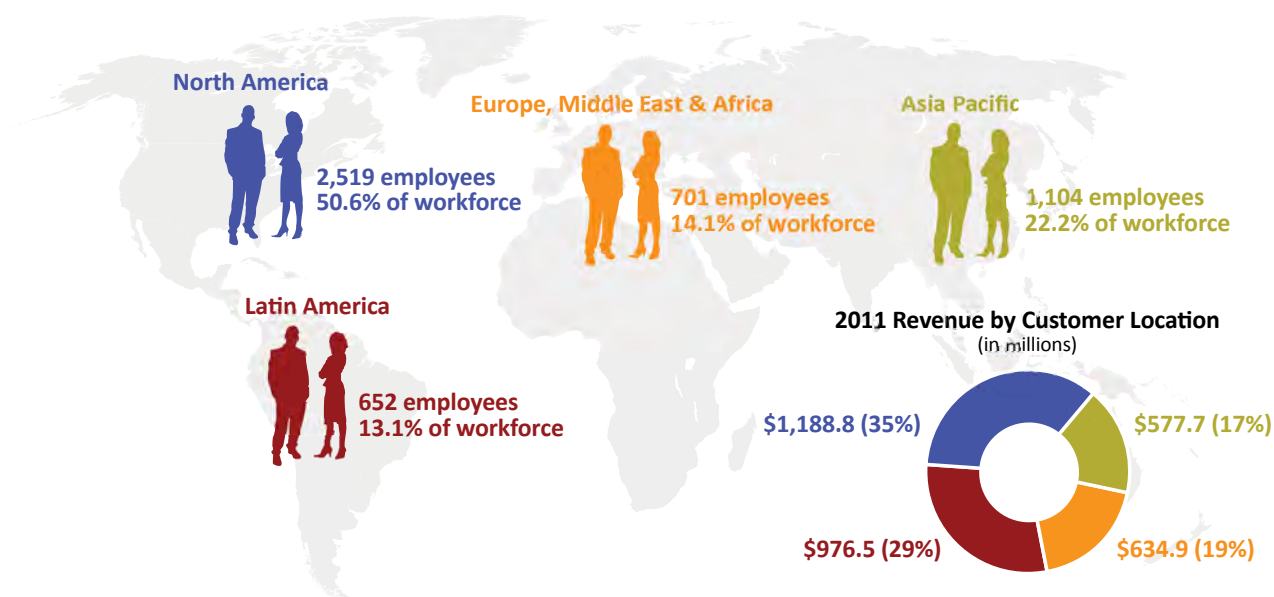
framework that has been broadly adopted around the world to assess sustainability performance.

FMC has elected to begin reporting at GRI Application Level B, which requires disclosure of 20 indicators across a broad range of categories. The indicators we selected are those judged to be of material importance to FMC. A full listing of the indicators can be found on page 50.

This report presents an overview of our sustainability strategy, as well as our notable accomplishments and challenges. Detailed accounts and key metrics are provided to describe what we have done. It is our goal to give all readers an understanding of our approach to sustainability, as well as our accomplishments and commitments in this critically important endeavor.

FMC Around The World

(4,976 employees globally as of December 31, 2011)



FMC Corporation is a diversified specialty chemical company serving leading businesses globally. In 2011, FMC had annual sales of approximately \$3.4 billion. The company operates its businesses in three segments: Agricultural Products, Specialty Chemicals and Industrial Chemicals. FMC is listed on the New York Stock Exchange as ‘FMC’.

WE'VE MADE A CHOICE

Sustainability has long been a part of FMC. Although we had not highlighted it over the years, sustainability is a business practice and operating philosophy that quietly underscores all that we do. But as the coming decades bring new challenges to supply the world's rapidly growing needs, we need to acknowledge that sustainability must be more than simply a part of who we are. It must move to the forefront of our corporate consciousness. It must be an explicit part of our decision process.

The imperatives – and challenges – of a growing world are clear. At FMC, we're looking ahead with fresh eyes and a new way of thinking. Our Vision 2015 growth strategy establishes FMC's path to meet the world's expanding needs with new products that ensure safe and abundant food supplies, novel technologies that are helping drive the adoption of electric vehicles, sustainable solutions that clean water and reduce air emissions, and new food and pharmaceutical innovations that use ingredients from nature. Along the way, we are identifying new opportunities to reduce the amount of resources required to safely produce our products. We strive to operate as efficiently as possible, minimizing the use of energy and raw materials, reducing impact on the environment and promoting the responsible use of FMC products.

So, we've made a choice ... to accelerate and broaden our existing sustainability efforts by coordinating them at an enterprise level. And for the first time, to tell our story.

In 2011, we assessed sustainability across FMC and defined how we will coordinate our reporting efforts going forward. We started at the top. The FMC Board of Directors established a Sustainability Committee to provide strategic direction and governance. We challenged each of our businesses to extend FMC's competitive advantage through product innovations and operational efficiencies. Our work now begins in earnest. With common focus areas and metrics across FMC, we will routinely review the progress of each business and our company as a whole.

As you read about FMC's story of sustainability in this report, I hope you will keep in mind a few overarching themes. First, we are proud of our company's heritage and contributions, bringing sustainable solutions to our customers and society. We believe we're well positioned to do even more. Second, we embrace open collaboration and communication with all of our stakeholders, including customers, suppliers, interest groups and communities. Their voices are critical. Third, we are not perfect. We know there's more we can – and will – do. And finally, we will continue to operate under the highest ethical and safety standards. That is our pledge and our promise.

A FEW WORDS TO OUR STAKEHOLDERS...

We would like to address our valued stakeholders directly by saying:

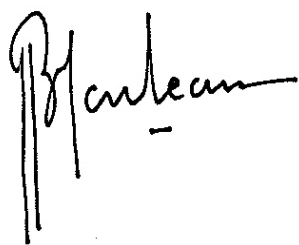
To customers: We are committed to product innovation and new applications for existing products. We believe our sustainability efforts provide exciting opportunities for new, high-performance products.

To employees: The conscious pursuit of sustainable practices by FMC people around the world is a unifying force that will accelerate our efforts and increase our competitive advantage. Your collective efforts are appreciated.

FMC BUSINESS GROUPS AND PRODUCT LINES

This report marks the beginning of a new way to look at FMC. It is our benchmark against which future progress and programs will be measured. On behalf of the 5,000 FMC employees around the world, thank you for your interest in our company.

Sincerely,



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



Agricultural Products

Main product lines:
insecticides, herbicides
and fungicides

Revenues:
\$1,464.5 million
43% of FMC total



Specialty Chemicals

Main product lines: lithium,
microcrystalline cellulose,
carrageenan, alginates and
natural colorants

Revenues:
\$879.1 million
26% of FMC total



Industrial Chemicals

Main product lines: soda
ash, sodium bicarbonate,
peroxygens, persulfates,
zeolites and silicates

Revenues:
\$1,038.5 million
31% of FMC total



Operating Costs (in millions)	2011
Costs of sales and services	\$2,210.5

Payments to Providers of Capital (in millions)	2011
Interest	\$36.3
Dividends	41.2
	\$77.5

To communities and interest groups:

A constructive dialogue on sustainability issues helps improve performance. One of our commitments is to increase FMC's engagement in the years to come.

To suppliers and business partners:

We invite you to expand your commitment to collaborate with us in developing the best solutions to help us grow our businesses in a sustainable manner.

To investors: We believe sustainability drives value for shareholders. Through our efforts to recruit top talent, introduce new products, improve our efficiency, and expand our operations globally, we are already seeing our sustainability efforts pay dividends.

To our elected officials: We depend on your leadership to manage policy in a manner that fosters innovation and continued investment.

A VISION MADE REAL

The Role Of Sustainability In Our Corporate Strategy

Our ‘Vision 2015’ goals are ambitious – to generate \$5 billion in annual revenue and \$1.2 billion in earnings before interest and taxes (EBIT) with high earnings stability, strong cash flow and sustained returns on invested capital well above our mid-teens target, all by 2015. To achieve our growth and stability targets, we must address both today’s performance and position ourselves to deliver value over the long term. Managing our company in a sustainable way is critical to this effort. To us, sustainability is not a finite initiative. It is about integrating economic, social and environmental considerations throughout our business processes.

A Changing World

In 2011, the world population reached 7 billion and the strains of continued global growth were clear. At FMC, we believe that, as a global society, we must be strategic in our collective approach to meeting the needs of a rapidly growing world. We are confident that innovation will continue to serve the needs of the world while managing the resources consumed.

Within FMC, we reference five global “market shaping shifts” to allow our businesses to categorize the mega trends in the world around them. The table below maps FMC’s core capabilities to these shifts and illustrates different ways in which we can impact these trends.

Market Shaping Shifts



Environmental consciousness – There is a growing desire for increasingly safe and environmentally benign materials.



Scarce resources – A growing population is increasing the demand for energy, water and other basic resources.



Climate change – As efforts to cope with greenhouse gas and other emissions become more aggressive, the impact on high-intensity industries will increase.



Land competition – Increased agricultural efficiency will be required to produce crops, biofuels, biotextiles, bioplastics, etc.



Food expectations – A growing population will require increased food production and more nutritious foods to meet the rising expectations of an expanding middle class.

Relevant FMC Capabilities

- Innovations improving product efficiency while reducing environmental impact
- Technologies to improve air, soil and water quality
- Technologies to increase sugar cane, corn, and other crop yields to support the use of renewable resources in fuels, plastics and other traditionally hydrocarbon-based products
- Lithium technologies for electric vehicles and energy storage
- Minerals required to make glass used in solar panels and energy-efficient windows
- Technologies to reduce emissions from electric utility and manufacturing operations
- Lithium technologies that provide an alternative to internal combustion engines
- Expertise and technology to maximize crop production per acre
- Technologies that can eliminate soil contamination without soil relocation
- Expertise in returning brownfield properties to productive use
- Knowledge, services and technologies that increase crop yields
- Natural, renewable food ingredients
- Technologies to ensure food safety by preventing bacterial growth

SUSTAINABILITY IS AN OPPORTUNITY

FMC is committed to advancing sustainable innovation, operations and business practices as we seek to grow and improve the quality of people's lives everywhere.

Our sustainability efforts impact economic, social and environmental performance by:

- Creating and delivering long-term shareholder value through lower cost and sustained growth
- Improving products and enhancing customer relationships
- Creating greater personal and professional opportunities for our employees
- Making a positive impact on the communities where we operate and in the world at large

A Commitment To Building A Sustainable Enterprise

At the end of 2010, we formed the Chairman's Sustainability Council, comprised of leaders from across our businesses and regions. The team assessed our existing business practices and benchmarked them against emerging best practices. Using the GRI framework, publishing our first sustainability report, establishing dedicated sustainability resources within FMC, and creating a roadmap for our businesses to make coordinated progress in sustainability are all attributed to the work of the council. In 2011, FMC formed a Sustainability Committee within its Board of Directors to oversee the company's collective actions.

FMC now has a common language and a consistent approach to sustainability that is being driven by every work group across our organization.

Why We're Reporting On Sustainability

To make headway on sustainability, we identified the most important issues – those with a material impact on our business – and prioritized them. By measuring and reporting on our performance, we better understand our impact in terms of environmental, social and compliance-related issues. It helps us to understand where we have significant opportunities, where we can improve, and where the business is most vulnerable.

As we prepared this report, we discovered a great deal about ourselves. We have many strengths, but also areas that can be improved. We believe we have a powerful story to share in this, our inaugural sustainability report. With continued stakeholder engagement, from customers who look to us to support their own sustainability goals, to coworkers who make ideas reality, we're moving ahead stronger than ever.

OUR PRINCIPLES AND GOALS

As we reviewed FMC’s worldwide operations during 2011, we saw clear and encouraging trends. These, along with our analysis of GRI reporting indicators, helped guide the evolution of our sustainability strategy.

The centerpiece of our strategy is a clear set of goals, shown in the chart below. FMC is committed to advancing towards these goals and developing metrics to measure our progress along the way. This first sustainability report marks FMC’s commitment to progress in the areas outlined below. As we enter 2012, Implementation Teams across FMC’s businesses and corporate functions are developing measurable action plans in each area.

FMC Guiding Principles



GROWING INNOVATION

Drive sustainability in our innovation efforts



MINDING OUR RESOURCES

Use resources effectively and responsibly



FOSTERING SAFETY

Be safe, ethical and responsible in all business activities worldwide



NURTURING TALENT

Respect people and support diversity



CULTIVATING COMMUNITY

Improve the quality of life in communities where we live and operate

IMPLEMENTATION
TEAMS ACROSS
FMC'S BUSINESSES
AND CORPORATE
FUNCTIONS ARE
DEVELOPING
MEASURABLE
ACTION PLANS IN
EACH AREA.

FMC Goals

Increase revenue derived from products that create a sustainability advantage

Minimize the overall impact of FMC operations and supply chain

Achieve an injury-free workplace

Continue to cultivate a work environment that is ethical, supportive, and provides opportunity for professional and personal growth of employees

Engage with the communities where we live and work to create positive change

What's A "Product That Creates A Sustainability Advantage?"

To advance our goal of increased revenue from products that create a sustainability advantage, we've asked each of our businesses to preferentially develop products and applications that provide a measurable improvement to existing market solutions in terms of how they address at least one of five current sustainability challenges:

Environmental consciousness – There is a growing desire for increasingly safe and environmentally benign materials.

Scarce resources – A growing population is increasing the demand for energy, water and other basic resources.

Climate change – As efforts to cope with greenhouse gas and other emissions become more aggressive, the impact on high-intensity industries will increase.

Land competition – Increased agricultural efficiency will be required to produce crops, biofuels, biotextiles, bioplastics, etc.

Food expectations – A growing population will require increased food production and more nutritious foods to meet the rising expectations of an expanding middle class.

As a part of our definition, sustainably advantaged products or applications will not retreat in performance in one area to improve another.



FMC's state-of-the-art Innovation Center in Ewing, New Jersey, includes a 9,500 square foot greenhouse where research and product testing take place.



CUSTOMERS GUIDE OUR CHOICES

Increasingly, our customers are looking for more sustainable products and we are moving assertively to meet that demand. From food production and new energy solutions to emissions reduction technology and innovative soil remediation applications, FMC has a constantly evolving portfolio of solutions.



We find that the knowledge we've gained by listening closely and observing our customers helps to shape our innovation and product development efforts. We strive to hear the voice of the customer. While we do this primarily through personal interactions, we also employ tools such as surveys and provide services for customers including training and technical assistance. Our feedback and interaction mechanisms range from customer forums and user groups to formal mechanisms for customers to express any aspect of service where they are not satisfied. We value all input, especially that which leads to further improvement.

Many of FMC's products provide multiple benefits, as detailed in the following examples. Our focus on developing sustainably advantaged products is about finding more of these solutions in the years to come.



In Brazil, FMC's close relationships with farmers have sparked innovations that make both our operations and those of the country's huge agricultural community more sustainable.



FMC is exploring packaging improvements, such as our sugar cane-based "Green Jug".

TecnoCalda – Managing Products Responsibly

Large farms in Brazil can take advantage of our TecnoCalda program, an integrated solution for managing crop protection products at large agribusiness operations in an increasingly safe, secure and efficient manner. Depending on customer needs, FMC can customize any or all of the system components:

- Bulk storage of the products
- Spray tank preparation and equipment loading
- Equipment cleaning
- Waste management (both product and packaging)
- Dedicated spray mix distribution trucks and/or aircraft

The program assists growers on a number of fronts, by helping them protect workers, communities and soil with safe storage, precise mixing, responsible clean-up, and material recycling. In a cost-sensitive business, the TecnoCalda program's efficiencies also help farmers improve their economic sustainability. In some cases FMC helps farmers finance their investment in the program.

Better Packaging For Our Products

For smaller operations where bulk buying isn't practical, we have pioneered a new packaging concept that reduces greenhouse gas emissions while expanding the marketplace for some of our customers' crops.

Just over half the plastic used to make our new, exclusive 20-liter Green Jugs is made from sugar cane. Developed in partnership with Unipac Company, FMC's Green Jugs cost no more to make than the conventional, petroleum-based variety while matching the performance of traditional jugs in every respect.

Our shift to Green Jugs reduces greenhouse gas emissions throughout the container's life cycle. Based on the program's early success, FMC Brazil is planning to convert our smaller containers to bioplastics as well.

Where traditional plastic containers are still in use, FMC is helping to reduce their impact by using containers made from recycled materials. We were the first in the industry to package our products in 20-liter jugs made from 85 percent recycled plastic. Working with others in our industry, we help farmers reduce disposal costs by collecting used containers from farms and delivering them to a recycling plant.

Both of these packaging innovations reduce the greenhouse gas emissions associated with our products while providing economic benefits. These projects are good examples of opportunities we are beginning to identify as we incorporate sustainability considerations within our procurement processes.

Reducing Emissions

FMC provides customers with innovative products and technologies to meet increasingly strict air pollution standards. In 2011 we formed, with two partner companies, Natron_x Technologies, LLC, to manufacture and distribute alkali sorbent products.

FMC has long offered products to help customers reduce emissions. Today, these include the Natron_x EnProve[®] product line consisting of ground trona, sodium bicarbonate and sodium sesquicarbonate products, along with FMC's natural soda ash and caustic soda products which



are produced at our Green River, Wyoming, operations. In various dry and wet scrubber configurations, these products can remove up to 98 percent of sulfur compounds and hydrochloric acid from stack emissions at utility and manufacturing plants. They also reduce mercury emissions. To meet rapidly growing demand, Natron_x is currently building a 450,000 ton-per-year ground trona production facility at our Green River site.

During 2012, we will also progress trials of PerNOxide™, an innovative hydrogen peroxide-based technology that provides coal-fired power plants with a low capital solution to reduce nitrogen oxides (NOx) emissions.

Bringing Klozur To Remediation

For more than 60 years FMC has been a leader in developing new applications for its chemical oxidizers. An example of this is Klozur® activated persulfate, which has helped remediate contaminated soil and groundwater sites around the world. It can be applied directly into the groundwater to rapidly degrade a wide range of organic contaminants into environmentally benign by-products. It can also help users avoid the cost and environmental impact of hauling away contaminated soil to a landfill for disposal or incineration.

Innovation That Yields Results

FMC continues to develop products that increase agricultural productivity while reducing environmental impact and improving safety. Our research includes identifying new formulations, reducing the total quantity of active ingredients used in applications, and providing products with safer delivery systems.

Nature itself is also providing us with solutions. FMC recently signed an agreement with Chr. Hansen to develop biological solutions that farmers can use to control nematodes and other pests. In Latin America, we now distribute Regalia® Maxx biofungicide, which combats several bacterial and fungal diseases by triggering a crop's own built-in defenses. Approved in the United States since 2009, it has seen rapid adoption by growers seeking safe, effective options for protecting their crops.

In addition, we are working to offer growers a way to minimize crop spraying by applying crop protection chemicals directly to seeds. This method can cut chemical use up to 95 percent. Through collaboration with external research institutions, we continue to develop novel seed treatment technologies for even more precise, targeted releases of agricultural chemicals.



The effectiveness of Klozur has been repeatedly demonstrated. For example, six years of soil vapor extraction had failed to reduce chlorinated solvent levels to acceptable standards at a Los Angeles chemical site. Two months after Klozur persulfate was injected into the ground at several locations, contaminant levels had dropped by 94-97 percent. Klozur is also effective on soils contaminated by petroleum hydrocarbons, oxygenates, polychlorinated biphenyls (PCBs), pesticides and other substances.

A Taste For Natural Colors

FMC's list of naturally sourced specialty products expanded in 2011 with our acquisition of South Pole BioGroup Ltda., a Chilean-based manufacturer of color and nutrition ingredients derived from natural sources such as plants, fruits and vegetables. With this acquisition, FMC is able to help customers in the food and beverage industries replace colorings made from coal-tar and petroleum with naturally derived ingredients. This global market is expanding rapidly with demand for natural color solutions expected to grow beyond \$1 billion within the next four years.



FMC's high-purity lithium is a critical ingredient in extending the battery life of electric vehicles.



Our Center for Lithium Energy Advanced Research (CLEAR) is the only facility focused on lithium chemistry innovation within a battery cell. Here, FMC scientists and engineers develop new product concepts, such as our Stabilized Lithium Metal Powder (SLMP®), that are creating step change improvements to electric vehicles' travel range and battery life.

The Salt That's Shaking Up Our Energy Future

FMC's lithium resources and proprietary lithium technology are helping to usher in a new generation of vehicle batteries. Lithium, the lightest metal, stabilized in ultra-pure salt compounds, has the ability to store and release energy in a manner that is unsurpassed by any other known material. Used to assist or replace the internal combustion engine, lithium batteries can help reduce carbon emissions and dependence on oil. As such, it is making the vision of electric vehicles (EVs) a reality.

FMC has been developing lithium ion battery technology since 1991. The technology is used in portable electronic devices such as cell phones, laptops and power tools. In recent years, this technology has enabled the development of a broad range of hybrid electric and full electric vehicles. Today we are the second largest supplier of lithium in the world, and the world's number one supplier of lithium hydroxide and lithium chloride used in rechargeable and non-rechargeable battery applications respectively.

At the heart of FMC's lithium sustainability story is our knowledge and patented technologies related to the efficient production of high purity lithium products. Higher purity means more robust performance: an extra hour of power or an added year of battery life – both critical for EVs to replace today's conventional vehicles.

Industry experts conservatively project the doubling of lithium use in the next decade. Accordingly, FMC continues to invest in resources and technology to make sure we stay ahead of the rise in demand for this important element.

A Bigger Innovation Footprint

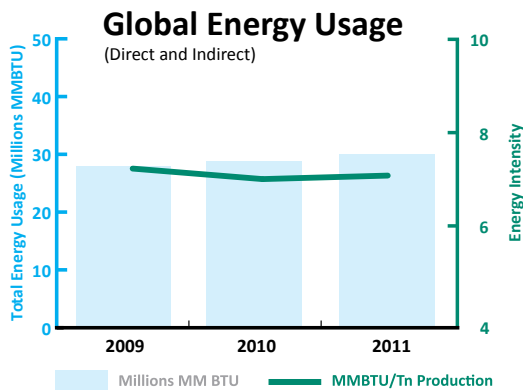
Over 40 percent of FMC sales come from rapidly developing economies around the world. One of the largest is China, where we will open an Asia Innovation Center in early 2013. Located in Shanghai, the center will accelerate FMC's ability to tailor products for the entire region while developing new technologies that can be used globally.

The new center will serve as our regional hub for research and development, technical innovation, operational support and executive management. By bringing together 200 FMC scientists, engineers and technicians who currently work in separate facilities, the center will create new opportunities for sharing ideas, combining resources and accelerating innovation. At the same time, it will reduce our footprint by consolidating operations.

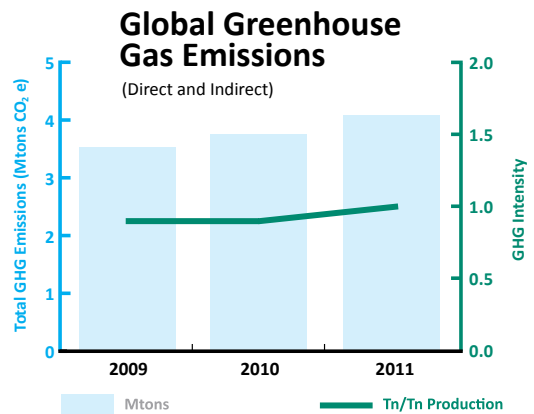
We will also use the new facility to further enhance our strong collaboration with customers in pursuit of technologies that will improve their products and sustainability. These and other capabilities will help FMC attract top talent and strengthen partnerships with local cooperative enterprises, academic institutions, industry organizations, governments and the community as a whole.



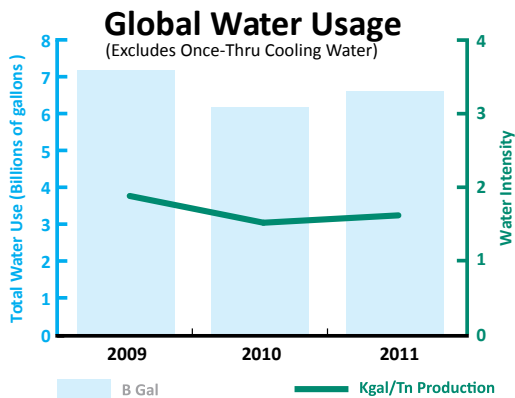
ENVIRONMENTAL PERFORMANCE INDICATORS



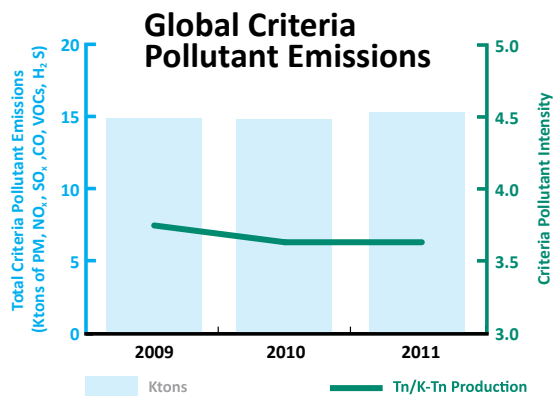
FMC's energy intensity has been reduced by 3 percent since 2009.



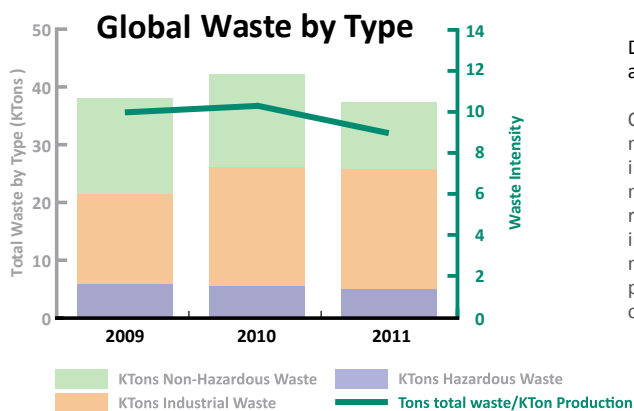
FMC's greenhouse gas intensity has increased by 11 percent since 2009. Some projects that will contribute to the reduction of this intensity are underway and others will be considered.



FMC has decreased its water intensity by 16 percent since 2009.



Our intensity in criteria emissions, largely related to combustion sources, remains essentially flat.



Waste intensity declined by 11 percent since 2009, including a 15 percent reduction in hazardous waste intensity.

Data presented on this page includes FMC owned and operated manufacturing locations globally.

Our Agricultural Products business uses contract manufacturers to produce the majority of its active ingredients. The impact of these manufacturers is not represented in the numbers provided in this report. FMC is in the process of collecting comparable information for our primary active ingredient manufacturers. As our program evolves, we will provide the information collected and any identified opportunities for improvement.

BALANCING OUR CHOICES

Every day, FMC looks for ways to improve our operations, processes and products. We work to find a positive balance between the benefits our products provide, the environmental impacts of their production, and economic realities.

MINDING OUR RESOURCES

As a manufacturing organization and raw materials provider, we acknowledge that we have an impact on the environment. Our growth plan will drive an aggregate increase in our resource use and emissions. Our objective is to minimize our impact per ton of product produced (i.e., intensity).

Some of the examples we share in this section are environmental successes with little or no downside, such as the production of biopolymers from renewable raw materials. Others are more challenging and complex. For example, our natural soda ash operations in the western United States are inherently energy-intensive, but use 40 percent less energy than the alternative method of soda ash production.



In the pages that follow, we provide detailed accounts of these examples, as well as other complex situations, to help the reader better understand the considerations behind the decisions we make. We encourage all of our stakeholders to engage in a dialogue with FMC so that all aspects of issues can be brought forward and discussed. By working together, we can continually improve our performance.

THE CASE FOR NATURAL SODA ASH

FMC is the world's largest producer of natural soda ash. We mine and produce soda ash and related products at two Wyoming sites, in Westvaco and Granger. These facilities sit directly on top of the world's largest reserve of trona ore, the raw material we mine, refine and purify on-site into natural soda ash.

In 2011 these operations consumed the largest share of FMC's energy requirement and generated the most significant portion of our greenhouse gas emissions. FMC continuously assesses technologies to increase efficiency. Although we plan to significantly increase soda ash production over the next several years, we expect both our energy use and emissions to drop on a per-ton of product basis through the use of technologies such as mechanical vapor recompression.

Soda ash can be produced either naturally or synthetically. On a global basis, the majority of soda ash is supplied by synthetic production. The natural soda ash process utilized at our Wyoming facilities is significantly less energy-intensive than the alternative. As shown in the diagram on page 17, U.S. natural soda ash efficiencies, including FMC's, are substantial. We can produce and deliver soda ash to customers around the world using less energy and emitting fewer greenhouse gases than if the material were produced synthetically within a customer's region, even within their home country.

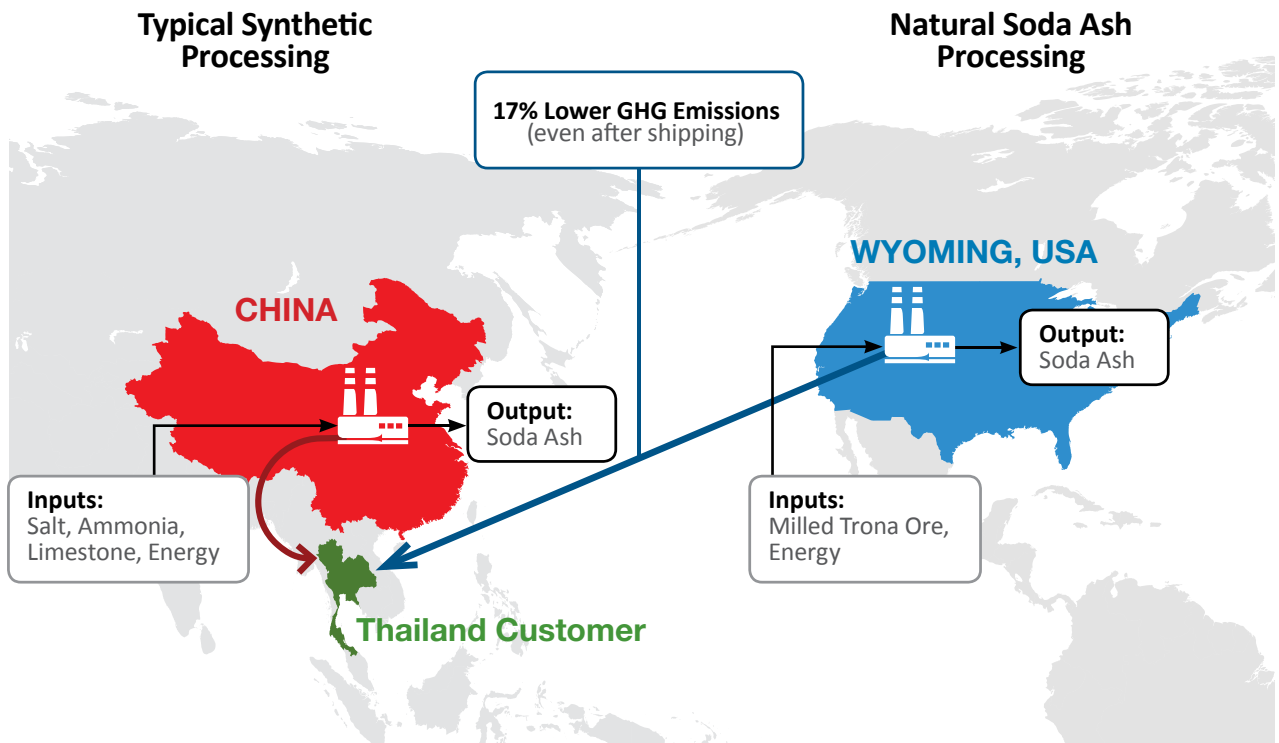


Over half of the world's soda ash is used in glass production. Glass is one of the most versatile, stable and sustainable materials in use today. Its thousands of uses include jars and bottles that keep food and drink fresh, energy-efficient windows, insulation for buildings, and solar panels that generate renewable energy. Glass is also infinitely recyclable and capable of conserving raw materials and energy with every reuse.

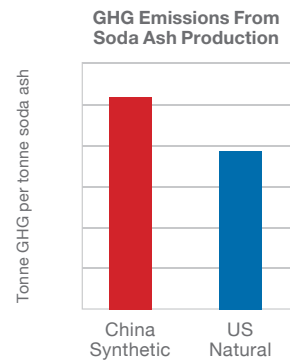
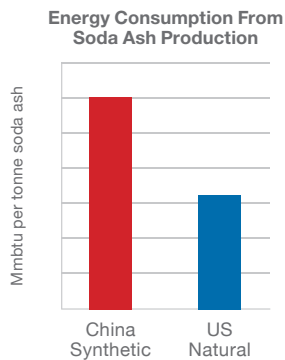
FMC continues to monitor the prospects for more stringent emissions regulations in the United States. Such changes could reduce the competitiveness of U.S. natural soda ash and result in an increased portion of synthetically produced soda ash worldwide. This would lead to a net increase in global emissions.



Synthetic vs. Natural Soda Ash Production Efficiencies



Natural Soda Ash Processing
40% more energy efficient than synthetic (before shipping) and lower GHG emissions



Looking To The Future Of Soda Ash Production

Even though our trona mineral resources are projected to last hundreds of years, FMC has invested heavily over the last few decades to maximize our mine's yield through mining and processing innovations. Today our operations employ longwall mining, which is able to recover about 50 percent more mineral resource than prior dry-mining techniques. We also use solution mining which utilizes water to recover trona that was unrecoverable in previously mined sections.

BIOPOLYMERS: NATURAL AND RENEWABLE

FMC BioPolymer is a leader in supplying seaweed-derived ingredients to customers worldwide in the form of carrageenan and alginates. We are also at the forefront of utilizing wood pulp in pharmaceutical and food applications.

Our carrageenan and alginates provide food, pharmaceutical, personal care and many other products with some of their most important properties. As an example, these ingredients may be used to give our customers' products the right texture. In other cases they ensure that a product's constituent ingredients – like a skin medication mixed into a cream – remain evenly distributed throughout the medium.

Our seaweed-based products can help the food and other industries reduce their carbon footprints. For example, our products enable the dairy industry to extend the unrefrigerated shelf life of milk and other products by as much as three years. After pasteurizing the milk at very high temperatures, processors add carrageenan to the milk to keep it from separating during storage. From the processor to the pantry shelf, this enables the industry and consumers alike to save energy by reducing the need for refrigeration.

Alginates absorb water very quickly, making them key to the production of many dehydrated foods – everything from creams and sauces to bakery ingredients and marinade mixes. By removing water before shipping, far less energy is required to transport these products. Milk, for example, is 85 percent water and many other foods are about 60-70 percent water. Shipping them in dehydrated form can save enormous amounts of non-renewable fuels and reduce their attendant carbon emissions.

FMC processes carrageenan and alginates from both farmed and naturally occurring sources of seaweed around the world. Off the coast of Norway, FMC and its supplier harvest seaweed from carefully delineated beds on a fixed schedule to allow constant replenishment. Special equipment removes mature plants while leaving the young ones to repopulate the area. In Australia, seaweed is gathered as it washes ashore.



Seaweed beds in Madagascar.

In Madagascar (shown above) and in Indonesia, the Philippines and Tanzania, seaweed is cultivated and harvested in warm, shallow waters, helping provide remote communities with sustainable economies and higher standards of living.

You don't have to head for the nearest ocean to find a source of FMC biopolymers. We turn specialized pulp from sustainably harvested trees into the Avicel® line of products based on high-purity microcrystalline cellulose (MCC), a natural substance used extensively in food and pharmaceutical products.

Depending on the need, Avicel MCC can make foods creamier or crisper – without adding calories. In pharmaceuticals, Avicel MCC helps make sure tablets don't crumble and that they dispense active ingredients at the proper rate.



Assessing Our Biopolymer Environmental Performance

For all the benefits biopolymers deliver, their production does have an environmental impact. In 2011, our BioPolymer business accounted for a significant share of FMC's total water use.

As applications and demand grow for these versatile products over the coming years, we expect to keep pace and develop innovative new uses. But in doing so, we must work even harder to recycle more of the water used in our production plants and to achieve other efficiencies as well.

THE IMPACT OF LITHIUM

Lithium battery technology is critical to moving the world to cleaner, more sustainable forms of energy. FMC is one of only a few companies that supply advanced lithium materials needed to bring rechargeable electric vehicles and smart grid storage systems into widespread use.

To meet growing demand, we recently expanded the capacity of our mine operations by 30 percent at Salar del Hombre Muerto located in the Andes Mountains of northwest Argentina. This operation serves direct customers as well as our FMC Lithium plants around the world.

As lithium demand grows, so does the impact of its production. To offset this, we're working on new efficiency projects. The expansion of our operations in Argentina includes an increase in our solar evaporation capability, helping us to reduce consumption of energy and materials. We are investing in a new gas pipeline which will substantially reduce emissions by minimizing our need for diesel fuel and the trucks that currently haul compressed natural gas over long mountain roads.

In Argentina and elsewhere, our lithium operations are finding new ways to reduce waste, in part by recycling packaging and other materials. For example, in Merseyside, United Kingdom, our Bromborough plant

has taken several thousand pallets a year out of its disposal stream through standardization and recycling.

At all of our operations we treat lithium as a precious resource. At our Argentina site, we use a patented adsorption process that selectively removes lithium from raw brines more effectively than alternative technologies, resulting in improved purity and consistency. At our Bessemer City, North Carolina, plant, we are evaluating an array of recycling projects aimed at recovering lithium from several waste streams, thus avoiding the need for emissions-intensive incineration.

For the longer term, we have recently started collaborating with United States Center for Automotive Research LLC (USCAR), the United States Advanced Battery Consortium LLC (USABC) and major automotive producers to pursue business practices and processes that will enable the recycling of lithium from spent electric vehicle batteries. FMC scientists and engineers also continue to work on improving battery life, delaying disposal or recycle.

FMC is considering a \$50 million investment to increase production capacity for lithium hydroxide and lithium metal while reducing byproducts and greenhouse gas emissions per unit of production. We continue to explore advanced, more efficient extraction technologies.



REMEDICATION: A COMMITMENT TO SUCCESSFUL TRANSFORMATION

Even though our historic operations were designed, operated and maintained using standards and best practices at the time, some operations had environmental impacts that require remediation today. FMC has been working to remediate environmentally contaminated sites for a number of years. In the previous three years alone, FMC has spent approximately \$90 million on environmental cleanups and we will continue to work on environmental remediation in the future.

We take a proactive and cooperative approach with regulators, officials and the local community to identify alternative reuse scenarios for these sites. Each property is uniquely situated, and some may have remediation needs. FMC is committed to finding ways to return these properties to functioning, safe and beneficial uses.

One example is a site in Princeton, New Jersey, previously home to our Chemical Research and Development Center for more than half a century. When our research model changed, we needed a smaller, more suitable location. We sold our original, 160-acre property to Princeton HealthCare System for transformation into a diverse healthcare campus. To accommodate the new owner's tight construction schedule, FMC accelerated remediation of its former facility. Scheduled to open in 2012, the community is well on its way to gaining easier access to a world-class, 220-bed medical center as well as rehabilitation services, a fitness center, retirement living, a park and other facilities.

In Pocatello, Idaho, FMC has worked for more than a decade with local and state governments, economic development organizations, the local Indian tribe, and the community to identify redevelopment options for the site of a former FMC elemental phosphorus

FMC Environmental Remediation Liabilities

We have been named a Potentially Responsible Party (PRP) at 30 sites on the federal government's National Priorities List (NPL), at which our potential liability has not yet been settled. In addition, we received notice from the EPA or other regulatory agencies that we may be a PRP, or PRP equivalent, at other sites, including 38 sites at which we have determined that it is reasonably possible that we have an environmental liability.

production plant – once the largest in the world. In 2011, the U.S. Environmental Protection Agency (EPA) proposed a remediation plan for the site. Despite site complexities, the EPA is expected to issue the plan in 2012. We are prepared to implement the proposed plan, the first step towards redevelopment, as soon as EPA resolves remaining uncertainties with other stakeholders. In 2005, we turned over the redevelopment rights for part of the property to the local Power County Redevelopment Authority. We look forward to beginning active remediation of the plant so that the site can again provide area residents with jobs and a strong base for further economic development.





In San Jose, California, FMC remediation efforts helped spawn the transformation of a former manufacturing and testing facility into a mixed-use retail and entertainment development, including a soccer practice field and plans for a Major League Soccer stadium.





FMC's culture of safety is woven into the fabric of how we work each day, reinforced with regular reminders to keep "Hearts and Minds Always on Safety".



IT'S THE ONLY CHOICE

Safety is one of FMC's top values. If we do not strive to protect the safety of our employees, customers and surrounding communities, all of the other positive things we do will not matter. We conduct business in a manner that is protective of public and occupational health, employee and customer safety, and the environment.



Our commitment to safety is throughout the product lifecycle. FMC's safety practices cover how we source materials, how we manufacture our products, and the responsible stewardship of those products once they are distributed and utilized worldwide. It's a safety continuum that flows from inside our company to the end user. We view every member of the value chain as an important stakeholder. To us, safety is collaboration among our coworkers, key suppliers, customers, distributors, contractors and commercial partners worldwide.

We provide technical and safety information as well as training to those who handle our products. We maintain call centers, informational websites and emergency hotlines that are available 24 hours a day, seven days a week. When we learn of product misuse, we take the appropriate corrective action.

FMC employees understand that we will not do something if it cannot be done safely. If necessary, an operation will be shut down until the appropriate safety measures are in place.



Our Record Of Safety In The Workplace

Our global safety efforts focus on just one goal: no injuries. In 2011, we did not experience a recordable injury at 21 of our 48 sites. We will continue to learn and improve until we are able to achieve zero injuries at all 48 sites consistently. We firmly believe every safety incident can be prevented.

The behaviors of everyone in the company are expected to visibly demonstrate:

- We treat safety as a top priority and provide needed resources and management support.
- Safety is a key consideration for all operational and business decisions.
- We look out for the safety and well-being of coworkers, customers, suppliers, distributors, business partners and the communities where our products are made or used.

Though our occupational safety record had continuously improved for 15 years, in 2011 we had a 6 percent increase in the recordable injury rate and one fatality. This reversal in our performance is unacceptable. We are vigorously re-focusing our efforts to return to continuing improvement. Specifically, we have developed the following four-point plan:

- Address sites with highest injury rates
- Address leading causes of injuries
- Expand proactive safety efforts
- Sustain performance where it is positive

Safety Performance Indicators

	2009	2010	2011
Total Recordable Cases Incidence Rate (TRIR)	.92	.70	.74
Lost Workday Case Incidence Rate	.39	.21	.33
Work-related fatalities	0	0	1
Number of significant* process safety incidents	9	3	0

*Significant defined as Category 1 or Category 2.

Unfortunately, during 2011 FMC experienced a fatality for the first time since 2007. This occurred when a contract employee was involved in a motorcycle accident in Indonesia. A thorough investigation was conducted and steps are being taken worldwide to avoid the reoccurrence of similar incidents.

Our process safety results have continued to improve in recent years. We succeeded in achieving zero significant process safety incidents in 2011. There were 33 minor process safety incidents, 50 percent fewer than any of the previous three years. We believe our focus on leading indicators such as process safety risk assessments and near misses significantly contributed to this success.

FMC's Culture Of Safety

To reach our goal of zero injuries, we depend on our employees. Everyone, no matter what their role in the organization, needs to be fully engaged in reinforcing our safety culture.

FMC endeavors to have employees think about safety all the time. Our Safety Shares help make this happen by reminding each of us of the importance of safety in all things. It's a simple concept that works amazingly well.

Communicating the importance of a safety culture is one thing; continuing to develop and maintain a strong safety culture is quite another. FMC's actions are structured around five major, interrelated elements described as follows:



1. Hearts And Minds Always On Safety: This safety communications initiative provides FMC employees worldwide with a variety of relevant tools, techniques and resources to help build and maintain safety awareness and expertise. Whether at a manufacturing, research and development, or administrative location, employees can find safety tools and information on our internal website. This program is also used to standardize common practices such as pre-task safety reviews and regular safety meetings.



2. Designing And Operating Safe Workplaces: This program is directed at improving safety in both the physical design of the workplace and employee activities. At new and existing plants, labs and offices, we formalize risk assessments, occupational safety reviews, ergonomics training and design, and other essential processes.

The program also extends to due diligence reviews of occupational and process safety assessments conducted before mergers and acquisitions take place. These reviews examine and identify high-priority safety items so they can be addressed as businesses are integrated into FMC.

3. Safety Training And Development: We are continually expanding a worldwide group of safety leaders through our targeted training and development initiatives that address the specific safety challenges facing each business unit. Along with our entire Executive Committee, over 1,400 managers and front-line supervisors have completed FMC's Safety Leadership Training Program.

In 2011, we revised our Introductory Safety Training course that introduces FMC's safety programs to new employees. We also initiated a Driver Training Course for employees who have a higher exposure to driving risks, such as our salespeople.

What's A Safety Share?

Quick – think of a safety tip that others could find valuable at work, at home or anywhere else. You've just completed the first step of a Safety Share. Every time an employee meets with two or more people, we ask that the meeting start with one or more of the participants offering a safety tip. It is one more way we work to embed safety into our company culture. We are also doing Safety Shares when we meet with customers and suppliers and they've responded favorably, with an appreciation that we work together to keep one another safe.

4. Auditing And Reviews: All FMC facilities conduct periodic safety, health and security audits. Audits and reviews are integrated into a single assessment ensuring consistency across the company.

5. Crisis Management: Our global operations continue to expand, including those in rapidly developing economies. To ensure a properly functioning crisis management process wherever we have an operation, we continually update our Crisis Management Plan to reflect the latest changes in our organization. We also conduct ongoing crisis management

exercises during the year and work to ensure that local and regional crisis management plans integrate well with our overall corporate plan.

Contracting With Safety In Mind

FMC's Agricultural Products Group obtains many of the active ingredients it uses in product formulations from external suppliers. Many of these suppliers are located in rapidly developing economies. Contract manufacturing these materials helps FMC keep our products affordable for farmers around the world.

FMC realizes that for the sustainable manufacture of these chemicals, the utmost attention must be paid to the safety and environmental performance of our suppliers' facilities. We do this by training our suppliers to meet rigorous FMC operational and safety standards including audit procedures and reporting requirements.

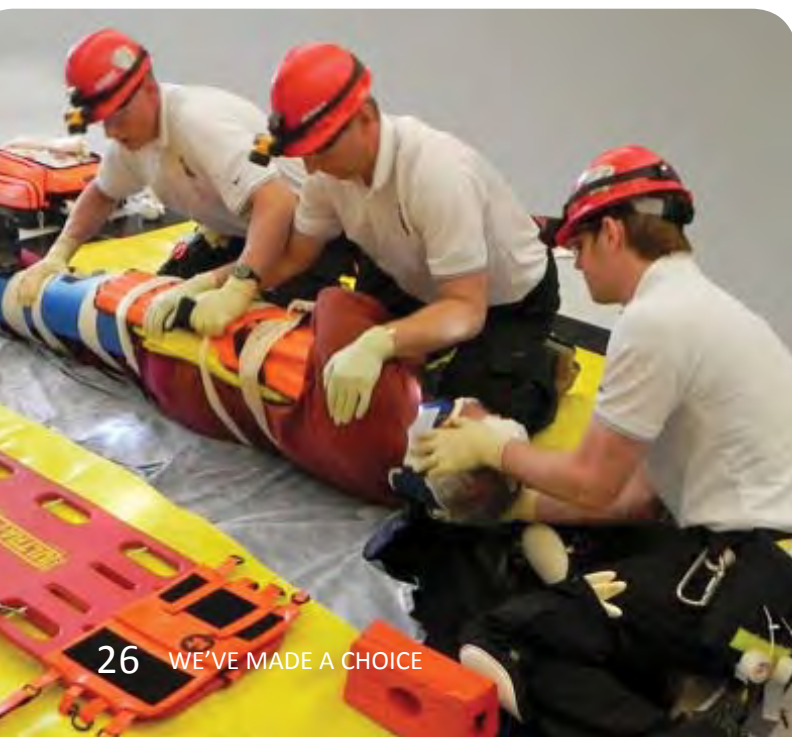
In selecting suppliers, we take a collaborative approach such that FMC requirements are met. For key suppliers, teams of FMC scientists, engineers, supply chain specialists, managers and others work with the manufacturer in both the design and operation of its processes.

This hands-on approach to performance management has been very successful in continually improving

Safety Outside The Workplace

In 2011, we provided defensive driver training to most of our sales force. A number of our salespeople were so appreciative of what they learned in this program, they indicated that they were going to enroll members of their families to help ensure their safety. FMC frequently attempts to provide tips, training or equipment that can also be useful for home safety.

safety, environmental, business and other standards for FMC suppliers. For example, one Chinese supplier that we have worked with for over 10 years has developed a reputation as a top performer. This reputation has attracted business from other global corporations, and sets new competitive expectations for the supplier's peers.



Our Mine Safety Team in Green River, Wyoming, has received numerous honors in national and international competitions sponsored by the Mine Safety and Health Administration (see sidebar on page 27).



PRODUCT SAFETY AND HANDLING

Each of our businesses incorporates appropriate health, safety, security and environmental factors into the product lifecycle. Our holistic approach starts with design and development and extends through manufacturing, distribution, storage, end use, and final recycle or disposal. Along the way, those who handle the product are provided with information and training on hazards and safe handling practices.

Each business has an employee responsible for product stewardship who is charged with assessing and documenting the hazards and risks associated with each product. This formal governance process helps us prioritize products for risk management and provides the appropriate level of information and outreach.

FMC uses a variety of tools to help ensure that safety information and knowledge reach those who need it, starting with required documentation such as the Safety Data Sheet and product label.

Depending on the degree of hazard and potential for exposure, FMC also provides a range of information, including some of the items below:

- Customer education initiatives
- Technical brochures and risk information
- Training in safe handling practices
- Safe handling guidelines and recommendations for the use of protective equipment
- Technical support
- Order screening to ensure customer qualification
- Tracking of customer issues and incidents to identify areas for improvement
- On-site customer visits

A few examples in this report demonstrate FMC's product stewardship commitment in action. We are working directly with end users and their families in Thailand and Brazil to promote proper handling of our insecticides. We pioneered the use of returnable containers in agriculture,

Healthy – And Safe – Competition

We are constantly investing time, money and resources in safety training, preparing for multiple scenarios and learning how to work most effectively with local emergency responders. One example of this preparedness is the mine rescue team at FMC's Green River, Wyoming, mine and processing plant.

Seeking independent validation of their readiness, the Green River responders participate in national competitions and consistently rank in the top echelon, having won national and first place awards at the last three events. They train throughout the year to prepare for mine emergency response, with the hope that they never need to use it. Our team also networks with local and regional mine rescue teams to help keep safety at the forefront of community priorities.

and we use trained, qualified drivers to deliver hydrogen peroxide to ensure safe handling.

Encouraging Safe Handling And Addressing Misuse

The United Nations predicts global food production must double to feed the world's population, which is expected to reach more than 9 billion by 2050. FMC is a leader in supplying farmers around



the world with the products they need to maintain crop health despite the multitude of insects, weeds and plant diseases that can reduce crop yields.

As with all FMC businesses, our Agricultural Products Group incorporates health, safety, security and environmental considerations into every stage of a product's life cycle. In our labeling, safety data sheets, product education and other technical assistance, FMC provides the information farmers need to use our products safely. FMC technical experts conduct training meetings with distributors, farmers and applicators on the safe and responsible use of our products. We communicate with our distributors and customers about the latest information on our products, their intended uses, legal requirements, and the consequences of misuse.

In Thailand, for instance, we are not only training farmers on how to safely use our Furadan® insecticide/nematicide, but also equipping them to do so. Furadan is one of most effective and affordable products that rice farmers can use to combat insect infestations. Through our relationships with distributors and retailers, as well as direct meetings with farmers, we distribute free safety kits (2,000 to date) consisting of a mask, rubber gloves and rubber boots. This personal protective equipment allows farmers to safely apply Furadan to crops. We also conduct training and certification for our distributors, dealers and farmers, and provide outreach and support to local medical professionals so they are prepared to recognize and treat problems if they arise from accidental exposure. Instruction manuals are handed out during the training sessions, and all product packaging and promotional materials contain messages directing users to the manual.

Although we take many precautions and many thousands of farmers around the world use our products without incident, occasionally we learn of the misuse of products, sometimes with serious results.



FMC Corporation is a member of the American Chemistry Council (ACC) and a proud participant in the Responsible Care® program – the industry's premier voluntary environmental, health, safety and security initiative. Like all participating companies, FMC has made a CEO-level commitment to uphold the program's elements and guiding principles. One of the most far-reaching elements of Responsible Care is product stewardship. Companies also are committed to open and transparent reporting, and submit annual data on their progress. This information is made publicly available on the ACC website.



Case in point: In Kenya, in 2008, we received reports that local cattle herders were using Furadan 5G granular insecticide to kill lions that were feeding on their livestock – a serious and unlawful use of the product. We conferred with our distributor and other interested parties, including NGOs, and although there was a lack of direct evidence that our Furadan 5G product was involved, we took no chances and stopped exporting the product into Kenya.

FMC strongly condemns the intentional misuse of any product, agricultural or otherwise. We work with numerous agencies to ensure the safe and legal use of all of our products, and we are actively involved in training in the appropriate use of Furadan 5G.

In Kenya, however, as well as in the neighboring countries of Uganda and Tanzania, we concluded that our education and stewardship programs alone could not adequately reduce the risk of illegal or improper use brought on by the continuing human-wildlife conflict in that region. Therefore, out of caution, we stopped distribution and sales of Furadan 5G in those countries.

In 2009, FMC conducted a buy-back program where an FMC team traveled more than 15,000 miles throughout Kenya, Uganda and Tanzania buying back Furadan 5G from local retailers. The buy-back program remains open and we encourage anyone who finds Furadan 5G in East Africa to contact FMC. In 2010, after additional investigation, we ended shipments to South Africa as well.

FMC believes the proper use of Furadan 5G, as directed on the product label, does not pose a risk to human health, wildlife or the environment. We continue to promote its responsible and safe use elsewhere because of its high value to the farming community. We investigate any reports of misuse and also inform local governments of those reports. We support strong enforcement actions against illegal pesticide use. And we continue to explore new approaches to ensure our products are used safely and properly.

Objectivity And Expertise

To provide perspective and guidance on important issues, FMC's Agricultural Products Group has established an independent Global Sustainability Council whose members have a diverse range of external expertise related to stewardship and sustainability practices for our entire range of agricultural products. The members of the Sustainability Council include a grower from India, as well as representatives from the following organizations: Panthera (the world's leading big cat preservation NGO); the Academy of Natural Sciences (the oldest natural science research institution and museum in the Americas); Emerging Agriculture LLC (a consulting firm that advises on crop sustainability policies); the Partnership to Cut Poverty and Hunger in Africa; and Hong Kong University's Center for Corporate Governance and Financial Policy.

The objectives of the Agricultural Products Group Global Sustainability Council are to:

- Inform FMC of emerging agricultural, environmental, conservation and/or social issues, trends and opportunities related to our agricultural business;
- Advise FMC on enhancing our global stewardship program and sustainability policies;
- Recommend metrics for assessing global stewardship and sustainability practices;
- Provide input to support FMC Agricultural Products as a leader in sustainable practices and products; and
- Avail our management with critical thinking, candid discussions and advice for action.



Mentoring, idea-sharing and team collaboration are central to FMC's innovation and culture of excellence.



MAKING FMC THE BETTER CHOICE

Employees are at the core of FMC's success. This has always been true and it has never been more important than it is today. Attracting and retaining a world-class workforce is vital to our future.

NURTURING
TALENT

As a global organization, our positions on ethical standards, how we treat people, and labor relation practices are critical to our business and play an important role in our sustainability efforts. Beyond this, these values are essential to compete for the world's best talent. As we aggressively grow our businesses in rapidly developing economies, we must ensure consistent communications as it relates to FMC's ethical standards.

Sustainability: Part Of Everyday Life

In 2011, we introduced "Doing Well, Doing Good" in our internal communications. Its origin is uncertain but Benjamin Franklin, American founding father and long-time resident of Philadelphia (where FMC has its headquarters), is quoted as saying, "Do well by doing good." This sentiment strongly reflects our sustainability commitment: To do well as a business, we must do the right things in the right ways. To us, the phrase expresses the interdependence of our economic, environmental and social responsibility efforts and the need to look at every activity from this perspective.

doing well
doing good

The Right Chemistry. For Sustainability.



Looking For Performance And Potential

Apart from maintaining strong ethical values worldwide, we work to make FMC a positive and dynamic place to build a career. At the heart of this effort is our approach to Talent Management. Talent Management is the process by which we attract, develop and retain top talent. This program is essential to our ability to put the right people in the right jobs at the right time. By doing so, we can ensure the long-term viability and competitiveness of our company.

FMC gives managers the tools and skills necessary to hire and promote the best candidates, as well as to recognize their development needs and potential opportunities. We engage employees and give promising individuals opportunities to develop through on-the-job experiences, special assignments and projects.

In the pages that follow you will read a sampling of stories and personal viewpoints that illustrate how our employees have created opportunities for themselves, the company and those they work with, and how FMC supports their endeavors.



Bromborough's Environmental and Sustainability Committee (see next page).

I AM FMC



TWANNA BROWN
*Division Finance Manager
Lithium Division
Charlotte, North Carolina*

On The FMC Working Environment:

One great thing about working here is the match I find between my personal values and those of the company: strength in integrity, ethics, strong commitment to the environment and safety. I consistently find new ways to incorporate those values into my outside life, like looking at new situations from a safety standpoint.

On Being Challenged:

You're encouraged to grow and stretch here. My most recent promotion has expanded my finance responsibilities from our Bessemer City, North Carolina, plant to plants in Argentina, the United Kingdom, China and India. Learning to work across different cultures has been both challenging and gratifying.

On Bringing Others Along:

As a manager, I feel a responsibility to help people develop their talents. For instance, after we won a \$6 million U.S. government grant for lithium-ion battery research, I asked an employee reporting to me to oversee our compliance with the grant's special auditing requirements. She expanded her skill set, gained exposure across FMC, and is now better equipped to manage people and projects.

Linking Sustainability To Everyday Work

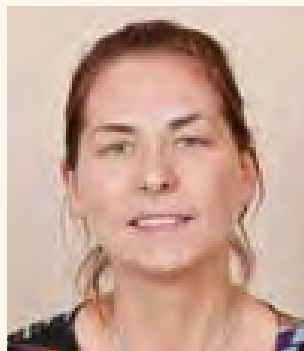
Lyndsey Smith is the Environmental Manager at the FMC Bromborough, United Kingdom, plant and a member of the operation's Environmental and Sustainability Committee. This nine-member, cross-functional committee has proven that, given the chance, a team of employees can volunteer and make important, innovative contributions to minimize environmental impact – developing new skills along the way.

As Lyndsey explains, an electrical engineer on the team might take on a project to quantify the savings that LED lighting could bring to the warehouse. A maintenance technician might audit the efficiency of a recycling program. A finance specialist could advise a sub-committee investigating opportunities for reducing water usage. Lyndsey stands by to guide and help each one. Over the last year, committee-driven initiatives have helped the plant reduce water and hazardous waste intensity by 16 percent and 10 percent respectively.

“The diversity of the committee has really helped it make a dramatic change in the culture here,” notes Lyndsey. “Environmental sustainability has risen to the level of safety in our collective consciousness – from every part of the plant floor to the front offices and even back into employee homes.”

Teams like Bromborough's Environmental and Sustainability Committee help FMC to benefit from its most important resource – its people.

I AM FMC



LAURA FITZPATRICK
*Information Technology Manager,
United Kingdom and Ireland
BioPolymer Division
Cork, Ireland*

On The Appeal Of Working For FMC:

Working as part of a global team has been very beneficial for me and provides exposure to different FMC business units and cultures. Our global support network and ‘One I.T.’ philosophy has delivered significant business value and career opportunities which I have found very fulfilling.

On Managerial Support:

I look at my manager as a teacher as well. We have regular development discussions to review areas of work that interest me. Through his support, I have been exposed to some very challenging and rewarding assignments, which have been instrumental in the progression to my present role.

On Why She's Continued Building Her Career With FMC:

I've always been able to find opportunities and support at FMC to get involved with anything that has interested me. As I've grown both professionally and in my family life, especially since the birth of my son, the support I've received from the FMC team – especially my manager – has been invaluable.

Engaging Employees In The Development Process

FMC is committed to providing a supportive environment with ample opportunity for personal and professional growth. This is aligned with our ambition to retain our best people and promote from within the company to the extent possible. We encourage continual development to help employees improve their long-term marketability.

Our philosophy is that learning and growing on the job are the primary means of development. Individuals and their managers share responsibility for career growth. The needs of FMC businesses create opportunities for employees to undertake challenging work assignments. Employees and managers actively look for opportunities that match the employees' interests. Coaching, education and ongoing feedback are available to both the employee and the manager to support development.

Additionally, our Education Program empowers employees to prepare themselves for further development opportunities by supporting the cost of tuition and fees for approved continuing education programs. We also continue to work on programs that help prepare and support our employees who are transitioning into retirement. These programs include career transition support, services through local employee assistance programs, financial counseling from our benefit vendors, and personalized care from local human resources managers and supervisors.

Diversity And Longevity

Diversity is an important aspect of FMC's talent management philosophy of attracting, developing and retaining the best talent worldwide. As we grow and expand our business, seeking diverse, global managers is an important aspect of our strategy.

Our employment and advancement decisions are based on ability, education, training, performance, potential and experience. FMC has a strong set of anti-discrimination guidelines and policies, which we adhere to and distribute to all employees to assure a clear understanding of this very important policy.

I AM FMC



STEVE HICKERSON

*Business Leader, Granger Operation
Alkali Division
Granger, Wyoming*

On Being Exposed To Opportunity:

For me, FMC is always a company that exposes employees to new experiences. I was fortunate to be named venture manager of a startup and to suddenly be working with contractors, engineers, mechanics, operators and a host of other disciplines. It was great preparation for the positions that have followed.

On Developing New Skills:

Broad-based experience is valued here. There's a focus on helping people build new cross-functional skill sets. You have engineers who've had hands-on experience with our equipment, and front line supervisors with process chemistry knowledge and the experience of working on the shop floor.

On Bringing Others Along:

We try to stay mindful of the talent across our operation and give people the chance to gain greater experience. You have to give people chances to find their own direction, and help them discover and develop skills they may not even know they possess.



Women In The Workplace

(as of December 31, 2011)

Percentage Of Women Employed At FMC



Women In Senior Management*



Women In Professional Roles*

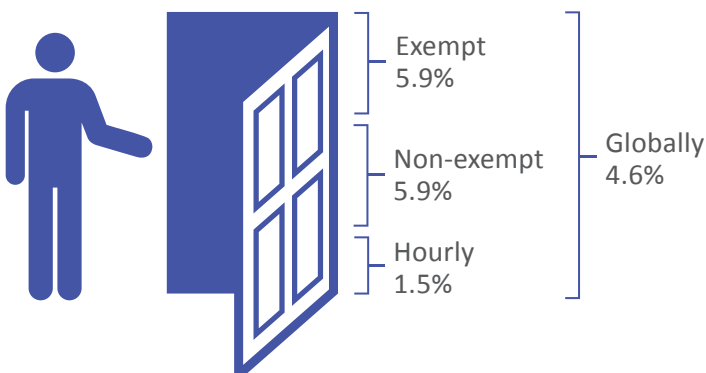


*Exempt workforce

FMC consistently works to identify both qualified women and men when a position needs to be filled. Further, development opportunities that exist for women within FMC are consistent with those that exist for men. Women currently represent more than 20 percent of our workforce worldwide. FMC complies with specific country and local laws that focus on diversification of the workforce. FMC also reviews global diversity measures quarterly with its Executive Committee. We will continue to devote attention to this area to assure that we continuously improve the diversity of our workplace.

Voluntary Turnover Rates

(Voluntary Resignations for 2011, Divided by Average Total Number of Employees)



FMC's global single-digit voluntary turnover rate is at an acceptable level given the countries in which we operate. We believe our efforts to nurture and develop talent are important aspects of our success. FMC continues to identify ways to improve its talent management efforts in an attempt to retain this competitive advantage and maintain an effective succession planning process.

Management Of Business Ethics

Ethical conduct is central to FMC's ongoing success. This applies to all aspects of responsible corporate action, from business and labor practices to reporting of possible ethics and legal violations, and equitable treatment of employees everywhere.

FMC's Code of Ethics and Business Conduct (Code) summarizes the legal and ethical principles that we follow in our daily work. FMC's commitment to the Code starts at the corporation's highest level. The FMC Corporate Responsibility Committee manages FMC's overall compliance with applicable law and FMC policies (including the Code) and compliance training. This committee consists of our chief executive officer, chief financial officer, executive vice president of human resources, executive vice president and general counsel, and one of our business presidents. The group also considers the appropriate response to significant ethics and compliance matters. The Committee reports to the Audit Committee of the FMC Board of Directors.

FMC employees worldwide are encouraged to report suspected violations of the FMC Code and other legal or ethical violations through a confidential and anonymous system managed by Global Compliance, a leading provider of outsourced governance, risk management and compliance services. Employees can contact Global Compliance 24 hours a day, 7 days per week either by phone, web or mail. Global Compliance provides multilingual service and has trained staff to handle ethics calls.

It is FMC's policy to investigate any reported violation of the Code, other FMC policy, or applicable law, and to take appropriate action, as determined by FMC, based on the results of the investigation. It is also FMC's policy that every employee may report violations with no fear of retaliation by co-workers, supervisors, or others.

I AM FMC



SIMON ZHANG

*Director, Manufacturing & Sourcing
Agricultural Products Group
Hong Kong, China*

On Finding New Challenges:

There's never a shortage of challenge and satisfaction here. In 2000, I was invited to join a newly established team in Hong Kong to find companies in Asia and elsewhere that we could help to become long-term suppliers for key ingredients of our agricultural products. We really started from scratch. Today, it's a critical part of the supply chain for a \$1.4 billion business, and my team manages it.

On Being Exposed To Opportunity:

Opportunities can come fast at FMC, and from anywhere in the world. We're big, but not in comparison to some of our competitors. But we're fast and nimble. It's in our genes. When opportunities come up, management is ready to let you move fast.

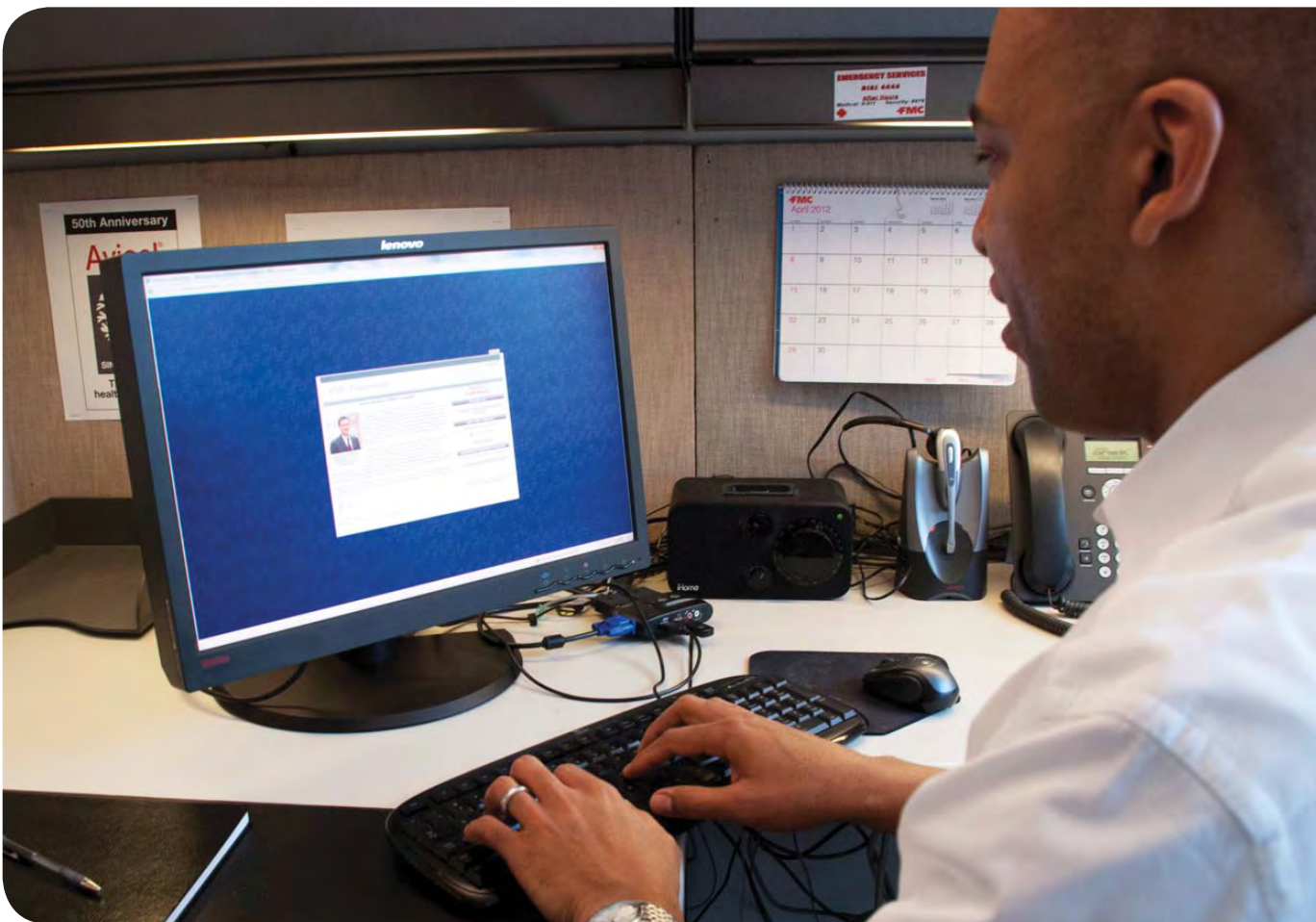
On What's Kept Him At FMC:

I enjoy the chemistry and engineering aspects of the job, and working with people in different cultures and at every level of their organizations. There's tremendous satisfaction in seeing the manufacturers who've been supplying us grow over the years and progress to become real industry leaders.

Comprehensive Training And Information Support

Training on general and specific topics in ethics is part of every FMC employee's experience. All new employees receive a copy of our Code and must certify in writing that they will comply with its provisions. New employees also receive online or classroom training within their first year of employment. FMC conducts training and recertification of all employees every three years. This training was conducted in 2011; 97 percent of employees successfully completed the Code training and recertification.

To supplement this support, we conduct focused training for employees on topics such as anti-discrimination and anti-harassment policies. Training on the Foreign Corrupt Practices Act is also conducted online and through training sessions conducted by the FMC Law Department. FMC human resource professionals are well versed in the local requirements where they operate. Both internal and external legal resources are available to our human resource professionals to support them in appropriately managing these important policies.





Innovative FMC educational programs in Brazil utilize performance art to instill daily habits of safety and responsibility among school children who become key influencers of their parents, primarily farmers who use our chemical products.



CHOOSING TO MAKE A DIFFERENCE

We're a chemical company, however, everything we do is about being a valuable part of a larger community. We are able to do business because we are trusted members of the community. We take an active role, both as individual employees and as a company.



What Community Means To FMC

FMC's community outreach and involvement comes in many forms. We offer several programs to encourage employee volunteerism and financial contribution, from our Dollars for Doers initiative that complements service with financial support, to helping feed families by supporting local food banks.

Community also means working and communicating with our neighbors. We work hard to build and maintain relationships through community outreach in the places where we operate. We strive for an open and honest dialogue, listening to community leaders and interested parties while providing information about our business at that location.



Our Philanthropy Program

In 2010, FMC created a Philanthropy Committee to oversee our philanthropic efforts and to expand our community outreach. The committee works to ensure that our charitable activities align with our business goals, philosophies and values. In addition, it helps ensure FMC contributions make a difference by supporting programs that have a measurable impact in the communities where our employees, business partners and other stakeholders live and work. In some cases FMC employees serve on the boards of charitable organizations.

We focus on programs, projects and agencies in targeted areas:

Education And Science: Support of science, technology, engineering and mathematics (STEM) is vitally important for technology and manufacturing-based companies such as FMC. The committee considers STEM partnerships with institutions of higher learning, as well as programs and projects that complement more broad-based education initiatives for children in FMC communities.

Health And Human Services: The committee considers programs and projects that benefit those least able to help themselves. Some agencies we support in this category include the American Red Cross and hunger-relief agency Philabundance.

Arts And Culture: We support education in and access to the arts and culture, to enrich the communities where we live and work.

Conservation And Environment: We focus on programs and projects that protect and preserve natural resources. In addition, initiatives that help demonstrate FMC's environmental stewardship are considered.

The scope of the committee's efforts goes beyond financial support. We encourage employees to volunteer and collaborate with business partners, community leaders and other stakeholders.

The committee provides governance through the review and approval of grant applications. It also evaluates the success of FMC's philanthropic efforts on an annual basis and reports on these efforts to our Executive Committee.

Supporting Our Communities

In 2011, FMC philanthropic contributions totaled more than \$1.1 million. This money flowed through a number of formal channels including:

- United Way match program, which accounted for roughly a third of the total in 2011. FMC also participates in Day of Caring, in which employees donate their time.
- Matching Gift program, in which contributions made by employees can be eligible for matching funds of up to \$10,000 per year to qualifying charities.
- Dollars for Doers, where employees volunteer their time and talent and the company provides financial support to the charitable organization based on the number of hours worked.
- Disaster relief, in which we establish special matching programs for major tragic events.
- Corporate support for charitable organizations and institutions in FMC locations worldwide.



Volunteering Where We Live And Work

As a leading global corporation, we have a legitimate role to play in helping to address important world issues. In many cases, this means direct involvement, whether it's charitable work or interaction with the leaders of today and tomorrow.

Teaching The Wonders Of Science: FMC supports the Science Leadership Academy (SLA), a magnet high school in Philadelphia formed as a partnership between The Franklin Institute science museum and the School District of Philadelphia. FMC contributed \$25,000 to underwrite Wednesdays @ The Franklin (W@TF), a mini-course curriculum for all SLA freshmen. The money also helps support mentoring, family memberships at The Franklin Institute, and youth staff counseling.

But far more valuable is FMC scientist participation in W@TF. For three and a half hours each Wednesday over the course of either four or eight weeks, SLA students experience the wonders of science directly from FMC researchers. That's the kind of shared experience that can leave a lifelong impression for all involved. And who knows... perhaps one day one of those students may become a valued coworker.

Nourishing A Community: Given that more than half of FMC's business is devoted to helping meet the global demand for food and better nutrition, FMC's partnership with Philabundance is a natural alliance. Philabundance is a local hunger-relief organization feeding approximately 65,000 people per week in the Philadelphia and Delaware Valley region.

Starting the summer of 2011, FMC began sponsoring the program's South Philadelphia Fresh for All, a farmer's market-like operation that provides approximately 250 families with free, fresh produce. FMC employees volunteer at the site one Friday of each month. Employees also stepped forward to pack food boxes at Philabundance's Hunger Relief Center and attend family volunteer nights, where employees and their children work together.

FMC values its alliance with Philabundance and plans to continue to contribute to the fight against hunger.

Matching Time With Money: This powerful idea of combining participation with monetary support extends to our charity work through the FMC Dollars for Doers program.

As an incentive to devote valuable personal time to worthy causes, the company offers a contribution to the charity where the volunteer is working for every hour an employee volunteers – up to \$1,000 per employee per year. The program was very successful in 2011. And we doubled the compensation rate to make an even bigger difference to the organizations our employees support.



FMC officers and staff volunteer at South Philadelphia's "Fresh For All" food market in support of hunger relief.

Expanding Our Philanthropy Horizon

In its first year, FMC's Philanthropy Committee focused on the coordination of philanthropy efforts in the United States. The committee is now working to expand its defined approach to coordinate FMC's philanthropy efforts globally. Independent of this coordination, FMC has long been active worldwide in its charitable efforts. The actions described below are just a few examples of how FMC works to make a difference in our communities around the world.

Offering Education And Opportunity: In Madagascar, FMC has an important partnership with local farm families who grow and harvest seaweed, a key raw material for our BioPolymer business. We value this relationship and work to support the community through education. In 2007, FMC built a school with funds donated by the company and employees. The Ecole Primaire la Pépinière de Nosy Ankao serves more than 50 students from ages 5 to 11. Previously, students had to learn their lessons in a grass building with no tables or chairs. There's now a full primary school covering six grades. FMC is proud that every child coming from La Pépinière who has taken the national secondary school entrance exam has succeeded.

Five teachers lead the classes at Nosy Ankao, and a parent-teacher organization oversees the school's operation. Four of the teachers are paid by FMC's supplier, and one by the government. The curriculum includes traditional subjects as well as topics such as sanitation, hygiene and water safety at the beach, along with environmental respect and conservation. Parents pay tuition costs from money they earn growing and harvesting the seaweed.

As many of the children's parents do not have a formal education and are unable to read, there are plans to expand the use of the school building to help them through adult education programs. We have already seen how the school has increased the sense of community and stability for the villages it serves. Through the adult school, we also hope to help farmers make their farms even more productive and keep their families safer, healthier and better nourished.



Footwear For Farmers: At FMC, we continuously work to increase the safety and productivity of our supply chains. For 23 years, we have trained seaweed farmers in Zanzibar in sustainable methods of growing seaweed that have increased their productivity fivefold. Additionally, we have provided boats that enable them to move 25 times more seaweed to dry ground in a single trip than they could using the traditional method.

Despite these advances, harvesting still requires the farmers to wade through shallow water where spiny sea urchins, stingrays and other dangerous marine animals can easily hurt an unprotected foot. To help address this concern, we created Footwear for Farmers, a campaign driven by employee donations. In 2011 FMC raised enough to provide more than 1,700 seaweed farmers in Madagascar and Zanzibar with protective footwear.

Fighting A Dreaded Disease: Communities in several regions of Africa also face the very real threat of malaria. The World Health Organization estimates this disease kills nearly 1 million children in Africa before they reach their fifth birthday. FMC employee donations enabled the purchase of more than 2,000 nets for the Zanzibar communities that supply seaweed to FMC. The nets provided have a special coating that also helps to control the mosquito population, protecting not only the people sleeping under them but also the entire community.

FMC coordinated the distribution of the nets with the President's Malaria Initiative, a U.S.-led effort launched in 2005 with the goal of cutting malaria-related deaths in Sub-Saharan Africa by 50 percent. The program has already been credited with reducing the incidence of malaria in Zanzibar by 87 percent.

7 Habits Of Responsibility: In South America, FMC launched "Working with Responsibility," an innovative social and environmental awareness program built on our product stewardship program. In partnerships with universities, technical colleges, social committees, opinion leaders and others, we work to find the best ways to promote the safe, responsible use of chemical products.



The result was the “7 Habits of Responsibility,” a simple set of easy-to-understand, easy-to-remember steps to make safety and responsibility a daily habit for anyone working with chemicals, especially farmers. The socially innovative aspect of this messaging is in the delivery. Rather than only communicating the habits directly with the farmers, we bring the message into homes, schools and local businesses in order to create an understanding and appreciation of safety practices throughout the broader community where our farmers live. Due to the program’s success, we are expanding it into Asia.

FMC’s Community Outreach

FMC believes that to be a responsible member of the community it is necessary to be a good neighbor. That’s why we support community outreach and engagement in the places where we operate. These local efforts are led independently by the leaders and employees at each manufacturing site, research and development facility and business office.

A few examples of our programs include:

- Community Advisory Panels
- Community work days and similar social service involvement
- Plant open houses
- Interaction with Chambers of Commerce and other business organizations
- Direct discussions with government officials
- Media information support
- Active involvement with local emergency response agencies

These programs build strong local relationships with leaders, interested groups and the public at large. Through direct contact, we are able to better understand our community’s needs and provide clear and accurate information about FMC and what we do.

See pages 46-47 for examples of our community outreach efforts.

Awards And Recognition

In recent years, FMC has been recognized with the following awards in the areas of safety, social responsibility and overall work environment.

- FMC was recognized as one of the Best Companies to Work for in Brazil for the seventh consecutive year by Exame Magazine.
- FMC was recognized as a Socially Responsible Company by the Mexican Center for Philanthropy (CEMEFI) for the fourth consecutive year.
- FMC Lithium India received the Department of Factories Award in recognition for carrying out operations without a recordable accident in 2010 – 2011.
- The Committee for National Responsible Care Indonesia (KNRCI) awarded FMC the Golden Award for practicing six responsible care codes.
- FMC was recognized as a Top Workplace in the Philadelphia region for 2010, 2011 and 2012.



Memberships In Associations And Industry Groups

FMC belongs to a number of associations that help us understand the needs of customers, advance research, establish and maintain professional standards, learn about issues facing our industry, and advocate for members' common interests. We belong to a large number of organizations worldwide.

The following is a sampling of our memberships:

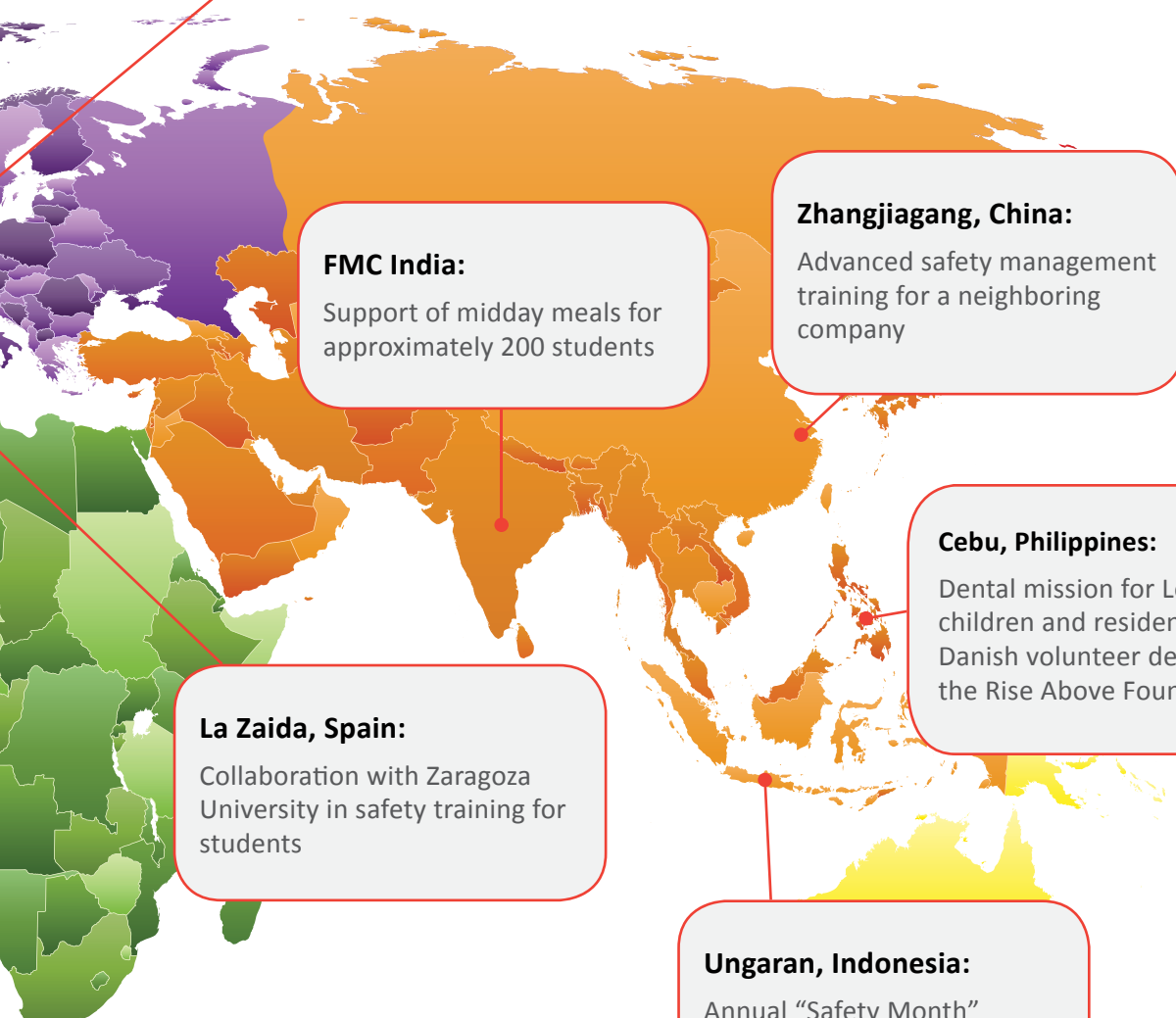
- American Chemistry Council
- American Cleaning Institute
- Brazil-U.S. Business Council
- Business Roundtable
- CropLife (associations globally)
- Glass Packaging Institute
- Industrial Minerals Association – North America
- International Food Additives Council
- National Association of Manufacturers
- Public Affairs Council
- RISE: Responsible Industry for a Sound Environment
- US-China Business Council



MAKING AN IMPACT NEAR AND FAR

Displayed here are a few examples of FMC's outreach efforts.





Delfzijl, Netherlands:

Working with other companies and municipal leaders to reduce noise levels

FMC India:

Support of midday meals for approximately 200 students

Zhangjiagang, China:

Advanced safety management training for a neighboring company

Cebu, Philippines:

Dental mission for Looc school children and residents with Danish volunteer dentists and the Rise Above Foundation

La Zaida, Spain:

Collaboration with Zaragoza University in safety training for students

Ungaran, Indonesia:

Annual "Safety Month"
Emergency Response training and drills with community, medical service and police departments



A BENCHMARK

We are pleased to present our inaugural Sustainability Report, illustrating to our stakeholders FMC's contributions to sustainability in the areas of growing innovation, fostering safety, minding our resources, nurturing talent and cultivating community.

ABOUT THIS REPORT

For more information about FMC or this report, please contact Tom Schneberger (sustainability.info@fmc.com).



We followed the Global Reporting Initiative (GRI) G3.1 Sustainability Reporting Guidelines in preparing this report and have had it GRI-checked to an Application Level B. The disclosures and performance data in this report address FMC's globally owned and managed facilities and assets for the fiscal year 2011, unless otherwise noted, and do not address joint ventures or other business partnerships. Going forward FMC plans to report our sustainability performance objectives, goals and progress annually. We welcome your questions, comments and feedback.

Our Materiality Process

In this report, we discuss the sustainability issues we believe to be of most interest to our stakeholders that are also relevant to FMC's long-term business objectives. We selected report content by evaluating the potential impacts and opportunities associated with current and emerging sustainability issues, trends and developments and our ability to influence these issues within the context of our business. We also relied on global voluntary reporting and industry standards including the GRI G3.1.

To further refine the process of selecting content, we pooled issues from a list compiled from the GRI's general list of issues and CERES 21st century roadmap and grouped them into categories typical of the sustainability impacts that are germane to chemical companies, agricultural companies and mining companies. High priority issues were determined by using a five-test analysis that rated each issue based on its significance to stakeholder groups and cumulative business impact on FMC.

Stakeholder Engagement

FMC engages with numerous stakeholders as a regular business practice. Examples of our engagement efforts are presented throughout this report. As part of the reporting process, we received input from customers, distributors, employees, NGOs, industry associations, suppliers, business partners, investors, government officials and the general public. This feedback was aggregated as a part of our materiality assessment to determine the content of this report. Based on our assessment we determined the following categories to be material and have addressed each of these in this report: sustainability business strategy, safety, innovation in products and

services, green chemistry and products, serving emerging markets, financial performance, environmental impacts and resource efficiency, product safety, talent management, labor relations and community relations.

FMC is in the process of reviewing our existing stakeholder engagement efforts to identify improved methods for dialogue.

Relevant Sustainability Issues

Our materiality test includes five categories of impact. They are:

Financial Impacts/Risks

Issues posing a potential financial impact or risk in the short-, medium- or long-term

Legal/Regulatory/Policy Drivers

Issues being shaped by emerging or evolving government policy and regulation

Peer-Based Norms

Issues our industry peers tend to report on and recognize as important business drivers

Stakeholder Concerns and Societal Trends

Issues of high importance to stakeholders, including communities, NGOs and the general public, and/or issues that reflect social and consumer trends

Opportunity For Innovation

Areas of potential for innovative solutions to benefit the environment, customers and other stakeholders; demonstrate sector leadership; and create competitive advantage



GRI INDEX

Standard Disclosures	Page or Information Link
1. Strategy and Analysis	
1.1 CEO's statement	2011 Sustainability Report pp. 2-3
1.2 Key impacts, risks and opportunities	2011 Sustainability Report pp. 4-5; 2011 Annual Report pp. 13-14
2. Organizational Profile	
2.1 Name of the organization.	FMC Corporation
2.2 Primary brands, products, and/or services.	2011 Sustainability Report pp. 1, 3; 2011 Annual Report pp. 13-14
2.3 Operational structure of the organization.	2011 Sustainability Report pp. 1, 3; 2011 Annual Report pp. 1-10
2.4 Location of organization's headquarters	Philadelphia PA, USA
2.5 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	2011 Sustainability Report pp. 1, 3; 2011 Annual Report pp. 1-10
2.6 Nature of ownership and legal form.	2011 Annual Report p. 1
2.7 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	2011 Sustainability Report pp. 1, 3; 2011 Annual Report pp. 1-10
2.8 Scale of the reporting organization.	2011 Annual Report pp. 1-10
2.9 Significant changes during the reporting period.	2011 Annual Report pp. 1-10
2.10 Awards received in the reporting period.	2011 Sustainability Report p. 44
3. Report Parameters	
3.1–3.3 Reporting parameters.	2011 Sustainability Report pp. 48-49
3.4 Contact point.	2011 Sustainability Report pp. 48-49
3.5 Process for defining report content.	2011 Sustainability Report pp. 48-49
3.6 Boundary of the report.	2011 Sustainability Report pp. 48-49
3.7 Limitations on the scope or boundary of the report.	2011 Sustainability Report pp. 48-49
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	2011 Sustainability Report pp. 48-49
3.9 Data measurement techniques and the bases of calculations.	2011 Sustainability Report pp. 48-49
3.12 Standard report disclosures.	2011 Sustainability Report pp. 50-53
3.13 External assurance policy and practice.	We are not seeking external assurance of our Sustainability Report at this time, but plan to do so in the future.
4. Governance, Commitments, And Engagement	
4.1 Governance structure of the organization.	FMC .com: Committee Composition (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-govcommcomp)
4.2 Indicate whether the Chair of the highest governance body is also an executive officer.	FMC.com: Leadership Team (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-govmanage)
4.3 Number of members of the highest governance body that are independent and/or non-executive members.	Board of Directors: http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-govboard
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	2012 Proxy Materials (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-irhome); FMC.com: Shareholder Services (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=proxy)

Standard Disclosures	Page or Information Link
4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives and the organization's performance.	2012 Proxy Materials (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-irhome)
4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided.	2012 Proxy Materials (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-irhome)
4.7 Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees.	2012 Proxy Materials (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-irhome)
4.8 Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental and social performance and the status of their implementation.	FMC Code of Ethics and Business Conduct (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-irhome)
4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance.	Charter of the Audit Committee of the Board Directors (http://media.corporate-ir.net/media_files/irol/11/117919/pdf/AuditCommitteeCharter-1030904.pdf); 2012 Proxy Materials
4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	2012 Proxy Materials (http://phx.corporate-ir.net/phoenix.zhtml?c=117919&p=irol-irhome)
4.11 Explanation of whether and how the precautionary approach or principle is addressed by the organization.	2011 Sustainability Report p. 5
4.12 Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses.	American Chemistry Council Responsible Care Management System; Multiple ISO certifications at manufacturing locations globally
4.13 Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	2011 Sustainability Report p. 45
4.14–4.17 Stakeholder engagement	2011 Sustainability Report pp. 2-3, 48-49 Our stakeholder engagement activities vary in frequency, and range from customer surveys (pp. 12-13) to multi-stakeholder panels (p. 35). See pages 12, 13, 26, 31, 32-26, and 44-54 for more examples.
Management Approach And Performance Indicators	
Economic Disclosure on Management Approach (2011 Sustainability Report p. 4; 2011 Annual Report)	
EC1 Direct economic value generated and distributed.	2011 Sustainability Report pp. 4-5, 40; 2011 Annual Report p. 38
EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change.	2011 Sustainability Report pp. 4-5, 16; 2011 Annual Report p. 32
Environmental Disclosure on Management Approach (2011 Sustainability Report pp. 14-15)	
EN3 Direct energy consumption by primary energy source.	2011 Sustainability Report p. 14
EN4 Indirect energy consumption by primary source.	2011 Sustainability Report p. 14
EN8 Total water withdrawal by source.	2011 Sustainability Report p. 14
EN16 Total direct and indirect greenhouse gas emissions by weight.	2011 Sustainability Report p. 14
EN20 NOx, SOx, and other significant air emissions by type and weight.	2011 Sustainability Report p. 14
EN22 Total weight of waste by type and disposal method.	2011 Sustainability Report p. 14
EN23 Total number and volume of significant spills.	2011 Sustainability Report p. 24
EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	2011 Sustainability Report pp. 9-13

Standard Disclosures	Page or Information Link
Labor Practices Disclosure on Management Approach (2011 Sustainability Report pp. 31-32, 34)	
LA1 Total workforce by region and employment type	2011 Sustainability Report p. 1
LA2 Total number and rate of new employee hires and employee turnover by age group, gender, and region.	2011 Sustainability Report p. 35
LA3 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	FMC.com: Careers (http://www.fmc.com/careers/Benefits.aspx)
LA4 Percentage of employees covered by collective bargaining agreements.	Approximately one-third of our workforce is covered by collective bargaining agreements, around the world. Since 2001, all of our contracts have been successfully renegotiated without work stoppages (2011 Annual Report p. 12)
LA7 Rates of injury, lost days, and work-related fatalities	2011 Sustainability Report p. 24
LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	2011 Sustainability Report p. 34
LA13 Composition of governance bodies and breakdown of employees by indicators of diversity	2011 Sustainability Report p. 35
Human Rights Disclosure on Management Approach (2011 Sustainability Report pp. 36-37)	
HR3 Total hours of employee training on policies and procedures concerning aspects of human rights.	2011 Sustainability Report pp. 36-37; Over 3500 hours has been spent on this training (further described in text)
Social Disclosure on Management Approach (2011 Sustainability Report pp. 36-37, 39-40)	
SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs	We work to engage the local community at all of our sites around the world; see 2011 Sustainability Report pp. 39-47 for examples.
SO2 Percentage and total number of business units analyzed for risks related to corruption.	Under FMC's rigorous anti-corruption risk assessment program, one hundred percent of FMC business units are analyzed for risk related to corruption.
SO3 Percentage of employees trained in organization's anti-corruption policies and procedures.	All FMC employees located throughout the world receive basic training for legal compliance and ethical behavior, including anti-corruption training. Those management and non-management employees who are in commercial positions and those who have contact with government officials receive additional, more focused anti-corruption training.
Product Responsibility Disclosure on Management Approach (2011 Sustainability Report pp. 27-29)	
PR1 Assessment of health and safety	2011 Sustainability Report pp. 27-29
PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	2011 Sustainability Report p. 9

The following indicators are partially reported: EC1, LA1 and LA2. All other indicators are fully reported.



Statement GRI Application Level Check

GRI hereby states that **FMC Corporation** has presented its report "2011 Sustainability Report" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level B.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines.

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, April 2nd 2012

Nelmara Arbex
Deputy Chief Executive
Global Reporting Initiative



The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on March 22nd 2012. GRI explicitly excludes the statement being applied to any later changes to such material.



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Milton Steele
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