2023 SUSTAINABILITY REPORT

FROM THE GROUND UP

FMC
An Agricultural Sciences Company

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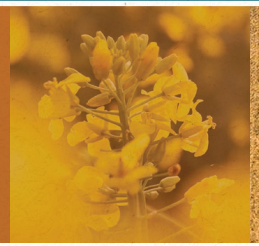
PROTECTION
INNOVATION



ENGAGEMENT


ABOUT THIS REPORT & REPORTING FRAMEWORKS

FMC REPORTING AND CONSOLIDATION PRINCIPLES

Our annual sustainability report continues to be an important tool for engaging key stakeholders. The environmental and safety metrics in this report include all sites under FMC's operational control in 2023. All greenhouse gas (GHG) emissions are reported following the guidance in the GRI Standards and, as allowed by the GRI Standards, measured based on the Greenhouse Gas Protocol.

EXPLORE FMC.COM/SUSTAINABILITY

We invite you to visit our website for more information. There, you can access past FMC reports, as well as FMC policies and statements on several important topics, including climate change, human rights, supplier code of conduct and animal welfare.

REPORTING FRAMEWORKS

Detailed reporting framework indices can be found in our Digital ESG Appendix - Governance.

Global Reporting Initiative (GRI)
This report and our web-based content at FMC.com/sustainability have been prepared following the guidance in the GRI Standards.

United Nations Global Compact (UNGC)
UNGC is a principle-based framework for global companies committed to responsible business practices in the areas of human rights, labor, environment and anti-corruption. FMC became a signatory to the UNGC in 2015. This report represents our ninth Communication on Progress in support of the UNGC principles.

Task Force on Climate-Related Financial Disclosures (TCFD)
FMC reports climate-related financial information as recommended by TCFD as part of this report and Climate Transition Plan.

Sustainability Accounting Standards Board (SASB)
FMC reports following guidance from SASB, which provides industry-specific standards for companies across all sectors to disclose relevant and material sustainability key performance indicators, to the extent that the information is presented in the SASB Index.

CDP

CDP is a global disclosure system that allows investors, companies, cities, states and regions to manage their environmental impacts. FMC has been reporting to CDP since 2016. In 2023, FMC received an A- on Climate Change and an A on Water Security. Read more at fmc.com/en/cdp-responses.

EXTERNAL ASSURANCE

FMC engaged KPMG to provide limited assurance in relation to specified 2023 environmental and safety metrics. The scope of this assurance includes total Scopes 1 and 2 GHG emissions, total Scope 3 GHG emissions (including Categories 1, 2, 3, 4, 5, 6, 7, 8, 9 and 12), renewable and non-renewable energy, waste (generated, disposed and beneficially reused), water (withdrawals, discharges and consumption) and safety (TRIR, LTIR, tier 1 and tier 2 process safety events and fatalities). The Independent Accountants' Review Report is on page 35 and the complete list of metrics and notes assured is available on page 59.

MATERIALITY

The information and topics covered in this report were guided by our 2022 biannual materiality assessment, which was completed in accordance with the GRI Standards. This assessment was accomplished through surveys with stakeholders. Further details on this assessment and the materiality matrix can be found at FMC.com/sustainability.

A MESSAGE

FROM MARK DOUGLAS

President and Chief Executive Officer

In 2023, we initiated a strategic planning process that would establish and guide the next chapter in FMC's growth journey. The exercise challenged us to reflect, question assumptions and think critically about what really matters to us, our customers and our shareholders. What remained constant is our unrelenting focus on innovation and sustainability. These are important drivers of FMC's performance and growth, and they are how we contribute to a better future for people and the planet.

Innovation fuels our success, and we are constantly pursuing new technologies that meet the evolving needs of farmers. By any measure, their job is getting harder. Farmers around the world increasingly face temperature and rainfall extremes, making reliable production an even greater challenge. In 2023, the planet experienced its hottest year on record and the impacts on agricultural productivity sent commodity prices soaring. Innovative, sustainable crop protection solutions are needed to secure farmers' livelihoods and produce affordable, nutritious food for a growing world population.

As we continue to respond to the impacts of climate change on our business, we are also evaluating the impacts of our business on nature. This year, FMC became one of the first Early Adopters of the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations, demonstrating our commitment to integrate nature impacts, dependencies, risks and opportunities into our decision-making processes.

Our 2023 sustainability report offers a variety of examples and stories of how we continue to invest in innovation and sustainability. Here are a few of the highlights:

- FMC introduced new technologies, including Dodhylex™ active, a new herbicide for rice and the first with a new mode of action in over three decades.
- We invested in our Plant Health business, including the expansion of our biological facilities and greenhouses at the FMC European Innovation Center in Denmark. This investment increases our capacity to discover new nature-based active ingredients and technologies.
- We increased our use of renewable energy and significantly reduced waste in manufacturing. Since 2021, FMC reduced greenhouse gas emissions (Scopes 1 and 2) by 18% and also cut emissions across our value chain by 27%, in line with our goal to become net-zero by 2035.
- We supported women-led businesses in Africa through a mentorship program led by the UN Food and Agriculture Organization (FAO) and International Agri-Food Network (IAFN). FMC's mentees are behind innovative solutions in agtech, health and nutrition, and green transportation.
- We launched several programs and initiatives to improve the wellbeing of employees and people across our supply chain, including expanding access to LGBTQ+ resources, investing in education and development for women and youth, and supporting essential services for people in need.

We have made tremendous progress over the last several years, a testament to the passion and commitment of our people. I invite you to explore the stories in this report to learn more about how employee-driven sustainability efforts are contributing to our long-term goals and helping FMC build a more sustainable future – ***From the Ground Up.***

MARK DOUGLAS

President and Chief Executive Officer

FMC Corporation

COMPANY OVERVIEW

FMC is an agricultural sciences company that advances farming through innovative and sustainable crop protection solutions. From our industry-leading discovery pipeline, to novel biological and precision technologies, we are passionate about the power of science to solve agriculture's biggest challenges.

FMC employs approximately 6,600 employees at more than 100 sites across North America, Europe, the Middle East, Africa, Latin America and Asia Pacific. Our six Core Values — Customer-Centricity, Sustainability, Respect for People, Safety, Integrity, and Results Driven — define who we are and how we do business. Read more about our Governance and Operating Principles at FMC.com/sustainability or in our Digital ESG Appendix - Governance.

2023 Financial Performance Summary

For the year ending December 31, 2023, FMC Corporation recorded the following results:

$4.49
Annual Revenue
(billions)

$1,321
GAAP Net Income
(millions)

$978*
Adjusted EBITDA
(millions)

$10.53
GAAP Earnings
Per Diluted Share

$3.78*
Adjusted Earnings
Per Diluted Share

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

Global Footprint

As of December 31, 2023

- **4** Major Innovation Centers
- **21** Manufacturing Sites
- **7%** R&D Spend as % of Revenues

A Global Workforce

As of December 31, 2023

Main Product Lines

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

OUR SAFETY COMMITMENT

2023 was a remarkable year at FMC with respect to safety performance. We had an annual total recordable injury rate (TRIR) of 0.05, our lowest on record. A company of our size and complexity cannot deliver this kind of exceptional safety performance without each individual being fully committed to working safely every day.

FMC's culture of safety is built on our TH!NK.SAFE. Manifesto, which was launched more than a decade ago. It serves as a constant reminder that safety is a value that we must live by at work, at home and on the road. With TH!NK.SAFE. in mind, we are continuously identifying opportunities to improve our operations and implement processes that safeguard the health and wellbeing of our employees, customers and neighbors.

TH!NK. SAFE.

FMC's **New Leader Review** process ensures every manufacturing site leader has proper knowledge of **Environmental, Health and Safety (EHS)** systems at their locations. As part of this process, new leaders must demonstrate the following within the first six months of assuming their position:

- Knowledge of potential EHS issues or concerns at their location
- Knowledge of safeguards in place to prevent or mitigate EHS issues or concerns
- Understanding of EHS permits and legal requirements
- Knowledge to effectively lead their Management of Change process
- Understanding of any current variances to EHS requirements and plans in place to resolve them

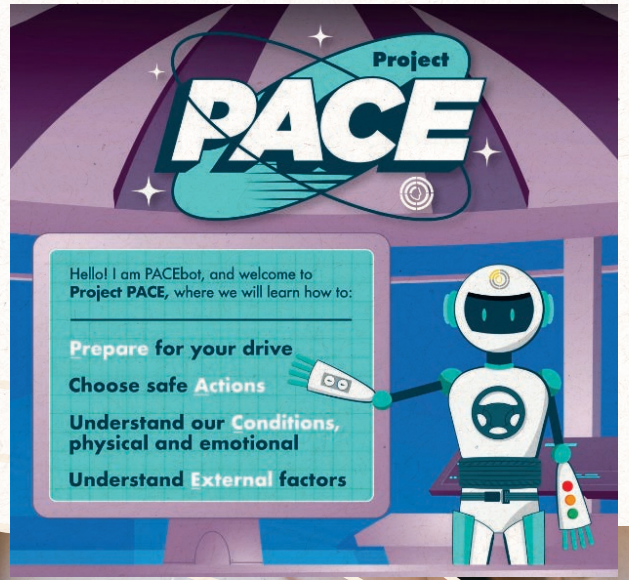
New leaders demonstrate their knowledge and understanding of these areas by presenting to a review panel of experts in EHS, operations and process technology. Requiring new leaders to complete this process ensures they are prepared for any EHS issue that may occur.

PROCESS SAFETY

At FMC, we are committed to protecting the safety and wellbeing of employees, contractors and communities at and around our sites through rigorous **Process Safety Management**. In 2023, we continued to improve process safety in our operations through process hazard identification and mitigation programs. We conducted 20 evaluations of existing processes and 50 additional evaluations related to process changes, capital projects and new product introduction. As a result of this and continuous reporting and prevention of small incidents, we remained injury free from process safety incidents and significantly reduced spills.

PROJECT PACE

In response to an increase in motor vehicle accidents, our 2023 TH!NK.SAFE. campaign, **Project PACE**, focused on safe driving. PACE emphasized four key actions: **P**repare for your drive, Choose safe **A**ctions, Understand your **C**onditions (physical and emotional), and Understand **E**xternal factors. Employees followed PACEbot as it demonstrated how FMC employees can TH!NK. SAFE. behind the wheel. The campaign covered many topics related to driver safety, including driving preparedness, defensive driving and conditions such as driver fatigue and weather.



Safety Milestones

20+ years incident-free

- Calgary, Canada
- Song Than, Vietnam

10+ years incident-free

- Jinshan, China
- Lahore, Pakistan
- Tuas, Singapore

SUSTAINABILITY PRIORITIES

When we established a new vision for sustainability in 2021, we wanted to be more focused and intentional about aligning goals and metrics to our impact as an agricultural sciences company. We identified three key pillars - **Protection**, **Innovation** and **Engagement** - to define and guide our company's efforts related to the environment, sustainable innovation and social impact.

Our sustainability priorities support these pillars with goals, targets and initiatives to drive progress across our company and industry.

Sustainable Innovation

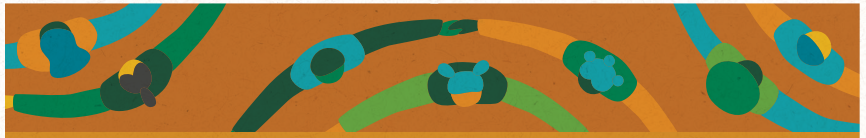
We invest in new crop protection solutions that help farmers boost yields, build resilience and better protect the environment and biodiversity. Our portfolio of modern chemistries, biologicals and precision technologies improves productivity while supporting sustainable farming around the world.

Climate

We are taking bold action to address climate change and its impacts by cutting emissions across our value chain and working toward our goal of becoming a net-zero company by 2035.

Nature

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



Diversity, Equity and Inclusion

We strive to create a diverse and inclusive company where employees feel respected and valued, find purpose in their work and can grow and contribute to their fullest potential. We are committed to advancing gender and racial equity within our company and across the agriculture industry.

Rural Livelihoods

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

Today, climate change continues to intensify, making it more difficult to grow crops and putting farmers' livelihoods at risk. Water resources are being depleted as precipitation patterns become more irregular. Millions of people have been displaced due to conflict, scarce resources and climate-related disasters. As a result, more than 700 million people worldwide are living with hunger.

In light of these challenges, our sustainability priorities are more important than ever. From our work to reduce emissions, to helping farmers adapt to climate change, to strengthening rural communities across the globe, FMC continues to pursue meaningful actions that yield real results.

2023 PROGRESS ON GOALS

In 2023, we continued to make progress on our 2025 sustainability goals, 2027 workforce diversity goals and 2035 environmental goals. Data is presented below and in our Digital ESG Appendices.

2025 SUSTAINABILITY GOALS		2023 STATUS
Innovation	**100% R&D SPEND** on sustainably-advantaged products	**99%**
Safety	**<0.1 TOTAL** Recordable Incident Rate (TRIR)*	**0.05**
Community Engagement	**100%** on the Community Engagement Index	**93%**

2027 WORKFORCE DIVERSITY GOALS**		
Black/African American Representation	**14%** in the U.S. workforce	**10%**
Female Representation	**50%** in the global workforce	**32%**

2035 ENVIRONMENTAL GOALS			
GHG Emissions	**NET-ZERO** from a 2021 base year	**-18%** Scopes 1 & 2 (Market based)	**-27%** Scope 3
Waste to Beneficial Reuse	**100%**	**75%**	

*TRIR reporting includes FMC employees and supervised contractors.

**FMC is expanding its diversity, equity and inclusion goals to attract, retain and develop diverse talent while continuing to build a culture that embraces diverse backgrounds and experiences globally. This will be the last time that FMC reports on the 2027 Workforce Diversity Goals.

United Nations Sustainable Development Goal Alignment

PROTECTION

For more than a decade, we have been working to improve our company's environmental footprint, taking important steps to protect and restore the land and resources we depend on to manufacture our products. Environmental sustainability is embedded in our operations and culture. FMC's global Environmental Sustainability Workgroup is a good example of how we integrate business and sustainability. The Workgroup was established in 2022 to drive improvements in emissions, energy, water and waste. It is led by employees responsible for managing the company's energy portfolio, maintaining equipment, improving production processes, sourcing materials and optimizing packaging, logistics and fleet. Across the company, employee-driven sustainability efforts are contributing to our long-term goals and helping FMC become a more efficient and sustainable company.

For more information on the Workgroup structure, refer to our **Digital ESG Appendix - Climate Transition Plan**.

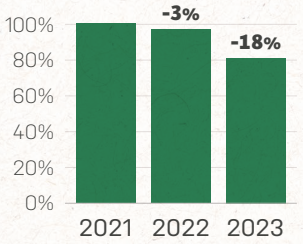
Our Environmental Goals

NET-ZERO
Absolute GHG Emissions
by 2035

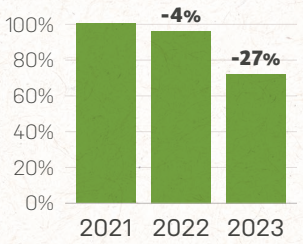
100%
Waste to Beneficial Reuse
by 2035

100% OF SITES
Implement Sustainable Water Practices
by 2035

Scopes 1 & 2 GHG Emissions

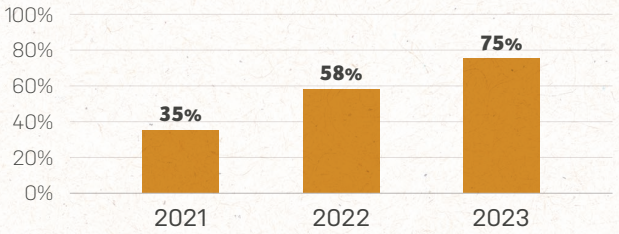


Scope 3 GHG Emissions



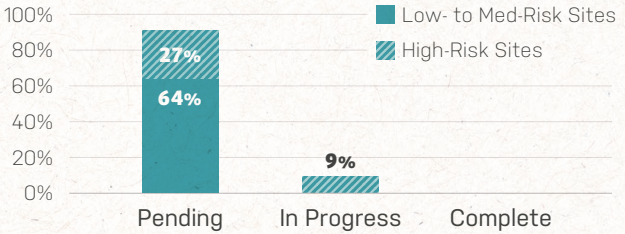
In 2023, we reduced 0.5M tCO_2e,* achieving a cumulative 18% reduction in Scopes 1 & 2 emissions and 27% reduction in Scope 3 emissions from a 2021 base year. A significant decrease in production volumes drove a portion of our Scopes 1 & 2 and a majority of our Scope 3 reductions. We also made progress by improving our global energy portfolio and energy efficiency. Notably, we secured 100% of the electricity for our Mobile, Alabama, site from wind power via bundled Renewable Energy Certificates (RECs).

Waste to Beneficial Reuse



Reducing, reusing, recycling and recovering materials is good for our business and the environment. In 2023, we continued to improve waste circularity in our operations, beneficially reusing 45,000 metric tons of waste. Much of this was due to the sale of waste by-products that would otherwise go to a landfill. Our sites are continually identifying opportunities to reduce waste generation and turn waste materials into valuable commodities.

2023 Water Status - Operating Sites



FMC is committed to implementing sustainable water practices at our sites. Last year, we improved water efficiency by 25% at our high-risk sites by installing technologies to recover solvents and treat and reuse water on-site. In addition, we continue to make improvements in water management that increase our sites' resiliency during extreme weather events.

*Metric tons of carbon dioxide equivalent

2023 Highlights

19%
Renewable Energy Used

4%
Energy Efficiency Improvement
(Manufacturing Sites)

366
Suppliers assessed by EcoVadis
(~12% of Scope 3 coverage)

14,000mt
Waste Reduced
(compared to 2022)

60,000M³
Water Re-Used
(at 2 zero-liquid discharge sites)

14,000M³
Rainwater Harvested
(at 3 sites)

Climate Transition Plan

In 2023, the planet experienced its hottest year on record with global temperatures nearing 1.5 degrees Celsius above pre-industrial levels – a threshold the Paris Agreement aimed to avoid. Crops including rice, soybeans, potatoes and olives were among the hardest hit by prolonged heat and drought, heavy rains and flooding. In countries where food production is dependent on small-scale farmers, weather-related impacts on agricultural productivity has intensified the growing food crisis. **Experts believe that global emissions must be cut nearly in half by 2030 to keep 1.5 degrees Celsius within reach and avoid the worst effects of climate change.** That's why we're committed to reaching net-zero by 2035.

To achieve net-zero with the Science Based Targets initiative (SBTi), we must reduce absolute emissions by a minimum of 90%. The remaining 10% will be neutralized through carbon removal projects.

FMC's GHG emissions are closely tied to our business performance. In 2023, we experienced lower revenue and production volumes, which contributed to significant emissions reductions – particularly in Scope 3. As we plan for future business growth, we are preparing to offset emissions increases by improving energy efficiency in manufacturing and using more clean energy.

Ongoing energy efficiency projects at our sites have reduced emissions while delivering significant cost savings for the company. Incremental improvements, like upgrading equipment, reducing run times and improving cleanout processes, are cost effective ways to drive noticeable reductions in GHGs. In addition, we are working to increase our use of wind, solar and biofuels from a diversified portfolio of solutions that includes Power Purchase Agreements (PPAs), Renewable Energy Certificates (RECs) and Energy Attribute Certificates (EACs) as we transition to longer-term solutions.

Electrification of our fleet and manufacturing equipment will occur over time as technology advances and the infrastructure, availability and affordability of clean electricity improves.

Our approach to reducing Scope 3 emissions is more complex and engagement with our suppliers is critical. We have developed a strategy that focuses on our direct chemicals suppliers, as these are the source of most of our Scope 3 emissions. We are also working with our procurement, manufacturing and research and development teams to identify opportunities to use materials more efficiently and, where feasible, transition to less carbon intensive ones. For more on Scope 3, see **page 12**.

As we execute on our Climate Transition Plan, we will continue to evaluate our value chain (upstream and downstream) and capitalize on opportunities to reduce emissions in our core business processes.

For more details on FMC's Climate Transition Plan, see our **Digital ESG Appendix - Climate Transition Plan**.

NET-ZERO ROADMAP

2021 → 2035

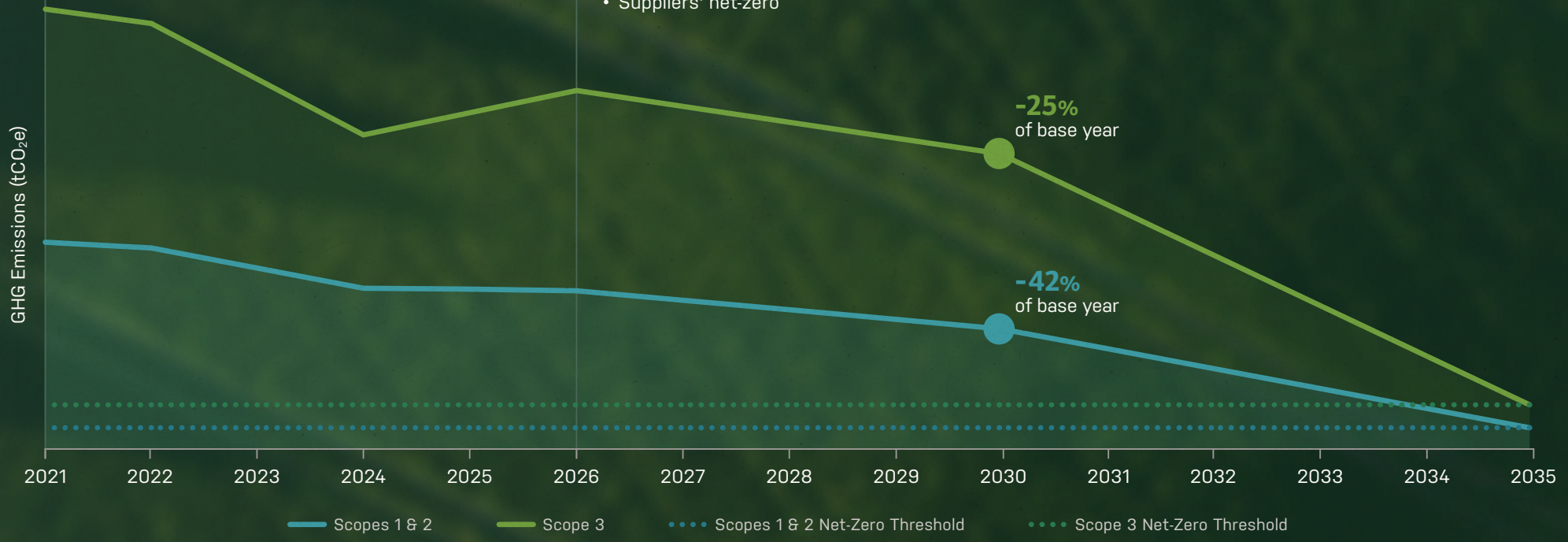
SCOPES 1 & 2
- Energy efficiency
- Clean and renewable energy

SCOPE 3
- Waste circularity
- Green and efficient use of materials
- Strategic supplier engagement
- Logistics route optimization and mode switch

2026 → 2035

SCOPES 1 & 2
- Manufacturing and fleet electrification
- Alternative fuels

SCOPE 3
- Logistics fuel switch
- Emerging technologies
- Direct chemical energy initiatives
- Suppliers' net-zero



Note: Our net-zero targets require 90% absolute reduction in GHG emissions from a 2021 base year. Business growth is embedded in our Scopes 1 & 2 and Scope 3 projections.
Scopes 1 & 2 GHG emissions are 1:1 scale and Scope 3 GHG emissions are 10:1 scale for visual purposes.
All forward-looking data is estimated and subject to change.
For the complete Climate Transition Plan, including definitions of terms and descriptions of actions, see our **Digital ESG Appendix - Climate Transition Plan**.

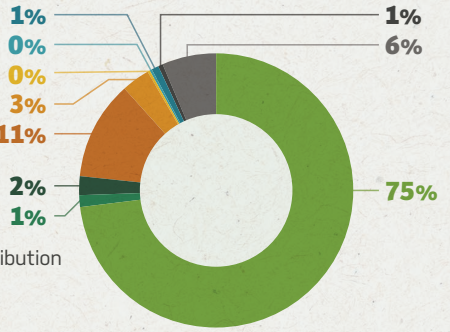
Addressing Scope 3 Emissions

Scope 3 emissions are all indirect emissions from sources not owned or controlled by FMC. They include leased assets, purchased goods and services, and business travel and employee commuting. **Scope 3 comprises 92% of our total emissions with the largest contributors in Purchased Goods and Services and Upstream Transportation and Distribution.** Two additional categories of Scope 3 emissions – Waste Generated in Operations and Fuel and Energy Related Activities – are tied directly to our environmental goals. As we increase waste circularity and energy efficiency, related emissions will decrease.

SCOPE 3 MEASUREMENT

A significant challenge in setting and achieving a net-zero target is the ability to accurately measure Scope 3 emissions. We are tackling this by focusing on emissions from purchased goods and services – specifically the raw materials used to make our products (otherwise referred to as Direct Chemicals). We have implemented a process to map material-specific emission factors to each molecule. Over time, we will enhance the process by using supplier-specific emission factors, which will help us better understand the GHG impact of our purchasing decisions.

Base Year (2021) Scope 3 GHG Emissions *by Category*



We are also transitioning to activity-based methodology for relevant Scope 3 categories. This provides a clearer, more accurate picture of our emissions landscape, including where we need to prioritize our efforts with suppliers. For example, in 2023, we focused on a group of logistics suppliers representing 48% of our total Category 4 Upstream Transportation and Distribution emissions. This allowed us to account for our annual reductions from optimizing transportation modes and routes as well as using cleaner energy sources.

This level of detail in our Scope 3 data helps us focus on the biggest contributors to those emissions in the near-term, then scale up to accelerate decarbonization of our supply chain to meet our long-term goals. Additional details on our Scope 3 GHG emissions metrics and methodology by category can be found in our Digital ESG Appendix - Governance.

SUPPLIER ENGAGEMENT

Our suppliers play a critical role in our journey to net-zero. We are partnering with **EcoVadis** – one of the world's largest providers of business sustainability ratings and a leading supplier evaluation platform – to develop a broader supplier engagement strategy around ESG. A total of 366 FMC suppliers have been assessed by EcoVadis, covering approximately 12% of our Scope 3 base year emissions.

In 2023, we conducted an analysis of Direct Chemicals and Logistics suppliers to determine which would be onboarded in FMC's first wave of the EcoVadis ESG assessment. In our first year of engagement with EcoVadis, an additional 35 of our suppliers completed their assessment – representing a 70% success rate. These assessments help our suppliers establish action plans to improve their ESG performance and also increase transparency across our value chain.

Sourcing green and less carbon intense materials is a critical means of reducing Scope 3 emissions. **In 2023, we initiated a pilot project with a key Category 1 Direct Chemicals supplier to develop criteria for evaluating green materials from suppliers.** This work helps inform future sourcing decisions as technology for green materials continues to advance.

Protecting Water Resources

Water is essential to all living things – but less than 3% of the earth's water is fresh and suitable for drinking, agriculture or manufacturing goods. Climate change, rapid population growth and urbanization are increasingly stressing the world's freshwater resources. By 2030, global freshwater demand is expected to exceed supply by 40%, and an estimated 1.6 billion people will lack access to safe drinking water (Global Water Security and Sanitation Partnership: Annual Report 2023 (worldbank.org)).

FMC is committed to being a good water steward and protecting water resources. As part of our goal to implement sustainable water practices, we are focused on using water more efficiently and reducing water consumption at our operating sites. This includes promoting recycling and reusing water where possible. We take a location-specific approach to water stewardship, implementing projects and best practices that support local communities and watersheds.

In recent years, we have significantly reduced our water consumption by improving manufacturing processes and increasing water recycling. In 2023, FMC's Manati, Puerto Rico, site initiated a rainwater harvesting project as a water source for the cooling tower that saved 3,400 m^3 of well water and reduced the volume to the on-site wastewater treatment plant by 1,100 m^3 annually. Results and best practices from these projects are being shared with other FMC sites to help them implement sustainable water practices.

As a member of the **Alliance for Water Stewardship (AWS)**, FMC is proud to be a part of a global movement to advance good water stewardship practices. AWS follows a five-step process intended to achieve specific outcomes for each site and its physical scope:

1. Good water governance
2. Sustainable water balance
3. Good water quality status
4. Important water-related areas
5. Safe water, sanitation and hygiene for all (WASH)

For more information, visit a4ws.org/membership.

ALLIANCE FOR WATER STEWARDSHIP

Environmental Boundary & Assurance

FMC reports our GHG emissions following the guidance in the GRI Standards and calculated in accordance with the Greenhouse Gas Protocol. In 2023, we engaged KPMG to provide limited assurance in relation to specified environmental and safety metrics. The metrics and notes subject to assurance were prepared in accordance with the criteria outlined in our Digital ESG Appendix - Governance, pages 59-66. See the Independent Accountants' Review Report on page 35 and the list of metrics and notes subject to assurance on page 59.

2023 Responsible Care® Awards

In 2023, FMC was awarded several Responsible Care® Awards by the American Chemistry Council (ACC). **ACC's Responsible Care® Awards Program** recognizes chemical industry leaders that have made an exceptional commitment to EHS & Sustainability performance and sound chemicals management.

Energy Efficiency Award

This award recognizes ACC member companies with commendable achievements in improving energy efficiency and/or reducing greenhouse gas emissions or other environmental impacts:

- **FMC's Stine Research Center** installed Variable Frequency Drives on four hot water pumps, optimizing the water supply to meet the site's real-time demand. This resulted in a 35% reduction in energy consumption from the hot water system and a reduction of 106 tCO_2e annually.
- **FMC's Mobile, Alabama, Site** was recognized for its significant reduction in energy usage and GHG emissions. The site optimized natural gas flow to the unit flares and incinerator, resulting in a 7% annual savings in natural gas usage. Stack tests are a low cost initiative that can result in significant savings.

Waste Reduction/Recycling Award

This award is presented to companies with substantial achievements in waste minimization, reuse and recycling:

- **FMC's Stine Research Center** achieved the highest level of certification from My Green Lab, which rates 12 key sustainability areas including waste reduction and resource management. The My Green Lab assessment has led to ongoing projects that encourage behaviors to reduce waste and increase recycling. This certification is considered a gold standard for lab sustainability and is a key marker of progress as recognized by the United Nations Race to Zero campaign.

United Nations Sustainable Development Goal Alignment

INNOVATION

As an innovator of crop protection solutions for more than 140 years, FMC has deep roots in agriculture.

From our industry-leading discovery pipeline to novel biologicals and precision technologies, we are driven by our passion for helping farmers solve their biggest challenges.

Farming is getting harder and becoming more unpredictable. Every day there are new pressures – from invasive pests to herbicide-resistant weeds to more frequent droughts. Meanwhile, the world's population keeps growing, and the role of farmers and producers has never been more important.

FMC is committed to supporting farmers with the tools they need to sustainably protect their crops, improve yields and secure their livelihoods.

Industry-Leading R&D

Crop yields must increase to meet the nutritional needs of nearly 9 billion people in the next decade – but bringing more land into agricultural production will only contribute to climate change and put vital ecosystems at risk. Innovation in agriculture is critical to successfully address this challenge and ensure existing farmlands are healthy, productive and sustainable for future generations of farmers.

FMC has one of the most productive and diversified pipelines in agriculture with more than 40 new active ingredients in Discovery and Development. With a bias toward new modes of action (MOAs), we are bringing to market some of the most innovative solutions in biological and synthetic weed, insect and disease control. New MOAs help battle pests that have become resistant to older technologies.

Our latest novel actives have improved sustainability profiles and address a wide range of issues challenging farmers.

A Productive Discovery Pipeline*
Synthetic Chemistry and Biologicals

Weed Control Leads	8 Active Ingredients	5 New Modes of Action
Insect & Nematode Control Leads	9 Active Ingredients	7 New Modes of Action
Disease Control Leads	8 Active Ingredients	8 New Modes of Action

As we develop new products, we are focused on how they support farmer practices, ensuring our solutions can be applied in a range of farming systems to improve productivity while promoting resource efficiency and sustainable use of inputs.

Dodhylex™ Active

Dodhylex™ active is the first active ingredient in the HRAC/WSSA Group 28 and the first new herbicide with a novel MOA in the industry in over three decades. It's the only rice herbicide effective on all rice types and planting methods, including direct seeded rice, a planting method that increases water use efficiency and substantially lowers greenhouse gas emissions.

SOFERO™ FALL Pheromone

SOFERO™ FALL pheromone is a unique pheromone technology platform that controls insect populations by disrupting the mating cycles of targeted lepidopteran pests that are inherently difficult to control. It is the first sprayable row crop application of pheromones and the first of many new products coming from the FMC pheromone platform.

Presence® Full Bionematicide

Presence® Full bionematicide is a biological nematicide for seed and in-furrow treatment of crops such as soybeans, corn, beans and cotton. It is a microbial product that controls a range of nematodes, while also supporting greater efficiency in the use of water and nutrients.

Rimisoxafen

Rimisoxafen is a new dual MOA herbicide for resistant broadleaf weeds including Palmer amaranth, a fast-growing and harmful weed that has developed resistance to most herbicides on the market. Rimisoxafen provides excellent control of key Amaranthus species (Palmer, waterhemp, redroot pigweed) with outstanding residual performance.

Fluindapyr

Fluindapyr is a novel broad-spectrum succinate dehydrogenase inhibitor (SDHI) fungicide that provides preventative control of a wide range of destructive diseases prevalent in row crops such as rusts, leaf spots and powdery mildew.

Entazia™ Biofungicide

Entazia™ biofungicide gives rice growers a biological tool to protect crops against leaf blight. It leverages the capabilities of a naturally occurring microorganism, *Bacillus subtilis*, to activate a plant's defense system without harming natural enemies of pests.

*Stage A-Stage C Leads as of November 2023

PROTECTING ONE OF THE WORLD'S MOST IMPORTANT FOOD CROPS

It's hard to imagine something as small as a grain of rice holding such significance to people and the planet. **Yet it is a staple in the diets of 3.5 billion people worldwide, and more than 1 billion people rely on it to support their livelihoods. While rice is a major global crop, it is particularly important in Asia where more than 90% of the world's rice supply is produced.**

Over the last decade, rising temperatures, erratic rainfall and the emergence of new pests and diseases have made cultivating rice more difficult. Traditional growing methods in Asia involve transplanting seedlings grown in a nursery into water-flooded paddies. The production of just one kilogram of rice requires a considerable three to five thousand liters of water. As a water-intensive crop, it is more vulnerable to worsening droughts and growing competition for scarce resources.

Supporting farmers and securing the world's rice supply will depend on investments in new technologies that make rice production more sustainable and efficient.

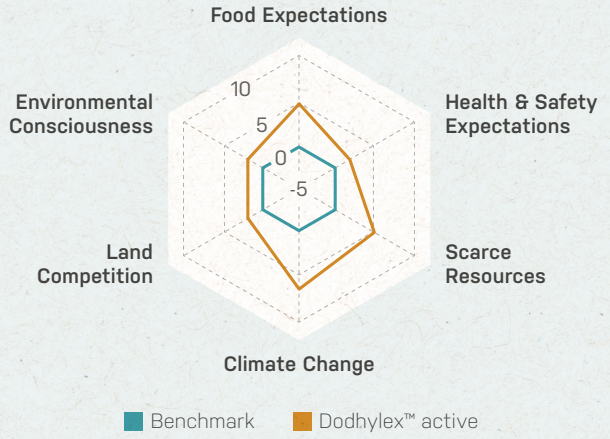
One such solution is a new herbicide developed by FMC to control grass weeds in rice. Dodhylex™ active herbicide is the first novel MOA herbicide in more than 30 years. As the only herbicide in HRAC Group 28, it helps farmers manage weeds that have developed or are developing resistance to existing MOAs.** Herbicide resistance poses a significant challenge for farmers, as failure to control weeds is the second major yield reducer globally, just after insufficient water supply.

Rice weeds are a particular challenge for farmers looking to transition to more efficient and sustainable growing methods, such as direct seeded (or dry seeded) rice, which substantially reduces water use and lowers GHG emissions. A downside of direct seeded rice is the potential for higher weed infestation, leading to greater yield losses and development of herbicide resistance due to poor application technologies. Field trials show Dodhylex™ active effectively controls a variety of weeds in direct seeded rice, which makes it an ideal solution for farmers who may otherwise be hesitant to adopt the planting method.

As farmers in Asia and around the world transition to more sustainable cropping systems, Dodhylex™ active will be an important tool to support them.

**To date, no resistance to the Dodhylex™ active mode of action has been reported.

FMC's Product Sustainability Assessment for Dodhylex™ Active



Improved profiles across all areas, especially *Climate Change, Scarce Resources* and *Food Expectations.*

Key Sustainability Attributes as Compared to Benchmark*

- New mode of action targeting difficult-to-control weeds
- Lower use rate compared to current herbicides in rice
- Excellent fit with precision agriculture technologies, specifically drone application
- Low mobility through soil
- Excellent performance in diverse geographies, climatic conditions, farming practices, water management and soil types
- Flexibility to use in both transplanted and direct seeded rice

*Benchmark represents a product currently on the market that has the largest market share.

R&D ECOSYSTEM

Our R&D Ecosystem approach is bringing new solutions to the discovery and development of innovative crop protection products through partnerships and research collaborations.

In 2023, FMC began a multi-year collaboration with the department of Agricultural & Biological Engineering at Purdue University in Indiana, U.S. Alongside Associate Professor, Dr. Jian Jin, we are developing plant sensor technology powered by a hyperspectral camera that will detect our formulations on the surface of a leaf. Our objective is to use this capability to conduct rapid field analyses of our products on specific crops. Having real-time measurements of how a formulation performs on a plant will accelerate development timelines and support efforts to drive down application rates by applying the right amount of product in the right place at the right time.

Supporting Regenerative Farming Systems

The impacts of climate change, regulatory policies and consumer behaviors are moving many farmers to adopt new practices and protocols to improve soil health, conserve resources and reduce the use of inputs. These include regenerative farming practices like cover cropping, crop rotation, reduced tillage, Integrated Pest Management (IPM) and precision farming.

FMC is driving sustainable innovation that supports key outcomes of regenerative agriculture with a focus on soil, water and biodiversity. **Our goal is to help farmers improve their productivity and profitability while using resources more efficiently.**

Using our **Product Sustainability Assessment**, we regularly assess our products' impacts on the environment and how they can support regenerative farming practices.

Solutions for Regenerative Agriculture Outcomes

Farming Practices

1. Cover Cropping
2. Crop Rotation
3. Low Till/No Till
4. Reduced Fertilizer Use
5. Reduced Pesticide Use
6. Resource Efficiency
7. Integrated Pest Management

FMC Solutions

- Modern, more selective chemistries
- Biological pest control
- Biofertilizers
- Advanced pest identification and prediction
- Precision application technologies
- Product stewardship and training
- Smallholder and minority farmer engagement

Outcomes

- ✓ Soil Health
- ✓ Water Conservation
- ✓ Biodiversity
- ✓ Climate
- ✓ Farmer Prosperity

Sustainability Attributes of Key Products

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

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

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

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

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

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

Examples of Our Sustainable Product Portfolio

	Product/Product Family	Climate Resilience	Water Use Efficiency	Biodiversity Protection	Soil/Plant Health	Compatible w/ Regen Ag
Fungicides	Xyway® Brand Fungicides*	✓	✓	✓		✓
	Provilar™ Biofungicide	✓	✓	✓	✓	✓
	Zironar® Biofungicide/Bionematicide	✓	✓	✓	✓	✓
Herbicides	Dodhylex™ Active	✓	✓			✓
	Rimisoxafen					✓
Insecticides	Coragen® eVo Insecticide			✓		✓
	Ethos® LFR® Insecticide/Biofungicide	✓	✓	✓	✓	✓
	Ferterra® & Prevathon® Insecticides			✓		✓
	Premio® Star Insecticide			✓		✓
	Quartzo® Bionematicide	✓	✓	✓	✓	✓
	Sofero™ Brand Pheromones			✓		✓
Biostimulants w/ Biofertilizers	Accudo® Biostimulant*	✓	✓	✓	✓	✓
	Seamac™ Rhizo* Biostimulant	✓	✓	✓	✓	✓
	Vytegris™ Crop Nutrition Brands	✓	✓	✓	✓	✓

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

*Based on third-party studies in addition to FMC field trials.

BIOLOGICAL SOLUTIONS

FMC is committed to developing products that give farmers sustainable solutions to protect both crops and nature. As part of this commitment, we're investing in the expansion of our Plant Health business, which includes crop nutrition and biocontrol solutions. Since we first began exploring opportunities in Plant Health nearly a decade ago, we have built the foundation to be a leader in biological crop protection. FMC has launched approximately 40 biological products in 24 countries over the past five years and is one of the few companies with a fully global presence.

~40 BIOLOGICAL PRODUCTS IN 24 COUNTRIES

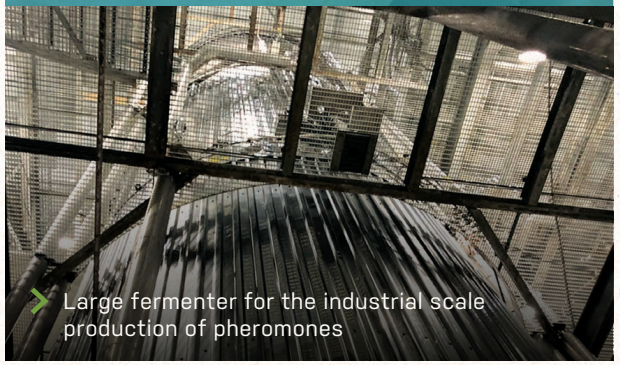
We are bringing farmers a truly integrated approach, pairing biologicals with synthetics and precision agriculture. Integrated solutions can slow the development of resistance and extend the life of actives due to their different modes of action. They also give farmers effective tools to protect their crops while following protocols designed to conserve resources and minimize the use of chemical inputs.

Since completing the BioPhero acquisition one year ago, we have conducted field trials in 15 countries across all four regions. We have already seen yield improvements of up to 15% as well as strong engagement from farmers.

Pheromones

FMC is pioneering a distinctive portfolio of sprayable pheromone products, unprecedented in their application to row crops. Together with other biologicals, synthetics and precision agriculture technology, pheromones protect crops from damaging insects in an IPM system. IPM relies on a combination of field monitoring, pest identification, and synthetic and biological pest control to optimize the use of inputs and minimize impacts on nature. Pheromones work by disrupting the mating cycles of targeted pests, reducing future generations and controlling the adult pest population. Each pheromone product targets a single pest, leaving pollinators and other beneficial insects to thrive.

After successful field development trials, we expect to **launch our first pheromone product, SOFERO™ FALL pheromone, in 2025 in Brazil.** SOFERO™ FALL pheromone is the first product of many coming from the FMC pheromone platform. It targets lepidopteran pests that are inherently difficult to control.



Large fermenter for the industrial scale production of pheromones

REDUCING AGRICULTURE'S WATER FOOTPRINT

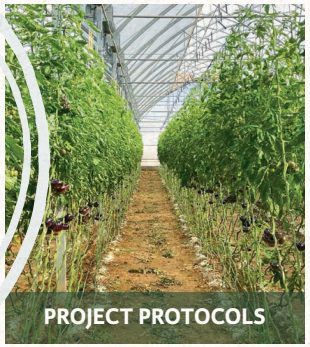
Water scarcity has a profound impact on agricultural production. Without adequate water, farmers cannot grow food to meet the needs of our rapidly growing population. At the same time, agriculture accounts for nearly 70% of global water withdrawals. New water management practices are urgently needed to sustain crop yields, bolster resilience and enhance water security.

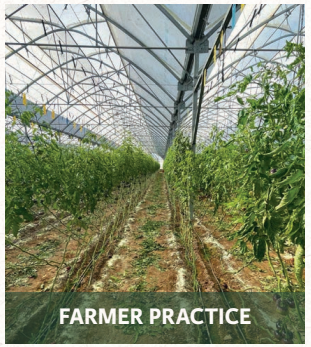
The **Water Footprint Project** is a collaboration between FMC and the Technical University of Cartagena (UPCT), Spain, which seeks to optimize the use of inputs, including water and fertilizers, without sacrificing yield or quality. Results of the project help generate new strategies for managing crops in water-stressed environments and deliver practical solutions to improve agricultural productivity.

Studies conducted over the last five years demonstrate the effect of biostimulation on water-stressed crops, including tomatoes, grapes, melons, peppers and lettuce. FMC biostimulants, including Seamac™ Rhizo and Accudo® biostimulants, were applied under commercial conditions in demo plots across the Murcia and Almeria regions of Spain, where fruit and vegetables are grown for export in large quantities.

Using field sensors and a digital platform developed by UPCT, the team monitored the needs of the crops to determine the quantity and timing of irrigation based on environmental conditions such as temperature, soil moisture and air moisture. The results were impressive. Crops in the water management program achieved up to 18% more yield and required significantly less water. These effects were further enhanced with the biostimulant protocols, which resulted in higher yields and improved fruit quality.

The biostimulants markedly improved the plants' root growth and development as well as mycorrhiza* production in the root zone. These effects increase the efficiency of water and nutrient uptake in a plant's root system, allowing it to thrive even under severe heat and water stress. The studies also showed increased enzyme activity in the soil, which is essential to long-term soil health.

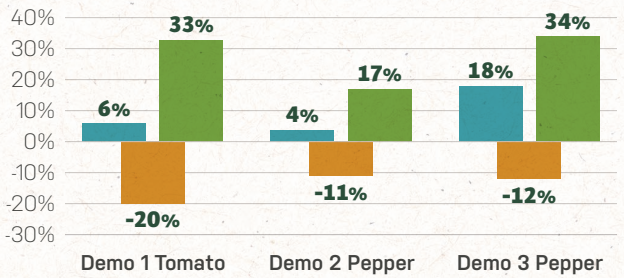




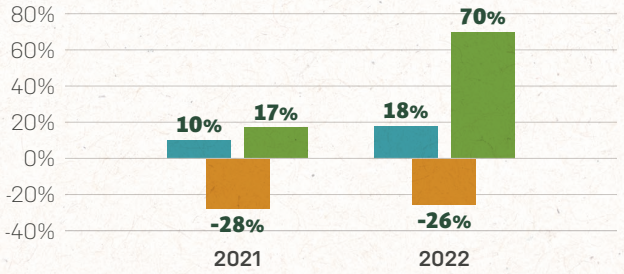
The Water Footprint Project clearly demonstrates how biostimulants are an important tool for farmers to maintain optimal crop yields even in restrictive water conditions. It also offers strategies to promote sustainable farming, ensuring healthy crops without overusing inputs or depleting water resources.

FMC and UPCT continue to work together, extending the project to new crops and geographies, and developing practical solutions to achieve a water secure future for agriculture.

Results in Greenhouse Intensive Vegetables



Results in Table Grapes



DRIP2 GROW

FMC is a founding member of **Drip2Grow**, a consortium of companies with a common goal to improve the sustainability of agronomic water practices. Initiated by the Technical University of Cartagena (UPCT) in Spain, Drip2Grow promotes communication, training and collaborative innovation to increase sustainable water management.

Innovation in Precision Agriculture

FMC Precision Agriculture delivers data-driven solutions to support the sustainable use of our products. **Arc™ farm intelligence**, our proprietary digital agriculture platform, provides farmers real-time, field-level insights about the scope and scale of pest pressure on a crop so they know precisely when, where and how to manage it.

We continue to enhance the platform's capabilities with advanced data science and are expanding to new applications, such as disease detection, weed identification and spraying services.

*A naturally occurring process in the soil that helps non-pathogenic fungi attach to a plant's root system to generate a symbiosis, deriving mutual benefits, both nutritional and otherwise, throughout the plant's life cycle.

Arc™ farm intelligence

TODAY, ARC™ FARM INTELLIGENCE IS DEPLOYED ACROSS ~28 MILLION ACRES IN 25 COUNTRIES AND 25 DIFFERENT CROPS.

"The future of agriculture, both here in Spain and in Europe, is focused on technology. You become obsolete if you don't apply them. Technology nowadays gives you a lot of information and the farmer can learn something new every day. Arc™ farm intelligence provides me with pest pressure information using heatmaps where I can see the risk. I also receive alerts, which provide me with information about the targeted pests that can damage my crop and the right time to carry out the insecticide applications."

LUIS JOAQUIN SANCHEZ, *Farmer, Badajoz, Spain*

DISEASE DETECTION IN BRAZIL CORN CROPS

FMC and **Coamo Agroindustrial Cooperativa**, a co-op of more than 31,000 farmers in Brazil, are working together to identify and assess disease pressure in corn resulting from bacteria transmitted by the corn leafhopper *(Dalbulus maidis)*. The corn stunting diseases caused by these bacteria can result in up to 90% yield loss.

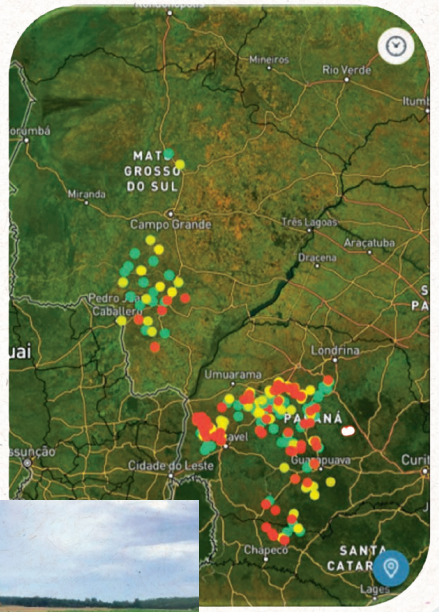
Coamo Agroindustrial Cooperativa was founded in 1970 by a group of 79 farmers in Campo Mourão, in the State of Paraná, Brazil. Today, the cooperative has more than 120 units in 75 municipalities and 31,000 members in the States of Paraná, Santa Catarina and Mato Grosso do Sul. Learn more about Coamo here.

The best way to prevent the disease is to control the leafhopper population by monitoring its development and employing targeted pest management strategies.

In 2023, FMC initiated a monitoring program to detect leafhopper vector disease in corn based on data from over 900 smart traps on Coamo research farms across the States of Paraná, Santa Catarina and Mato Grosso do Sul in Brazil. This data, together with information collected in Coamo's research laboratory, is sent to FMC's Arc™ farm intelligence platform to analyze and produce insights on the leafhopper population, lifecycle, behavior and level of disease pressure. Insights are shared with Coamo technicians and farmers to help them determine when and where to treat the infestation.

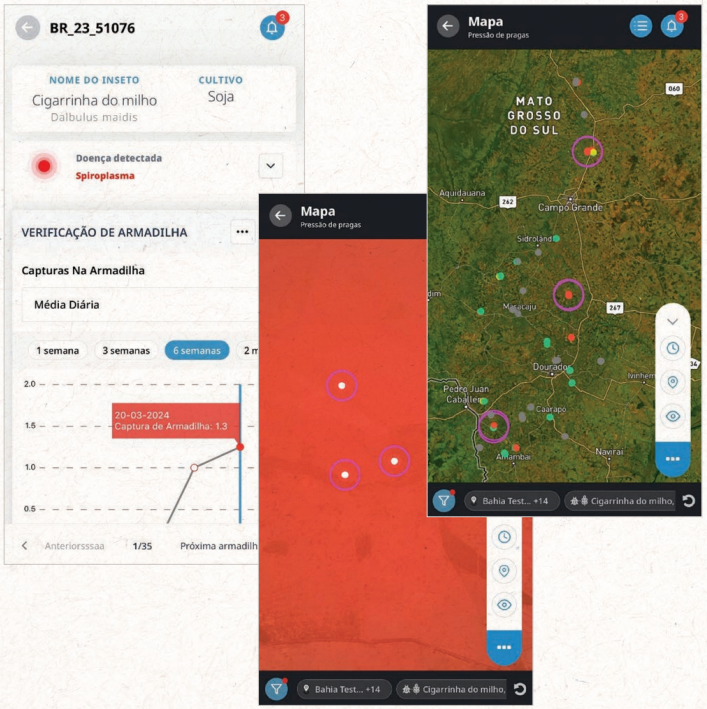
Arc™ farm intelligence is the first precision technology to provide farmers both disease vector and pest pressure information. FMC will continue our work with Coamo in Brazil while expanding Arc™ farm intelligence to other diseases, geographies and crops.

IN 2023
Users
301
Traps
800
Regions
74



Example of a trap installed in Campo Mourão monitoring corn leafhopper pressure

FMC and the Coamo team came together to share perspectives and discuss results for the 2023 season.



Example of disease vector with information and heat map of corn leafhopper pressure

PRODUCT STEWARDSHIP

FMC's Product Stewardship Due Diligence process helps us mitigate risk and ensure the safe and responsible use of our products. As part of the process, we review risk factors associated with human and environmental exposure, storage, transportation, preparation and application procedures.

Product Stewardship Due Diligence Model

- New products
- New crops or pests added to existing products
- Change or addition of application method for existing products

- Human health
- Environmental exposure
- Ecotoxicological exposure
- Biology and efficacy
- Spray mix preparation and clean up
- Crop residues
- Packaging
- Handling, storage and transportation
- Economic/Other

- Customer training
- Internal team training
- Label recommendations
- Stewardship field trials
- Marketing communications

- Low
- Medium
- High
- Red flags

Assessments are completed when a new product is launched or an existing product is updated (for example, when a new crop is added to the label or the application method is updated).

The due diligence process for a single product takes two to three years. Mitigation measures are implemented, then reassessed and updated continuously until the review team determines that potential risks associated with product use can be effectively mitigated. Upon final approval, the project team can move forward with the product launch.

THE DUE DILIGENCE PROCESS FOR A SINGLE PRODUCT TAKES 2-3 YEARS.

Isoflex™ Active Case Study

Isoflex™ active is the trade name of bixlozone, an herbicide active ingredient from the isoxazolidine family, which was discovered and developed by FMC. It was first launched in Australia in 2021 under the brand name Overwatch® herbicide for use on annual ryegrass as well as several regionally specific broadleaf weeds in wheat (including durum), barley, canola, fava beans and field peas.

In preparation for the launch of Isoflex™ active in Argentina, the team began the Stewardship Due Diligence process by evaluating lessons learned from the Australia launch within the context of local farming practices, field conditions, temperatures, crops, and where the product is formulated. They conducted repeated assessments over a three-year period with each iteration reducing risk and improving mitigation measures, which included expanded label recommendations, stewardship field trials, customer training and a new customer inquiry process.

Keys to a Successful Launch

1. Strong collaboration between local and global teams
2. Extensive communication and engagement with farmers
3. A robust process for managing issues and inquiries

CREATING A CULTURE OF STEWARDSHIP

Our annual Global Stewardship Awards recognize employees' outstanding contributions to product stewardship. Last year, one team and one individual from each region received awards for initiatives that focused on product stewardship innovation and new product launches. One unique example came from our "LEVEL UP" team in Poland.

LEVEL UP is an online educational tool for customers in Poland to broaden their knowledge, skills and competencies related to pests and how to correctly use FMC diamide-based solutions. It was developed to boost awareness of FMC's diamides and product stewardship across multiple sales channels. To date, LEVEL UP has been used to engage over 400 retailers and 50 distributors responsible for building programs for fruit, vegetable and potato farmers in Poland.

United Nations Sustainable Development Goal Alignment

ENGAGEMENT

Achieving our goals to protect the environment while advancing sustainable agriculture at scale is a monumental task – and our people are at the very center of it.

We cannot tackle the inherent challenges of reducing company wide emissions or developing the next breakthrough in crop protection without our passionate, involved and empowered team of employees around the globe. Our people make FMC great, and by creating a safe, healthy and inclusive environment where everyone can thrive, we're building a sustainable future for our company.

In addition to our own employees, we are equally committed to the wellbeing and advancement of the many people who directly and indirectly touch our business. We strive to foster deeper and more productive relationships with our customers, suppliers, farming communities and neighbors around the world.

Diversity, Equity & Inclusion

We believe fostering a diverse and inclusive workplace unlocks the full potential of our employees. By amplifying diverse voices, we're able to harness the creativity, curiosity and critical thinking that fuels innovation. Our 2023 Inclusion Month Campaign – **Unite! We Do Better Together** – underscored this important aspect of our company's culture with programming and resources that demonstrate how diversity drives our business.

We operate in a complex global environment with a wide array of stakeholders. A workforce that reflects this rich diversity allows us to build relationships and collaborate more effectively across our value chain. Our commitment to diversity, equity and inclusion (DEI) also extends to our engagement with farming communities. FMC supports programs and initiatives dedicated to supporting women farmers as well as Black, minority and indigenous farmers around the world.

We recognize that realizing the value of a diverse and inclusive workplace requires the right organizational structure, policies and processes to support it. It's why DEI governance continues to be a key area of focus for our teams.

Furthermore, we continue to build a culture of inclusion where every employee feels a sense of belonging and has equal opportunity to succeed.

EMPLOYEE ENGAGEMENT

We have made inclusivity a cornerstone of FMC's culture through our many employee resource groups (ERGs) and Inclusion Councils. These organizations promote awareness and understanding of different types of diversity, strengthen allyship and foster an environment of respect and belonging. Employee engagement in DEI will continue to drive much of the programming and initiatives at FMC that celebrate diversity and contribute to a sense of belonging and community.

Employee Resource Groups

THE BRIDGE
MULTICULTURAL
Employee Resource Group

Women's Initiative Network
WOMEN'S
Employee Resource Group

SPECTRUM
LGBTQIA+
Employee Resource Group

HONOR
VETERANS
Employee Resource Group

i-Gen
INTERGENERATIONAL
Employee Resource Group

VIVID
Valuing Individuals with Visible and Invisible Disabilities
Employee Resource Group

LGBTQ+ Inclusion

FMC earned its fourth perfect score on the 2023-2024 Human Rights Campaign's (HRC) Corporate Equality Index (CEI). The HRC Foundation's CEI is the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. This year's CEI score recognizes our enhanced policies and procedures and efforts to measure LGBTQ+ identity and employee experience.

In 2023, we continued to advance LGBTQ+ inclusion by launching an LGBTQ+ Benefits Guide that outlines all programs and benefits the company offers to support LGBTQ+ employees and their families, from family formation services to gender-affirming care. We also developed Gender Identity, Expression and Transition Guidelines as well as a new training curriculum to educate people managers, HR professionals and employees on topics such as sexual orientation, transgender inclusion and gender identity and expression.

This year's survey raised the bar for what it means to be an ally for LGBTQ+ inclusion amidst growing challenges to LGBTQ+ rights in the workplace and society. We are proud of our leadership and employees for rising to the challenge to ensure FMC continues to support LGBTQ+ employees and their families while cultivating an environment that is inclusive of all people.

HUMAN RIGHTS CAMPAIGN FOUNDATION
EQUALITY 100
2023 2024
Leader in LGBTQ+ Workplace Inclusion

> **"At FMC, we proudly support LGBTQ+ employees and strive to be a workplace where every employee feels safe, valued and included, regardless of their gender identity or expression. Achieving another perfect score from the HRC is a testament to the dedication of our teams and strength of our culture, and is further proof of our company's commitment to embracing the multiple dimensions of diversity that help us better engage and serve our customers around the world."**
>
> **MARK DOUGLAS,** *President & CEO*

Hear from Them | Chris Moretti

Remediation Project Manager

I grew up in Staten Island, New York, and attended an all-girls school for 12 years. As a young person, I stood out amongst my peers. I loved to wear baggy pants and t-shirts, skateboard, and play hockey and basketball. In high school, I was the only student who openly identified as LGBTQ+. I faced some stigma and didn't have access to an LGBTQ+ community or supportive resources. At times it was isolating, and I had a hard time feeling included.

Similarly, when I entered the workforce, it was a challenge to find gender affirming spaces. Early in my career, I covered much of my identity because I didn't know if I would be accepted as a gender non-conforming person.

Working at FMC changed that for me. FMC was the first place where my manager asked my pronouns and preferred name. To this day, I am surrounded by supportive colleagues and allies, and the mission of inclusion is palpable.

I believe an inclusive workplace culture is built from the ground up – but it's bolstered and solidified by leadership. Managers have a big responsibility to influence culture and the degree to which their employees feel included.

*When managers and employees have access to education and resources, it makes a big difference. As a leader in the **SPECTRUM LGBTQ+ ERG**, I've advocated for education initiatives that help people foster a more inclusive space at FMC and elsewhere.*

I have also worked with members of SPECTRUM, our DEI team and our executive sponsors to build equity into the infrastructure of the company. Our leaders have been incredibly supportive of various initiatives like expanding access to LGBTQ+ benefits for family formation and gender affirming care, developing diversity metrics to measure representation and well-being of LGBTQ+ employees at FMC, and expanding access to all-gender bathrooms. These decisions have tangible impacts for LGBTQ+ employees at the company.

I've very much enjoyed working at FMC and having the opportunity to enhance inclusion for LGBTQ+ employees. I feel accepted for who I am, and this has allowed me to thrive in my role. I look forward to seeing more LGBTQ+ employees like me thrive at FMC.

SUPPORTING PEOPLE WITH DISABILITIES

FrameWORK for Success Program

FMC partners with **ServiceSource Delaware (SSD)**, a 501(c)(3) nonprofit organization providing services, resources and partnerships to support people with disabilities. Since 2018, we've participated in the organization's FrameWORK for Success program, which helps high school students with disabilities acquire unique skills valued by employers. Students complete internships at our Stine Research Center, assembling pots and trays used in Discovery research and selecting plant and seed technology for R&D studies.

In 2023, FMC received ServiceSource Delaware's 2023 Community Partner of the Year Award.

"I can't say enough about how supportive FMC's Stine Research Center has been in backing our students on-site. Our FrameWORK for Success program would not have achieved a 100% employment placement success rate for students in 2023 without them. The advantages given to our students to prepare for employment beyond their FMC experience can't be overstated."

RICH KATZ, *FrameWORK for Success Program Manager*

VIVID Spotlight

FMC's ERG, VIVID (which stands for Valuing Individuals with Visible and Invisible Disabilities), was launched in 2019 to support employees and their family members who are living with a disability. The group provides resources, community and a forum for discussing and raising awareness about the challenges people with disabilities face in and outside the workplace.

FMC employees volunteered at the 14th annual Wills Eye Hospital "Give Kids Sight Day", which provides free eye exams and glasses to children in Philadelphia and surrounding counties.

Creating Opportunities for Women & Youth

FAO-IAFN ACCELERATOR MENTORSHIP PROGRAM FOR WOMEN-LED BUSINESSES IN AFRICA

In October 2022, the **United Nations Food and Agriculture Organization (FAO)** and the **International Agrifood Network (IAFN)** launched the Accelerator Mentorship Program to help women entrepreneurs in Africa address the key challenges and constraints they face in their businesses. Each year, the program benefits 50 women entrepreneurs who are paired with 50 global women leaders in the agriculture sector as mentors.

As part of FMC's commitment to advancing gender equity and empowering women in agriculture, a cohort of six FMC women leaders were selected to participate in the 2023 program cycle. They were paired with six inspiring women entrepreneurs behind innovative solutions in agtech, health and nutrition, and green transportation. Two of our mentors are highlighted in this year's report.

Mentor Profiles

JOANNA KISIEL
Business Director, FMC
Central Europe

The Accelerator Mentorship Program is a fantastic initiative dedicated to supporting women-led businesses in Africa. What excites me most about my role as a mentor is the opportunity to work with and empower women entrepreneurs. Seeing the growth, innovation and determination of these entrepreneurs is truly inspiring.

Mentorship programs specifically tailored for women-led businesses are crucial for several reasons. For one, they address the unique challenges and barriers women entrepreneurs often face in business, such as limited access to funding and networking opportunities, and overcoming gender biases. Additionally, they provide a supportive community where women can learn from experienced mentors, gain confidence and acquire the skills needed to succeed in their ventures. By fostering diversity and inclusion in entrepreneurship, these programs contribute to a more equitable and prosperous business landscape.

As a mentor, I have an opportunity to make a meaningful impact on someone's journey and contribute to their growth and success. My mentee, Lucy, founded Agrodemy Enterprises, a digital platform that aims to reduce post-harvest loss through education and market access. As a passionate and driven entrepreneur, she is looking to expand her business outside Nigeria to other African countries.

One valuable lesson a mentor taught me that I hope to pass on to others is the importance of resilience and perseverance in the face of challenges. Setbacks are opportunities for growth, and maintaining a positive attitude and focusing on long-term goals will help you navigate the ups and downs and overcome obstacles along the way.

MAMATI TEMBE
Commercial Lead, FMC
Eastern and Southern Africa

Initiatives like the Accelerator Mentorship Program are so important for women business owners because they provide opportunities to gain perspective, learn new skills and build their networks. Both the mentees and the mentors grow as people and as leaders.

As a Program mentor, I have been inspired by the diversity of mentors and mentees, their backgrounds, fields and experience. My mentee is very enthusiastic and driven, with a strong sense of how she wants to impact society through her business.

What I enjoy most about being a mentor is exploring people's potential and being on the journey with them as they grow. It is important to know what is important to the mentee and to help them center their development around their purpose. Witnessing someone blossom and grow is something I am so grateful for. That is what others did for me and still do today.

One of my mentors taught me to build meaningful relationships in every situation – it's not the number that's important, but the quality. It's okay to come back from a conference with only one significant contact that you can have a long and meaningful relationship with. It's better than having many business cards that you end up throwing away. This has served me well.

FMC AG CHALLENGE

In 2023, **FMC's Intergenerational (i-Gen) ERG partnered with The Congressional Award Program to host the first-ever Ag Challenge.** The Congressional Award Program is a private-public partnership that provides opportunities for youth ages 14 to 24 to achieve their potential by setting goals in public service, personal development, physical fitness, and exploration and expedition. For the Ag Challenge, teams of local high school students competed to solve challenges related to agriculture and the environment. Students were drawn from Philadelphia magnet schools, W.B. Saul High School of Agricultural Sciences and Lankenau Environmental Science High School.

Participants were provided case studies and paired with advisors from FMC to develop and present solutions to a selection of FMC employee judges. Case studies focused on issues related to water quality, food production and crop protection. The winning team developed a plan for a sustainable school garden, including a growth schedule and ways to integrate the garden into the school's lunch program.

"We were so impressed by the students' creativity and passion for sustainability and agriculture. This program provides meaningful experiences that we hope will empower them to consider a career in agriculture and with FMC."

JULIE DINATALE, *Vice President and Chief Sustainability Officer, FMC*

EKYAN Program Targets

64
School Centers of Excellence Established

4,800
Youth Agripreneuers Earning a Decent Livelihood

10,000
Young People Trained on Sustainable Food Systems

50,000+
Farmers' Economic Livelihoods Improved

ENGAGING KENYAN YOUTH IN AGRICULTURE AND NUTRITION PROGRAM

Supporting young people in agriculture is essential to building more sustainable and resilient food systems. In 2023, FMC made a multi-year commitment to the **Engaging Kenyan Youth in Agriculture and Nutrition (EKYAN) Program.** Also supported by the Government of the Netherlands, EKYAN is developing a sustainable and replicable model to skill and connect young people, especially women, with employment and entrepreneurship opportunities in the agriculture sector while contributing to better economic livelihoods, food systems and nutrition.

The program priorities include:

- **Helping young agripreneurs** grow their incomes and improve their livelihoods
- **Providing young people with skills and linkages** to opportunities in agribusiness
- **Enhancing agri-nutrition** to improve community health and wellbeing
- **Establishing agribusiness School Centers of Excellence across Kenya** to provide community training hubs

Roughly 50% to 70% of rural youth in East Africa are unable to attend secondary school due to financial hardship and barriers to access.* Only 1 in 20 rural girls complete secondary school.** The program will provide at least **4,800 young people**, particularly those from out-of-school settings, the opportunity to earn a decent livelihood as agripreneurs.

At least **50% of the program participants will be women**, many of whom are young mothers or wives looking for an opportunity to support themselves or their families. Over 30% of young women marry before 18 years in rural Kenya, with about 1 in 5 girls between the ages of 15 and 19 years having had their first child. EKYAN provides an inclusive and safe space for these women to build their confidence and learn sustainable agriculture business models to improve their livelihoods and support their children.

Education and inclusion are central to FMC's engagement with agricultural communities around the globe. We are proud and honored to support the EKYAN program in making a meaningful difference in the lives of rural women and youth.

Read more about the program here: Engaging Kenyan Youth in Agriculture and Nutrition (EKYAN) | Generation Unlimited.

*A multilevel analysis of educational transition rates at secondary level in sub-Saharan Africa. Prospects (2023)

**The Learning Generation Report

> "As a mentor to our aspiring agripreneurs, I'm inspired by the vision of the EKYAN program leaders. It's more than just a project; it's a guiding philosophy for our youth's future."
>
> **KELFIN MWAMBIA**
> *County Coordinator & Mentor*

FUTURE OF STEM SCHOLARS INITIATIVE

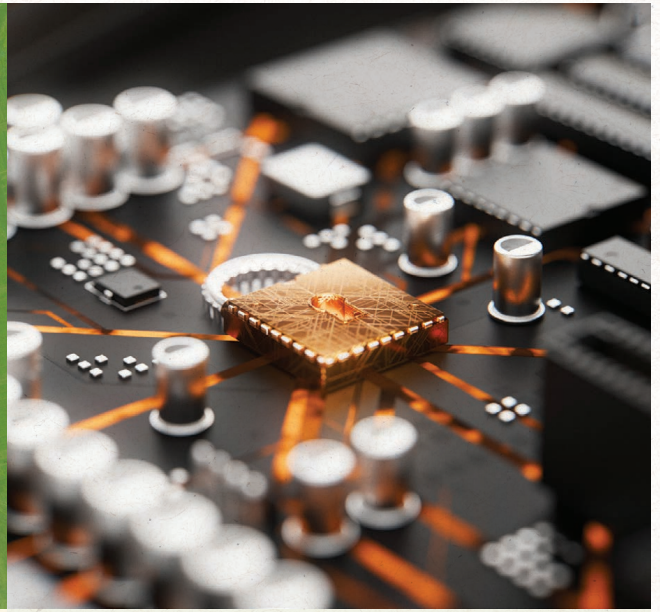
FOSSI
The Future of STEM Scholars Initiative

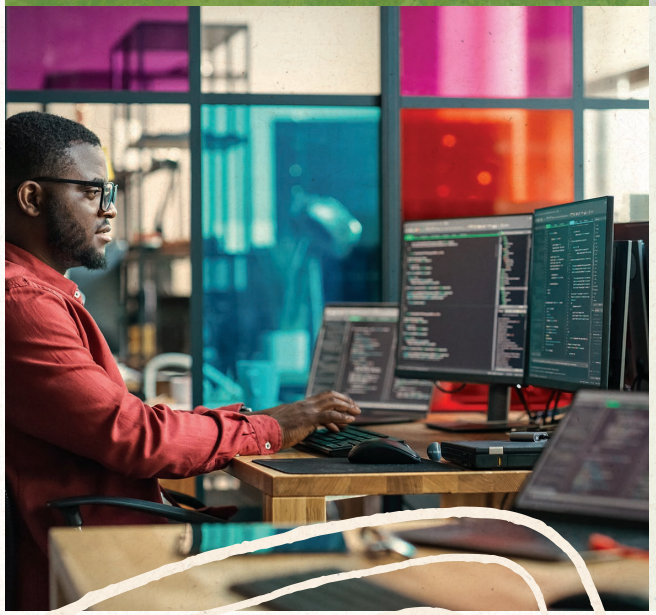
FMC supports the **Future of STEM Scholars Initiative (FOSSI)**, which provides scholarships to students earning science, technology, engineering or math (STEM) degrees at Historically Black Colleges and Universities in the U.S. Each FOSSI Scholar is paired with a mentor from a sponsoring company who provides guidance and support throughout the student's college journey.

Liya Taylor, one of FMC's FOSSI Scholars, is a junior studying computer science at Hampton University in Virginia. She works as a research assistant, creating machine learning algorithms to anticipate transition states for NASA's Hypersonic division. Her interest in cybersecurity led her to connect with FMC's IT and cybersecurity team who shared insights, trends and career opportunities in cybersecurity. Mentorship and development of the next generation of STEM leaders is a key part of the FOSSI program.

"Mentorship has been extremely valuable for me. I am always open to learning and bettering myself. Having a mentor has allowed me to collaborate with other professionals in my desired career field."

LIYA TAYLOR
FOSSI Scholar, Hampton University, Virginia





"Mentorship in FOSSI introduces students to corporate careers in STEM and industries that they may not have considered before. Mentors are crucial to bridging the gap between what students learn in the classroom and the opportunities in different industries."

ALICIA THOMAS
FMC Change Impact Specialist and Liya's Mentor

Julie DiNatale, Vice President and Chief Sustainability Officer, volunteered at Bartram's Garden in Philadelphia for Earth Day 2023.

Community Engagement

FMC FOR GOOD

FMC's philanthropy program was developed over a decade ago to support the communities where we operate. As our company evolved, we sought to deepen our community engagement in areas where we knew we could make a meaningful difference as an agricultural sciences company.

In 2023, we launched **FMC for Good**, a new strategic framework that builds on our commitment to improving lives and livelihoods, increasing access and opportunity, and supporting all aspects of diversity, equity and inclusion. FMC for Good guides our community engagement around the world and prioritizes three key areas of giving – hunger relief, education and opportunity, and the environment. By aligning our philanthropic activities to FMC's mission and values, we can deliver much deeper impact across the globe in areas that are important to FMC and agriculture.

Hunger Relief

Millions of people globally experience food insecurity due to lack of access to affordable, nutritious food. We support programs and services that help meet the nutritional needs of people in underserved communities around the world.

Education and Opportunity

Quality education is foundational to a more diverse and equitable society. We support organizations that are making opportunities in agriculture and STEM accessible to everyone – through mentorship, scholarship programs and experiential learning.

Environment

Everyone deserves to live and work in a safe, healthy environment. We support programs and services that uplift our communities, protect natural resources and revitalize areas that have been impacted by disasters.

"Fresh and nutritious food is not always readily available when and where people need it. We're proud to partner with The Community Grocer as they rethink the way people access healthy food. Their unique approach has the potential to impact food insecurity across the U.S."

DARRYL BLAKEY
Associate Director, State Government Affairs, and TCG Board Chair

REIMAGINING NUTRITIONAL ASSISTANCE IN OUR COMMUNITY

ELI MORARU
Co-founder & President
The Community Grocer

FMC has partnered with Philadelphia-based nonprofit, The Community Grocer, to support efforts to increase access to healthy and nutritious food for our neighbors.

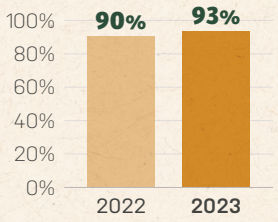
*At **The Community Grocer (TCG)**, we believe everyone should have access to healthy and delicious food, regardless of where they live or how much they make. In Philadelphia alone, more than 1 in 5 residents experience food insecurity and roughly one third of residents receive food assistance through U.S. government programs like the Supplemental Nutrition Assistance Program (SNAP). However, SNAP benefits cannot be used to purchase hot, prepared foods – like scrambled eggs and freshly cooked vegetables – limiting neighbors to the unhealthy foods often found at local corner stores. At TCG, we're on a mission to change that.*

Our model meets our neighbors where they are with a first-of-its-kind corner store that will allow them to access freshly prepared, culturally relevant meals using SNAP benefits, cash, credit/debit cards and Medicaid. We are also building a sustainable supply chain for our unique SNAP-eligible products that supports local growers and rescues food that would otherwise become waste. By reducing food waste, reinvesting in our neighbors and providing affordable and empowering choices to our community, we are strengthening our food system for all, from soil to supper.

In September 2023, TCG held a groundbreaking ceremony for community members, partners, elected officials and TCG staff.

The Community Grocer is built upon the collective vision of our neighbors. It was designed with the community, and we have engaged them in every step of our journey. *What we envision is more than an access point for healthy meals. It will be a central space where people can gather, access resources and engage in programming related to topics like nutrition, cooking and financial literacy. Working with partners like FMC as well as the community, we are able to transform food access and lay the groundwork for systemic change.*

ENGAGING OUR COMMUNITIES AROUND THE WORLD



100%
Engagement from our Manufacturing and R&D sites by 2025

Whether they are collecting items to donate to a local food bank or organizing a group of volunteers to pick up trash in a local park, employees at our sites around the world are committed to giving back to the communities where they work and live.

Our Sites At-A-Glance

OVER 200 Charitable Activities Across 21 FMC Manufacturing and R&D Sites

MORE THAN 1,000 Volunteer Hours by Employees Across the Globe

Manatí, Puerto Rico

In recognition of Earth Day 2023, employees from our site in Manatí, Puerto Rico, participated in activities that reflected the theme, "Invest in our Planet." The team planted trees on site, which benefit the environment and provide natural habitats for local wildlife. They also hosted local nonprofit organizations, Para La Naturaleza and Yo Amo al Tinglar, that work to preserve natural resources and wildlife on the island.

Mobile, Alabama

Our team in Mobile, Alabama, sponsored robots for the STEM Lab at Saraland Early Education Center, a local school serving more than 550 kindergarten and first grade students. The students visit the STEM Lab once a week where they participate in activities and experiments to build critical thinking skills and cognitive development. Robots purchased with FMC's donation will help the students learn to code.

> "Our involvement with the food bank aligns perfectly with FMC's efforts to combat hunger and improve food security. It's meaningful for us to set aside time to provide aid to those who need it most. We are excited about the positive impact we can collectively make. Together, we can achieve a hunger-free future."
>
> **SATISH KUMAR**
> *APAC Supply Planning Manager*

Tuas, Singapore

Employees in Singapore volunteered at Food from the Heart. The local charity, whose mission is to alleviate hunger in Singapore, supports more than 60,000 people experiencing food insecurity through food distribution programs. Employees sorted and packed dry oil, rice, sugar and canned food into community food packs for distribution to families in need through schools and community organizations.

KPMG LLP
Suite 12000
1801 K Street, NW Washington, DC 20006

INDEPENDENT ACCOUNTANTS' REVIEW REPORT

To the Board of Directors and Management
FMC Corporation:

Report on Selected Metrics in FMC Corporation's 2023 Sustainability Report

Conclusion

We have reviewed whether FMC Corporation's (the Company) identified metrics and notes with the symbol "+" (the Selected Metrics) on pages 39-42 and 60-66 of the 2023 Sustainability Report (the Report) for the year ended December 31, 2023, have been prepared in accordance with the reporting criteria set forth on pages 61-66 (the Criteria).

Based on our review, we are not aware of any material modifications that should be made to the Selected Metrics for the year ended December 31, 2023 in order for them to be prepared in accordance with the Criteria.

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

Basis for Conclusion

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

Other Matter

The metrics for the years ended December 31, 2022 and 2021 were not subject to our review in the current period and, accordingly, we do not express a conclusion or provide any assurance on such information. Our conclusion is not modified in respect of this matter.

Responsibilities for the Selected Metrics

Management of the Company is responsible for:

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

Inherent Limitations in Preparing the Selected Metrics

Measurement of certain disclosures includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from incomplete scientific knowledge used to determine conversion and other factors and limitations inherent in the nature and methods used for determining emissions data. The selection by management of different but acceptable measurement methods, input data, or assumptions may have resulted in variability in the amounts or metrics being reported.

Our Responsibilities

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

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

Summary of the Work We Performed as the Basis for Our Conclusion

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

- inquired of management to obtain an understanding of the methodologies and inputs used in preparing the Selected Metrics;
- performed analytical procedures;
- recalculated a selection of the Selected Metrics based on the Criteria;
- inspected a selection of supporting documentation related to the Selected Metrics; and
- compared disclosures in the Report about the Selected Metrics to the underlying methodologies, inputs, estimates and assumptions reviewed.

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

KPMG LLP

Washington, District of Columbia
May 22, 2024

BOARD OF DIRECTORS

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

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President and Chief Executive Officer, FMC Corporation

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

CAROL ANTHONY "JOHN" DAVIDSON
Former Senior Vice President, Controller and Chief Accounting Officer, Tyco International

KATHY L. FORTMANN
Former Chief Executive Officer, ACOMO N.V.

C. SCOTT GREER
Retired Principal, Greer and Associates

K'LYNNE JOHNSON
Former Chief Executive Officer, President and Executive Chair, Elevance Renewable Sciences Inc.

DIRK A. KEMPTHORNE
Retired President and Chief Executive Officer, American Council of Life Insurers

MARGARETH ØVRUM
Retired President, Equinor Brazil, Retired Executive Vice President, Development and Production, Brazil, Equinor ASA

ROBERT C. PALLASH
Retired President, Global Customer Group and Senior Vice President, Visteon Corporation

PATRICIA VERDUIN, PH.D.
Former Chief Technology and Sciences Officer, Colgate Palmolive Company

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President and Chief Executive Officer

BRIAN P. ANGELI
Executive Vice President and Chief Marketing Officer

BRIAN J. BLAIR
Vice President, Treasurer

WILLIAM F. CHESTER
Vice President, Global Tax

BARRY J. CRAWFORD
Vice President, Transformation Management

PATRICK DAY
Vice President, Financial Planning and Analysis

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Vice President and President of FMC North America

JULIE DINATALE
Vice President, Chief Sustainability Officer

BÉNÉDICTE FLAMBARD, PH.D.
Vice President, Plant Health

KENNETH A. GEDAKA
Vice President, Communications and Public Affairs

RENATO GUIMARÃES
Vice President and President of FMC Latin America

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Executive Vice President, Operations, Supply Chain and Procurement

SUSANNE M. LINGARD
Vice President, Regulatory Affairs

RONALDO PEREIRA
Executive Vice President and President, FMC Americas

NICHOLAS L. PFEIFFER
Vice President, Corporate Controller and Chief Accounting Officer

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

MICHAEL F. REILLY
Executive Vice President, General Counsel, Secretary and Chief Compliance Officer

SEVA ROSTOVTSEV, PH.D.
Executive Vice President and Chief Technology Officer

ANDREW D. SANDIFER
Executive Vice President and Chief Financial Officer

JACQUELINE SCANLAN
Executive Vice President and Chief Human Resources Officer

PRAMOD THOTA
Vice President and President, FMC Asia Pacific

ABIZAR "ZACK" ZAKI
Vice President, Corporate Strategy, M&A and Venture Capital

Stockholder Data

Accudo® & Seamac™ Rhizo biostimulants, Coragen® eVo, Ferterra, Premio® Star & Prevathon® insecticides, Dodhylex™, Isoflex™ & rimisoxafen herbicide actives, Entazia™ & Provilar™ biofungicides, Ethos® LFR® insecticide/biofungicide, Fluindapyr & Xyway® brand fungicides, Overwatch® herbicide, Presence® Full & Quartzo® bionematicides, Sofero™ brand pheromones, and Vytegris™ crop nutrition brands may not be registered for sale or use in all states and jurisdictions.

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995: Certain statements made in this report are forward-looking statements. In some cases, you can identify these statements by such words or phrases as "will likely result," "is confident that," "expect," "expects," "should," "could," "may," "will continue to," "believe," "believes," "anticipates," "predicts," "forecasts," "estimates," "projects," "potential," "intends" or similar expressions identifying "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, including the negative of those words and phrases. Such forward-looking statements are based on FMC's current views and assumptions regarding future events, future business conditions and the outlook for the company based on currently available information. These statements involve known and unknown risks, uncertainties and other factors that may cause actual results to be materially different from any results, levels of activity, performance or achievements expressed or implied by any forward-looking statement. Additional factors include, among other things, the risk factors and other cautionary statements included within FMC's 2023 Form 10-K as well as other SEC filings and public communications. FMC cautions readers not to place undue reliance on any such forward looking statements, which speak only as of the date made. Forward-looking statements are qualified in their entirety by the above cautionary statement. FMC undertakes no obligation, and specifically disclaims any duty, to update or revise any forward-looking statements to reflect events or circumstances arising after the date on which they were made, except as otherwise required by law.

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

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

FMC | An Agricultural Sciences Company

FMC Corporation
FMC Tower at Cira Centre South
2929 Walnut Street
Philadelphia, PA 19104
U.S.

FMC.com

SAFETY

ESG Metrics

At FMC, people come first. We strive for an injury-free workplace, where every employee returns home the same way they arrived. We encourage a culture of open reporting, so we can learn from our safety incidents and continuously improve behaviors and processes.

Safety Metrics	2021	2022	2023
FMC INJURIES/ILLNESSES			
Fatalities	0	0	0+
Lost Time	2	4	1
Total Recordables	6	7	5
Total Manhours (hr)	18,140,000	17,614,000	18,259,000
TRIR	0.07	0.08	0.05+
LTIR	0.02	0.05	0.01+
3RD PARTY INJURY/ILLNESSES			
Fatalities	0	0	0
Lost Time	4	3	1
Total Recordables	6	5	2
Total Manhours (hr)	4,134,000	5,378,000	6,739,000
TRIR	0.29	0.19	0.06
LTIR	0.19	0.11	0.03
PROCESS SAFETY EVENTS			
Tier 1	1	0	0+
Tier 2	5	7	4+
NOTICE OF VIOLATIONS			
NOVs with Penalty	1	0	0

Definitions

Fatalities
Work-related injury or illness that results in death.

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

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

Total Manhours
Total number of hours worked.

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

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

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

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

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

FMC Injury/Illness
FMC employee or FMC supervised contractors.

3rd Party Injury/Illness
Permanent and resident contractors to FMC.

+ Indicates metric included in assurance boundary.

Refer to Management Criteria on page 62.

ENVIRONMENT

ESG Metrics

Environmental Metrics	Units	2021	2022	2023	Trend	
					2023 vs Base year	2023 vs 2022
GREENHOUSE GAS EMISSIONS						
Scope 1	tCO_2e	103,000	88,000	81,000+	-21%	-8%
CO_2 | CH_4 | N_2O	tCO_2e	- | - | -	- | - | -	76K | 640 | 260	-	-
Scope 2	tCO_2e	62,000	72,000	54,000+	-13%	-25%
Scope 2 (Location Based)	tCO_2e	63,000	67,000	59,000+	-6%	-12%
Scopes 1 & 2	tCO_2e	165,000	160,000	135,000+	-18%	-16%
Operating Sites	tCO_2e	147,900	140,500	114,400	-23%	-19%
Other Owned Sites	tCO_2e	1,300	1,400	1,200	-8%	-14%
Fleet	tCO_2e	14,100	16,800	14,700	+4%	-13%
Fugitives	tCO_2e	1,700	1,700	4,800	+182%	+182%
Scope 3 (Total)	tCO_2e	2,019,000	1,956,000	1,480,000+	-27%	-24%
Category 1 (Purchased Goods & Services)[2]	tCO_2e	1,524,300	1,535,600	1,191,000	-22%	-22%
Category 2 (Capital Goods)[2]	tCO_2e	27,200	31,100	19,400	-29%	-38%
Category 3 (Fuel- and Energy-related Activities)	tCO_2e	42,800	46,600	34,500	-19%	-26%
Category 4 (Upstream Transportation & Distribution)[1,2]	tCO_2e	212,200	136,500	97,400	-54%	-29%
Category 5 (Waste Generated in Operations)	tCO_2e	63,800	63,000	36,700	-42%	-42%
Category 6 (Business Travel)	tCO_2e	1,800	6,200	4,200	+133%	-32%
Category 7 (Employee Commuting)	tCO_2e	6,000	5,700	4,900	-18%	-14%
Category 8 (Upstream Leased Assets)	tCO_2e	14,800	13,000	12,600	-15%	-3%
Category 9 (Downstream Transportation & Distribution)	tCO_2e	9,600	7,600	7,100	-26%	-7%
Category 12 (End-of-life Treatment of Sold Products)[3]	tCO_2e	116,700	110,700	72,200	-38%	-35%
Scope 3 (SBTi Boundary)	tCO_2e	1,807,000	1,731,000	1,309,000+	-28%	-24%
Total GHG Emissions	tCO_2e	2,184,000	2,116,000	1,615,000+	-26%	-24%
Biogenic Carbon Emissions (Scope 1)	tCO_2e	17,000	20,000	20,000+	+18%	0%
GHG Emissions Intensity[4]	tCO_2e/ Revenue USD in thousands	0.033	0.028	0.030+	-9%	+7%

Footnotes

+ Indicates metric included in assurance boundary.

Due to rounding, numbers within ESG Appendix - Environment may not add up precisely.

Refer to Reporting Criteria, Methodologies and Assumptions on pages 62-65.

Scope 2 values are market-based unless otherwise noted.

Scope 3 categories 10, 11, 13, 14 and 15 are considered not relevant. This is consistent with 2021 and 2022 reporting and there are no changes in FMC's business model in 2023.

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

[2]FMC restated 2021 and 2022 GHG emissions in categories 1, 2 and 4 to reflect the updated emission factors from CEDA (Comprehensive Environmental Data Archive) Global Enterprise database. CEDA Global factors were adjusted for commodity-specific inflation, where previous factors were adjusted in line with country-specific inflation. Factors were also updated to purchaser price emission factors, which were published in 2023 after last year's inventory was completed and uses base year 2018. Previous versions of CEDA Global only contained producer price emission factors, which exclude wholesale and retail trade margins and transportation costs.

[3]FMC regularly revisits our methodology and processes to maintain the GHG Protocol's principles of accuracy and completeness. In 2023 we enhanced our data extract process from FMC's Enterprise tool, SAP S/4 HANA, which comprehensively captures all of FMC's spend and financial data. As a result of this change, we have identified additional Scope 3 Category 12 emissions sources that should have been included and have restated 2021 and 2022 Category 12 emissions.

[4]Emissions intensity ratio reported includes Scopes 1 & 2 emissions (numerator) divided by revenue USD in thousands (denominator).

Environmental Metrics	Units	2021	2022	2023	Trend	
					2023 vs Base year	2023 vs 2022
Revenue	USD (In thousands)	5,045,000	5,802,000	4,487,000	-11%	-23%
ENERGY						
Energy Use	GJ	2,163,000	2,474,000	1,911,000+	-12%	-23%
Electricity	GJ	-	671,000	576,000+	-	-14%
Steam	GJ	-	52,000	36,000+	-	-31%
Fuels	GJ	-	1,751,000	1,299,000+	-	-26%
Renewable Energy[1]	GJ	200,000	272,000	366,000+	+83%	+35%
Non-Renewable Energy[2]	GJ	1,963,000	2,202,000	1,545,000+	-21%	-30%
Energy Use - Operating Sites	GJ	-	2,071,000	1,882,000	-	-9%
Renewable Energy Percentage	%	9%	11%	19%	+107%	+74%
Energy Intensity	GJ/Revenue USD in thousands	0.429	0.426	0.426+	-1%	0%
WATER[3]						
Water Withdrawals	ML	1,450	1,340	1,530+	+6%	+14%
Third Party	ML	-	415	418+	-	+1%
Groundwater	ML	-	904	1,093+	-	+21%
Surface Water	ML	-	18	15+	-	-17%
HIGH RISK WATER WITHDRAWALS[5]	ML	259	203	198+	-24%	-2%
Third Party[5]	ML	-	183	180+	-	-2%
Groundwater[5]	ML	-	20	18+	-	-10%
Surface Water[5]	ML	-	0	0+	-	-
Water Discharges[4]	ML	-	830	1,100+	-	+33%
HIGH RISK WATER DISCHARGES[5]	ML	-	36	37+	-	+3%
Water Consumption	ML	-	510	430+	-	-16%
HIGH RISK WATER CONSUMPTION[5]	ML	-	168	161+	-	-4%
AIR QUALITY[6]						
NOx	mt	50.23	90.61	84.36	-	-
SOx	mt	34.41	38.94	32.29	-	-
VOCs	mt	27.39	25.41	14.94	-	-
HAPs	mt	23.31	15.27	12.41	-	-

Footnotes

+ Indicates metric included in assurance boundary.

Due to rounding, numbers within ESG Appendix - Environment may not add up precisely.

Refer to Reporting Criteria, Methodologies and Assumptions on pages 65-66.

[1]Renewable energy sources include briquettes, Energy Attribute Certificates (EAC), Power Purchase Agreements (PPAs), and Green Power Tariffs.

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

[3]Water metrics apply to operating sites.

[4]Water discharges at FMC's Stine R&D site are estimated from August-October 2023 due to a lift station malfunction. Refer to page 66 for additional information on water discharge assumptions.

[5]High-risk locations are defined by the current version of the WRI Aqueduct Tool. 2021 and 2022 metrics have been revised to reflect the 2023 high-risk regions.

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

Environmental Metrics	Type	Units	2021	2022	2023	Trend	
						2023 vs Base year	2023 vs 2022
WASTE							
Waste Generated	Hazardous	mt	52,840	50,210	40,010+	-24%	-20%
	Non-Hazardous	mt	24,030	23,280	19,690+	-18%	-15%
Waste Disposed	Hazardous	mt	32,310	26,430	11,170+	-65%	-58%
	Non-Hazardous	mt	17,600	4,560	3,760+	-79%	-18%
Waste to Beneficial Reuse	Hazardous	mt	20,530	23,780	28,850+	+41%	+21%
	Non-Hazardous	mt	6,420	18,720	15,930+	+148%	-15%
% Waste to Beneficial Reuse		%	35%	58%	75%	+40%	+17%
WASTE DISPOSED – BY TYPE							
Landfill	Hazardous	mt	1,460	2,270	2,130+	+46%	-6%
	Non-Hazardous	mt	16,430	3,910	2,940+	-82%	-25%
Incineration w/o Energy Recovery	Hazardous	mt	16,400	16,530	8,260+	-50%	-50%
	Non-Hazardous	mt	850	190	150+	-82%	-21%
Other Disposal	Hazardous	mt	14,460	7,630	780+	-95%	-90%
	Non-Hazardous	mt	320	460	670+	+109%	+46%
WASTE TO BENEFICIAL REUSE – BY TYPE							
Recycled	Hazardous	mt	-	6,820	14,050+	-	+106%
	Non-Hazardous	mt	-	18,500	15,650+	-	-15%
Incineration w/ Energy Recovered	Hazardous	mt	-	5,730	6,570+	-	+15%
	Non-Hazardous	mt	-	210	270+	-	+29%
Other Beneficial Reuse	Hazardous	mt	-	11,220	8,220+	-	-27%
	Non-Hazardous	mt	-	10	10+	-	+0%

Footnotes

+ Indicates metric included in assurance boundary.

Due to rounding, numbers within ESG Appendix - Environment may not add up precisely.

Refer to Management Criteria on page 61.

Waste metrics apply to operating sites.

ENVIRONMENT

Regional Breakdown

North America	Units	2023
Scope 1 GHG Emissions	tCO_2e	39,200
Scope 2 GHG Emissions	tCO_2e	20,700
Waste to Beneficial Reuse	%	44%
Total Energy Use	GJ	939,000
Renewable Energy	GJ	123,000
Non-Renewable Energy	GJ	816,000
Water Withdrawals	ML	950
Water Discharges	ML	760
Water Consumption	ML	190

Latin America	Units	2023
Scope 1 GHG Emissions	tCO_2e	3,200
Scope 2 GHG Emissions	tCO_2e	500
Waste to Beneficial Reuse	%	80%
Total Energy Use	GJ	20,000
Renewable Energy	GJ	3,000
Non-Renewable Energy	GJ	17,000
Water Withdrawals	ML	10
Water Discharges	ML	0
Water Consumption	ML	10

FMC Global Locations

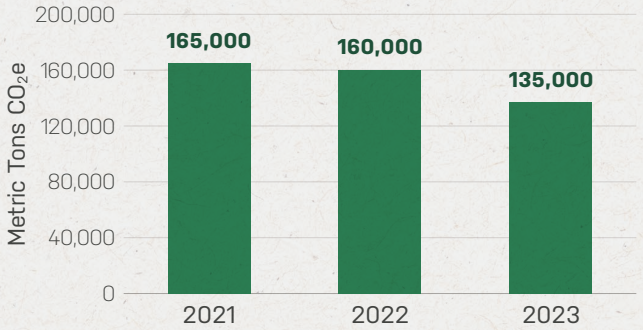
Offices Manufacturing Research and Technology Centers

Europe, Middle East and Africa	Units	2023
Scope 1 GHG Emissions	tCO_2e	30,300
Scope 2 GHG Emissions	tCO_2e	17,500
Waste to Beneficial Reuse	%	92%
Total Energy Use	GJ	594,000
Renewable Energy	GJ	24,000
Non-Renewable Energy	GJ	571,000
Water Withdrawals	ML	360
Water Discharges	ML	300
Water Consumption	ML	50

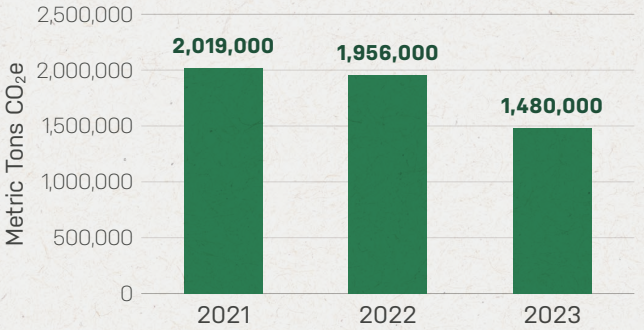
Asia Pacific	Units	2023
Scope 1 GHG Emissions	tCO_2e	8,600
Scope 2 GHG Emissions	tCO_2e	15,100
Waste to Beneficial Reuse	%	84%
Total Energy Use	GJ	359,000
Renewable Energy	GJ	218,000
Non-Renewable Energy	GJ	141,000
Water Withdrawals	ML	210
Water Discharges	ML	40
Water Consumption	ML	170

Note: Due to rounding, numbers within ESG Appendix - Environment may not add up precisely.

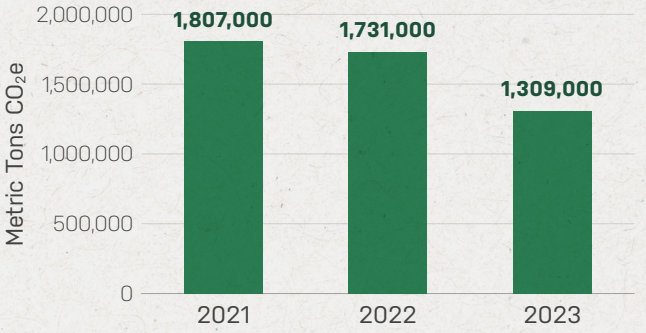
Scopes 1 & 2 GHG Emissions



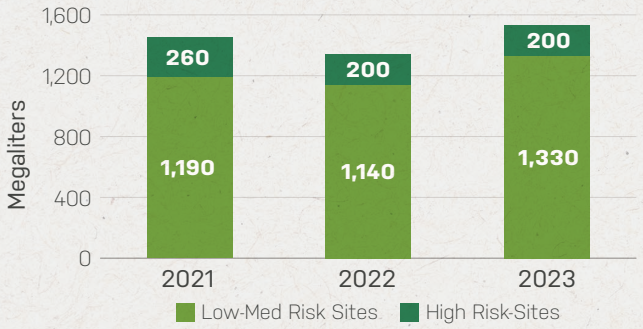
Scope 3 GHG Emissions (Total)



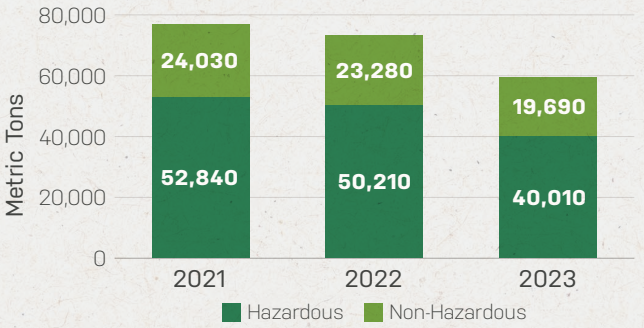
Scope 3 GHG Emissions (SBTi Boundary)



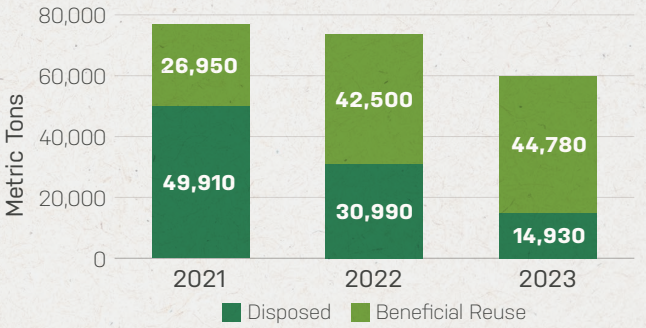
Water Withdrawals



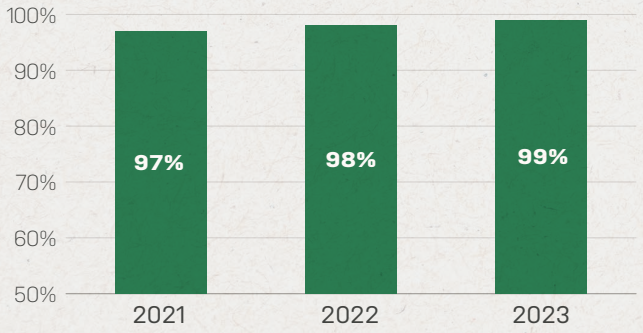
Waste by Type



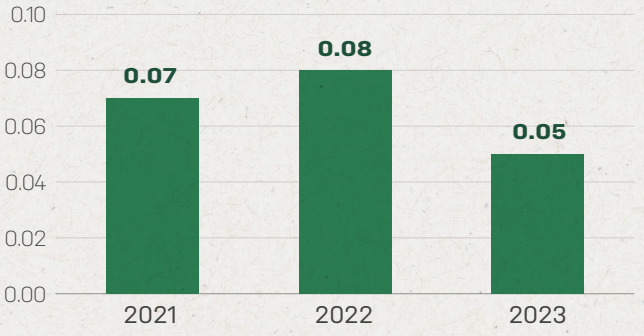
Waste by Treatment



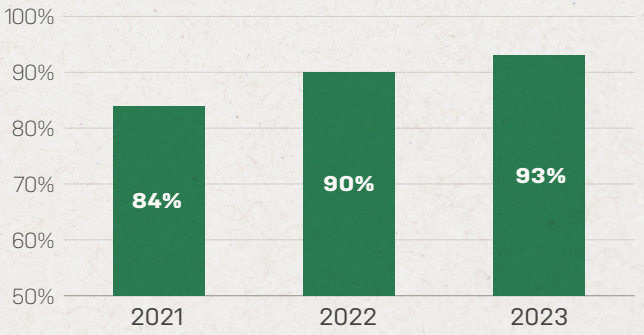
R&D Spend on Sustainably Advantaged Products



Total Recordable Incident Rate (TRIR)



Community Engagement



Note: Refer to page 59 for list of 2023 assured metrics.

CLIMATE TRANSITION PLAN

Overview

Climate change is among the biggest threats to agriculture today. Extreme weather events, prolonged heat and drought, and shifts in growing seasons are challenging farmers around the world. FMC is taking aggressive steps to address climate change and its impacts to support the long-term health of our planet, industry and company. In line with the Paris Agreement, which aims to keep the global temperature at no more than 1.5°C above pre-industrial times, we have committed to a goal of net-zero greenhouse gas (GHG) emissions across our value chain by 2035. Our near-term targets include a 42% absolute reduction for Scopes 1 and 2 emissions and 25% absolute reduction in Scope 3 emissions by 2030.

Both our near-term targets and net-zero goal have been validated by the Science Based Targets initiative (SBTi). To achieve net-zero in line with SBTi, companies are required to reduce absolute Scopes 1, 2 and 3 GHG emissions by a minimum of 90%. The remaining 10% can be neutralized through carbon removal projects. **We outline our steps to achieve net-zero in this first disclosure of our Climate Transition Plan. This plan serves as an extension of FMC's Net-Zero Roadmap and is disclosed in accordance with the Taskforce for Climate Related Financial Disclosures (TCFD), which we have been reporting against since 2019.**

In developing our Climate Transition Plan, FMC consulted frameworks by the Transition Plan Taskforce (TPT), TCFD and CDP. It outlines the climate-related scenario analyses completed to evaluate physical and transition risks and opportunities. In line with TCFD, these analyses leveraged multiple time horizons and scenarios as published by the International Energy Agency (IEA) and the United Nations Intergovernmental Panel on Climate Change (IPCC). FMC also reports on climate-related risks and opportunities, including identification, management and integration into FMC's enterprise risk management process, in our 10-K and CDP Report.

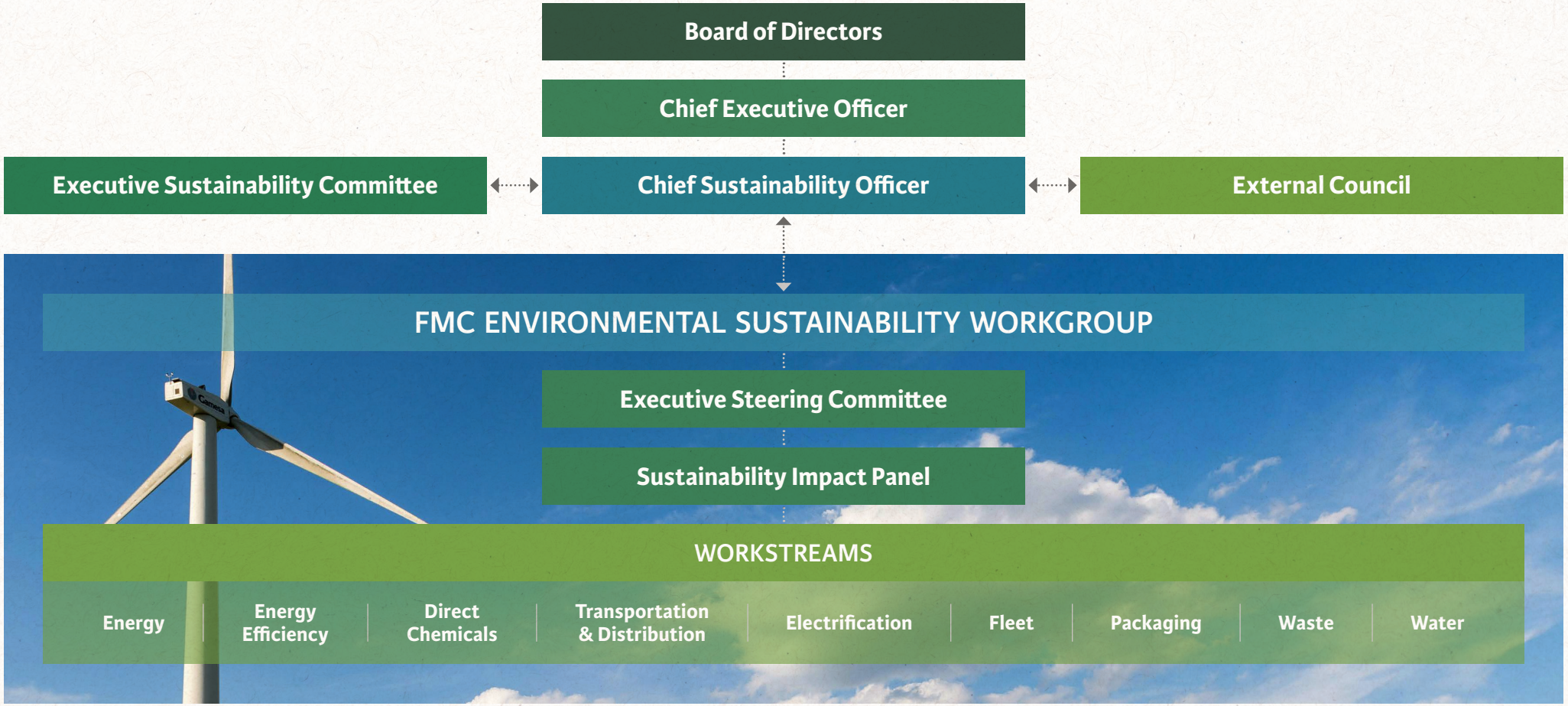
Our Climate Transition Plan is future looking, and we will continually review it as a part of our annual corporate sustainability reporting process and update it as necessary.

TCFD Element	Transition Plan Element	FMC Sustainability Report Source	Additional Source
Governance	Governance	pg. 46	Proxy
Strategy	Scenario Analysis	pg. 47	CDP C3
	Financial Planning	pg. 47-49	CDP C3
	Value Chain Engagement and Low Carbon Initiatives	pg. 11, 47-49	CDP C12
	Policy Engagement	pg. 47, 53	CDP C12
Risk Management	Risks and Opportunities	pg. 47	CDP C12, 10-K pg. 12-13, 41
Metrics and Targets	Targets	pg. 09, 45, 48-49	CDP C4
	Scope 1, 2 and 3 Accounting with Assurance	pg. 40, 53-55	CDP C6 and C10

CLIMATE TRANSITION PLAN

Governance Structure

FMC's global Environmental Sustainability Workgroup leads programs and initiatives that drive progress toward our net-zero and 2035 environmental goals. The cross-functional group is guided by an Executive Steering Committee and Sustainability Impact Panel comprised of senior leaders in research and development, global regulatory, finance, operations, supply chain, procurement and sustainability. These governing bodies meet on a regular basis to ensure priorities are aligned across functions and facilitate key decisions to drive progress toward our goals. Each workstream focuses on a specific priority to achieve net-zero, identifying and implementing projects and initiatives that drive GHG reductions and improve management of energy, water and waste. Members of FMC's corporate sustainability team support the workstreams, optimize resource use and support the integration of sustainability objectives across functions. Additional information regarding FMC's overall sustainability governance and stakeholder engagement can be found in our proxy statements and website.



CLIMATE TRANSITION PLAN

Risks & Opportunities

	Risks & Opportunities *TCFD Alignment*	Description	Strategy: Minimizing Risks & Maximizing Opportunities
Transition Risks	**Changing Customer Demand Profile** *Market Risk*	Reduced earnings due to shifting customer demand for environmentally-conscious solutions	**Products and Services** • Growing the Plant Health business with an expanded portfolio of differentiated products driven by biologicals. • Promoting Integrated Pest Management (IPM) combining biologicals with synthetics to enhance our portfolio of sustainably-advantaged solutions. • Providing environmentally-conscious solutions to meet increased demand, allowing farmers to optimize performance while preserving resources. • Expanding our Precision Agriculture offerings to provide growers with tools and technology to predict and respond to changing climatic conditions. **Research and Development** • Solving for farmers' future challenges, such as shifting growing seasons and new or variable pests, through novel modes of action, new modalities and formulations. • Developing and expanding a portfolio of sustainably-advantaged products that enable farmers to address pest pressure while improving soil quality, using natural resources more efficiently, and protecting biodiversity, including pollinators and other beneficial insects. • Leveraging data science, machine learning and artificial intelligence to accelerate discovery processes in response to more rapid climatic changes. **Investments and Capital Expenditures** • Strategically spend capital in projects that support our business goals, including sustainability. • Evaluate sustainability impacts as integrated in the capital deployment process to assist in mitigating acute and chronic physical climate risks. • Key investments in biologicals, partnerships and M&A in addition to our in-house research and development to advance innovative solutions in new and existing markets. • Investing through FMC Ventures in start-ups and early-stage companies working on new or disruptive technologies that will facilitate key advancements in agriculture. **Supply Chain and Operations** • Creating a resilient and cost-efficient supply chain to quickly adapt to changing markets and potential impacts of climate change. • Achieving net-zero across our operations and value chain by 2035, enabling us to provide cost-competitive low carbon products on an accelerated timeline and mitigate risks associated with carbon mechanisms. • Responding to acute and chronic physical risks by optimizing manufacturing processes and through implementing sustainable water practices with a prioritization on sites in high-risk water areas to minimize impacts and dependence on water. **Stakeholder Engagement** • Strengthening relationships with growers as a trusted advisor to provide them products best suited to meet evolving grower practices (e.g., regenerative agriculture) and climatic conditions. Strategically engaging with key channel partners (i.e., distributors, co-ops and retailers), to enable rapid delivery of climate-adaptive solutions. • Achieving supply chain resiliency by engaging with key suppliers (who account for much of our Scope 3 emissions) to enable them to respond to evolving expectations. • Collaborating with external stakeholders across the public, private and civil society domains to take action on a global scale and respond to climate risks.
Transition Risks	**Market Loss** *Market, Technology and Policy & Legal Risk*	Inability to access new and existing markets	
Transition Risks	**Carbon Mechanisms** *Market, Technology and Policy & Legal Risk*	Increased costs due to taxes, tariffs and regulations	
Transition Risks	**Supply Chain Disruption** *Policy & Legal and Market Risk*	Increased end-to-end supply chain disruption and need for resiliency	
Transition Opportunities	**New Market Opportunities** *Markets and Products/ Services*	Gain market share in new & existing markets by delivering environmentally-conscious solutions to growers	
Transition Opportunities	**Operational Efficiency** *Resource Efficiency, Markets and Products/ Services*	Cost savings, reduced environmental impacts and increased market share with environmentally-conscious solutions	
Physical Risks	**Acute Physical Risks** *Physical Risk*	Extreme heat, extreme precipitation, flood, wildfire, drought and water stress	
Physical Risks	**Chronic Physical Risks** *Physical Risk*	Chronic temperature and precipitation	

Model Conditions

Time Horizons
Short Term: 2030
Medium Term: 2040
Long Term: 2050

Climate Scenarios
Aggressive Climate Action:
Projected Warming 1.8° C
Moderate Climate Action:
Projected Warming 2.7° C
Insufficient Climate Action:
Projected Warming 4.4° C

Reference Scenarios
Physical Risk:
IPCC SSP1-2.6
IPCC SSP2-4.5
IPCC SSP5-8.5

Transition Risk:
IEA NZE 2050
IEA APS
IEA STEPS

Definitions

Transition Opportunity
Climate-related opportunity associated with transitioning to a lower-carbon global economy.

Environmentally-Conscious Solutions
Products and services FMC can offer to minimize environmental impacts associated with product manufacturing and/or use. These include biologicals, sustainable, low-carbon and low-input (reduced resource use) products.

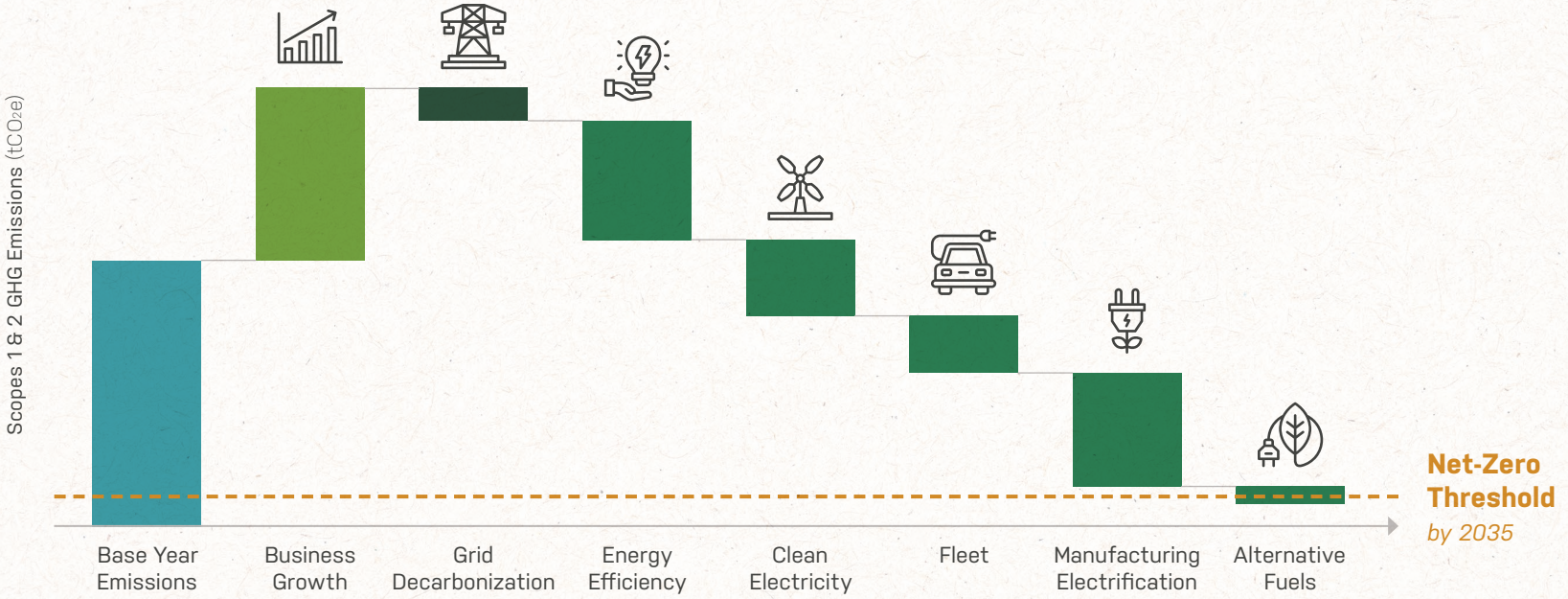
Transition Risk
Climate-related risks associated with transitioning to a lower-carbon global economy.

Physical Risk
Climate-related risks associated with long-term shifts in weather (chronic) and increased severity of extreme weather events (acute).

TCFD
Taskforce for Climate-Related Financial Disclosures.

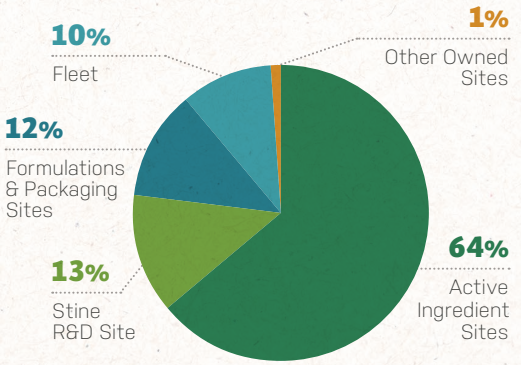
CLIMATE TRANSITION PLAN

Scopes 1 & 2 Net-Zero Strategy



Our strategy for achieving net-zero GHG emissions in our operations is based on one simple principle: use less energy, use clean energy. We are prioritizing the locations responsible for most of our emissions: five sites where we manufacture our active ingredients and at our Stine R&D center. Most of our near-term reductions will come from implementing energy efficiency projects, switching to alternative fuels (including biofuels) and procuring clean electricity. Our long-term reductions will be dependent on the availability of new technologies and infrastructure to electrify our fleet and manufacturing equipment at scale.

Emissions by Site Type



Definitions

Base Year Emissions: FMC's 2021 Scopes 1 & 2 GHG emissions, using operational control approach.

Business Growth: Projected increase in Scopes 1 & 2 GHG emissions between 2021-2035 due to business growth.

Grid Decarbonization: Expected reduction from electricity grid on the International Energy Agency (IEA) Announced Pledges Scenario (APS).

Energy Efficiency*: Reducing total energy consumption by, for example, optimizing manufacturing processes, implementing best practices for energy consumption (i.e. HVAC/lighting), upgrading equipment and recovering waste heat.

Clean Electricity*: Consuming clean electricity using market-based tools (power purchase agreements, virtual power purchase agreements, energy attribute certificates, emission-free energy certificates, and green tariffs) and site-level renewable energy projects. This considers the increased demand from electrification, and the reduced demand from energy efficiency. Clean electricity includes emissions-free and/or renewable sources, such as solar, wind, geothermal, hydropower and nuclear electricity.

Fleet: Optimizing the use of vehicles and transitioning to clean electricity and an alternative fuel powered fleet.

Manufacturing Electrification: Transitioning to electric-powered equipment where possible and prioritizing replacement of assets at the end-of-life. Emissions reductions are dependent on clean electricity availability and consumption.

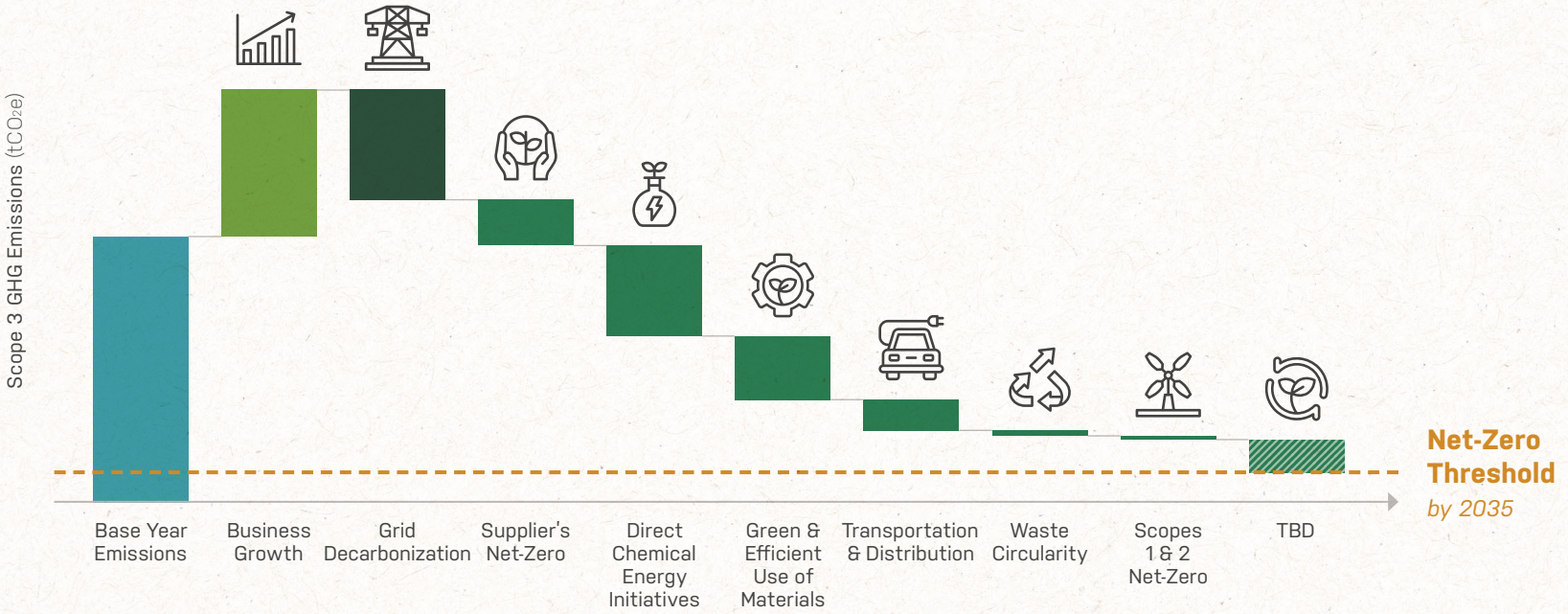
Alternative Fuels: Switching energy sources from fossil fuels to cleaner alternatives such as biofuels, hydrogen, and blended fuel, and other emerging decarbonization technologies.

Net-Zero Threshold: Scopes 1 & 2 GHG emissions is equivalent to a 90% absolute reduction in Scopes 1 & 2, while the remaining 10% may be offset in line with SBTi methodology.

*Accelerated/Early Action.

CLIMATE TRANSITION PLAN

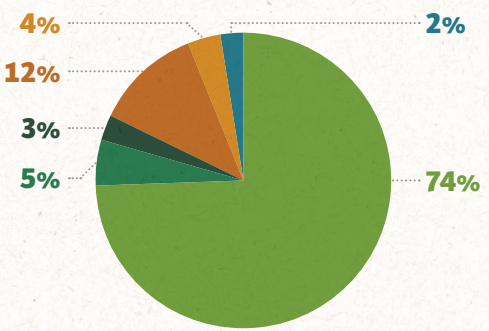
Scope 3 Net-Zero Strategy



As Scope 3 represents 92% of FMC's total emissions, we will focus on reducing emissions in our most material Scope 3 categories via supply chain engagement, mode optimization and using greener and more efficient materials. Leveraging key relationships with suppliers who account for a majority of our GHG emissions will be critical for us to meet our net-zero goal. Partnering with these suppliers on energy initiatives will help them to reduce their Scopes 1 and 2 emissions over time, thus reducing FMC's Scope 3 emissions.

- Direct Chemicals — *Category 1*
- Remediation — *Category 1*
- Waste Generated in Operations — *Category 5*
- Packaging — *Category 1*
- Upstream Transportation and Distribution — *Category 4*
- Fuel and Energy Related Activities — *Category 3*

Emissions by Category - SBTi Boundary



Definitions

Base Year Emissions: FMC's 2021 Scope 3 GHG emissions (SBTi boundary), including Categories 1 (direct chemicals, packaging and remediation activities), 3, 4 and 5. These account for 90% of total Scope 3 emissions.

Business Growth: Projected increase in Scope 3 GHG emissions between 2021-2035 due to business growth.

Grid Decarbonization: Expected reduction from electricity grid based on various sources, including government net-zero and renewable energy commitments in FMC's key supplier locations. *(Categories 1,3,4,5)*

Supplier's Net-Zero: Expected reduction from suppliers setting and reaching their corporate net-zero targets. *(Categories 1,3,4,5)*

Direct Chemical Energy Initiatives: Leveraging relationships with contract manufacturers and tollers of key FMC products to implement energy efficiency initiatives and procure clean and renewable energy. *(Category 1: Direct Chem)*

Green & Efficient Use of Materials: Efficiently using materials, per unit of production, through process optimization, increased recovery and other improvements. Where feasible, transitioning to a product portfolio that is less carbon intensive (i.e., evaluating our supply chain to procure materials from companies and locations with lower GHG emissions). Strategically phasing out and/or reducing FMC products with a high carbon footprint. *(Category 1: Direct Chem and Packaging)*

Transportation & Distribution: Optimizing logistics network, reducing route distances, switching transportation modes and using cleaner fuel sources. *(Category 4)*

Waste Circularity: Achieving FMC 2035 Goal of 100% of waste to beneficial reuse. *(Category 5)*

Scopes 1 & 2 Net-Zero: Achieving FMC 2035 Goal of net-zero for Scopes 1 & 2. *(Category 3)*

TBD: Emissions reductions required to reach our net-zero threshold that have not been attributed to a specific lever. This accounts for improvements in data granularity (i.e., spend to weight/activity to supplier-specific emission factors) and emerging technologies becoming scalable and cost effective. *(Categories 1,3,4,5)*

Net-Zero Threshold: Scope 3 GHG emissions is equivalent to a 90% absolute reduction in Scope 3 SBTi boundary, while the remaining 10% may be offset in line with SBTi methodology. Emissions in Scope 3 SBTi boundary account for 90% of total Scope 3 emissions.

Updates: This model will be refined and validated as assumptions and data are updated.

Scope 3: Methodology (page 63)

Scope 3 SBTi: Methodology (page 65)

ENVIRONMENT

Environmental, Health and Safety (EHS) Topics

At FMC, we proactively identify and manage material ESG risks, which is integral to our commitment to sustainable business practices.

i EHS Program

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

ii EHS Hierarchy

Policies: FMC's EHS Policy outlines the company's environmental health and safety goals and objectives and serves as the framework for the EHS program. Executed at the highest level of management, the EHS policy guides FMC's operations.

Standards: Global EHS Standards enable consistent implementation of FMC's EHS policy at all FMC locations and ensure best management practices are established to meet the company's EHS objectives.

Procedures: Site-level procedures provide clear instructions and specific details to help employees effectively implement FMC standards and policies at a local level and remain compliant with local laws and regulations.

iii EHS Audit

FMC owned-and-operated facilities must comply with FMC EHS Standards and local laws and regulations and maintain an open dialogue with local communities on the nature and hazards of the materials it manufactures or handles.

1. **Audits:** Per FMC's Audit Standard, FMC endeavors to complete verified audits on a 36-month cycle at all FMC-owned facilities. At leadership discretion, sites may be audited more frequently and may include a comprehensive EHS compliance audit, topic-specific audit or an audit of an action plan implemented from a previous audit.
2. **Assessments:** FMC regularly reviews documentation through EHS assessments to ensure sites are maintaining and upholding site-level procedures, EHS standards, and permit requirements per local regulations.
3. **Third Parties:** Third-party audits, performed under programs including Responsible Care® and ISO 14000, are completed by site-level certifications per the required frequency of the respective program. 65% of FMC sites have a third-party certification (ISO: 45%, RCMS: 20%).

iv Key EHS Elements

1. **Waste, Effluent and Water Quality:** FMC ensures proper tracking and management of hazardous and non-hazardous waste by following on-site procedures and global guidelines. All FMC sites continuously monitor environmental impacts in accordance with local laws and regulations. For example, FMC regularly performs water quality monitoring and testing on effluent discharge where appropriate to protect water sources from contamination. The company is committed to engineering and institutional control measures to prevent unpermitted discharges.

2. **Air:** FMC monitors and tracks air pollutants, including SOx, NOx, VOCs and HAPs, in accordance with global and regional laws and regulations. FMC takes action to prevent and reduce air pollutants from company operations including hearing conservation programs to reduce noise emissions. At certain sites, leak detection and repair (LDAR) programs are also used to ensure the enclosure of emissions sources and to locate and repair leaking components.

3. **Emergency Preparedness and Crisis Management:** Through a robust crisis management framework, FMC efficiently manages a variety of crises that could impact employees, operations, communities and/or business reputation. Safety is a key value at FMC and the company has established emergency response standards to safely manage an emergency at any facility. Local emergency response procedures ensure the proper training and preparedness of local emergency response teams.

4. **Process Safety:** Process Safety Management, which mitigates fires, explosions and hazardous material releases in operations sites, is a key part of FMC's safety program. FMC has robust standards and procedures for employees across all global sites to effectively identify and mitigate process safety risks. These include minimum safety requirements, screening and conducting systemic reviews of process hazards, and providing process information.

5. **Incident Management and Reporting:** All FMC sites are required to report, categorize and perform the appropriate level of incident investigation for all EHS incidents, including injury, illness, process safety, environmental or other crisis incidents. Incidents are initially handled by a local emergency response team, with defined responsibilities and escalation requirements depending on the severity of the incident. Proper collection of data related to incidents, including incident investigation and causal analysis, enables FMC to continuously improve and prevent future events, implementing mitigation measures as appropriate.

6. **Training:** FMC regularly educates and trains employees, contractors and stakeholders on key EHS topics and procedures to ensure safe operations at all sites. Site- and function-specific training teaches individuals to operate safely and effectively at FMC sites. As a result of FMC's firm commitment to safety, our 2023 Total Recordable Incident Rate (TRIR) is amongst the lowest in the chemical industry worldwide.

ENVIRONMENT

Environmental Topics

At FMC, we proactively identify and manage material ESG risks, which is integral to our commitment to sustainable business practices.

i Nature and Biodiversity

FMC recognizes the important relationship between climate change, nature and business. FMC is an early adopter of the Taskforce on Nature-Related Financial Disclosures (TNFD), and is beginning the process of understanding nature-related dependencies and impacts at its operating sites and in its supply chain. FMC's 2035 goals of reaching net-zero, 100% waste to beneficial reuse, and implementing sustainable water practices at all sites, comprehensively enable FMC to mitigate many impacts of our business on nature and protect biodiversity. FMC will continue to disclose activities related to nature and biodiversity throughout the completion of the TNFD process and in our annual CDP submission.

FMC continuously monitors risks and issues related to biodiversity and invests in product innovation, programs and partnerships to promote biodiversity protection. FMC offers an innovative product pipeline and complementary solutions, including precision agriculture and biologicals, for Integrated Pest Management (IPM), which can help minimize impacts on biodiversity. Potential product-related impacts on biodiversity are evaluated as a part of FMC's Product Sustainability Assessment, which is performed on all products in the research and development pipeline.

ii Product Stewardship

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

Product Stewardship Pillars	Activities
Governance	• Risk Management • Inquiry Handling • Incident Response • Label Integrity
Culture	• New Hire Onboarding • Stewardship Staff Competency • Stewardship Culture Monitoring
Engagement	• Third Party Engagement • Smallholder Engagement • Product-specific Advice • Behavioral Science • Stewardship Materials and Resources
Sustainability	• Biodiversity Protection • Container Management • Stewardship Technology Innovation • Resistance Management

iii Environmental Remediation

FMC's environmental remediation portfolio, managed by a dedicated team of employees, consists of legacy FMC manufacturing operations. FMC works closely with state and federal agencies and local communities throughout the remediation process, which encompasses investigation, design, implementation and monitoring. FMC is focused on brownfield development opportunities where possible, which supports local communities and the planet.

SOCIAL

Social Topics

At FMC, we proactively identify and manage material ESG risks, which is integral to our commitment to sustainable business practices.

i Human Capital Development

1. **Training:** FMC provides all new and current employees with ongoing, comprehensive training to support their professional growth and development. Global training is facilitated virtually and in-person, and focuses on a range of topics including human rights, ethics and compliance, cybersecurity and safety. For example, FMC launched a required global training focused on human rights in the supply chain for new and current FMC employees in 2023. FMC also provides function- and location-specific trainings to enable employees to build skills and gain knowledge necessary to succeed in their roles. An example of this is the DEI training and resources provided to managers and employees that teach them tools to enhance recruiting, hiring and retention initiatives that help to foster a culture of inclusion.
2. **Leadership Development:** FMC offers development programs globally to help employees grow personally and professionally. These programs are delivered in a variety of ways, including instructor-led and self-paced courses, development planning and stretch assignments, project-based action learning and rotational learning, mentoring and coaching, and leadership and functional assessments. In 2023, over a third of FMC managers completed more than 9,000 hours of structured leadership development courses. In addition, all FMC employees are provided virtual self-led development courses relating to critical business skills, leadership, safety and DEI.

ii Total Rewards

FMC compensates employees through a Total Rewards program based on performance and competencies following the annual performance appraisal process. In 2023, approximately 5,000 employees received performance ratings. Performance-based direct pay includes competitive base pay, annual bonus opportunities, sales incentive plans and long-term incentives. These compensation elements, along with health benefits, work-life flexibility, recognition awards, and talent and career development, enable FMC to offer a comprehensive Total Reward package designed for employees throughout their career. FMC also conducts an assessment to ensure that employees in the same job function, location and pay level are paid fairly relative to each other, regardless of their gender or race/ethnicity. FMC offers localized benefits that may exceed statutory requirements (such as parental leave in the U.S.) and that help support employees' financial, mental and physical well-being. Depending on employee eligibility, these include additional resources such as employee assistance programs, flexible work programs (remote and flexible hours), fitness and education support, and services for career coaching and mental health.

iii Community and Stakeholder Engagement

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

SOCIAL

ESG Metrics

Workforce Metrics for Full-Time Employees in 2023

	Total	Male	Female	Gender Not Disclosed
GLOBAL				
Full Time Employees	6,378	4,326	2,038	14
<20	1	1	0	0
20-29	681	431	249	1
30-39	2,155	1,407	741	7
40-49	1,846	1,238	604	4
50-59	1,244	914	328	2
60+	451	335	116	0
External Hires	853	583	258	12
Voluntary Turnover	459	303	156	0
ASIA PACIFIC				
Full Time Employees	2,640	1,964	673	3
External Hires	447	375	71	1
Voluntary Turnover	209	162	47	0
NORTH AMERICA				
Full Time Employees	1,510	968	531	11
External Hires	136	75	50	11
Voluntary Turnover	84	48	36	0
LATIN AMERICA				
Full Time Employees	764	490	274	0
External Hires	92	51	41	0
Voluntary Turnover	87	49	38	0
EUROPE, MIDDLE EAST, AFRICA				
Full Time Employees	1,464	904	560	0
External Hires	178	82	96	0
Voluntary Turnover	79	44	35	0

Female Employees by Level, Global

	Count	%
Full Time Employees	**2,038**	**32%**
Board of Directors	4	36%
Operating Committee	6	29%
Executive Level/ Leadership Positions	67	36%
Professional Roles	1,525	33%

Governance Bodies (Operating Committee) by Age Group, Global

	Count	%
Operating Committee Total	**21**	**100%**
Under 30	0	0%
30-50	8	38%
Over 50	13	62%

Black/African American Employees by Level, U.S. Only

	Count	%
Full Time U.S. Employees	**132**	**10%**
Board of Directors	1	9%
Operating Committee	0	0%
Executive Level/ Leadership Positions	6	5%
Professional Roles	77	7%

Definitions

Board of Directors
FMC Board of Directors, responsible for overall management of the company.

Operating Committee
Executive leadership and officers.

Executive Level/Leadership Positions
Roles with significant responsibility to oversee and direct a functional discipline or business area for FMC.

Professional Roles
Defined by types of responsibilities and requirements, such as independent judgment and decision making that impact the business. They include Executive/ Senior Management, First Level Managers, Professionals and Sales Workers.

EEO-1
FMC discloses EEO-1 data here. Please note that job categories differ in the way we categorize jobs and track DEI progress at FMC.

Full Time Employees
Metrics, including age ranges, include full-time FMC employees and exclude other payroll workers (i.e. interns, apprentices and trainees).

GOVERNANCE

Governance Topics

At FMC, we proactively identify and manage material ESG risks, which is integral to our commitment to sustainable business practices.

i Executive Compensation

FMC has a longstanding practice of including sustainability-related objectives in the individual measures as a component of annual incentive pay of the CEO and other named executive officers. These metrics relate to FMC's sustainability goals as highlighted in this report and include safety, workforce diversity and progress towards net-zero. Performance against sustainability-related goals is reported in the annual proxy report.

ii Ethics and Compliance

1. **Ethics Reporting:** FMC is committed to conducting business with honesty and integrity and in compliance with all applicable laws. FMC strengthens that commitment by conducting fair and impartial internal investigations and prohibiting retaliation against anyone who makes a report in good faith. Reports of alleged non-compliance with FMC's Code of Ethics and Business Conduct may be made to the FMC Ethics Response Line, which is available externally at FMC.com and on the internal FMC SharePoint®. Where permitted by law, reports to the FMC Ethics Response Line may be made anonymously (or reporters may self-identify) by phone, web portal, QR code or mail. In 2023, the FMC Ethics Office evaluated 13 global reports classified as harassment, discrimination or retaliation. Of these 13 reports, 1 was substantiated and resulted in employee discipline.

2. **Ethics and Compliance Training:** Over 15,500 person-hours of training (both live and e-training) were delivered to FMC's global workforce on topics such as antitrust, anti-bribery and anti-corruption, data privacy, intellectual property, and ethics and compliance. FMC launched 10 mandatory trainings for new employees and 5 mandated trainings for all active employees in 2023.

3. **Communications:** The Ethics Office maintains awareness about ethics and compliance via global processes, communications and special events. Examples from 2023 include the annual mandatory FMC Code of Ethics and Business Conduct global questionnaire and certification process; quarterly electronic newsletters, e-mails, and micro-learnings on substantive compliance topics; and global Ethics and Compliance Achievement Awards. FMC also raises awareness through its network of "Ethics and Compliance Ambassadors" - employees from around the world who volunteer to participate in compliance activities and reinforce compliance messaging in their local organizations.

4. **Governance:** The FMC Ethics Office is a dedicated cross-functional committee responsible for leading internal investigations at the company. FMC's Corporate Responsibility Committee consists of executive management and reports to the Audit Committee of the Board of Directors. This Committee assesses the company's overall compliance with applicable law and FMC's Code of Ethics and Business Conduct, oversees the compliance training program, and evaluates responses to significant compliance matters and legal developments.

iii Anti-Bribery and Anti-Corruption

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

iv Collective Bargaining

A portion of FMC employees are covered under collective bargaining agreements. For each manufacturing site where collective bargaining agreements are present, FMC makes every effort to reach agreements that are mutually beneficial. The company strongly believes in a cooperative approach and works closely with unions and work councils to find solutions for everyday interactions as well as contract negotiations. FMC expects suppliers to respect their employees' right to join, form or abstain from joining a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, FMC expects suppliers to establish a constructive dialogue with their representatives.

v Risk, Control and Audit

FMC has a robust Internal Audit (IA) function and Enterprise Risk Management (ERM) process as part of FMC's Risk, Control and Audit (RC&A) group. The Chief Audit Executive reports directly to the Audit Committee, and sets an annual audit plan based on appropriate risk factors for financial and non-financial compliance, including but not limited to FMC's Code of Ethics and Business Conduct, Financial Standards (internal and GAAP), Foreign Corrupt Practices Act (FCPA), Sarbanes-Oxley (SOX) compliance and relevant data privacy laws. IA maintains objectivity and independence through its organizational structure, reporting lines, culture and operations. Additionally, FMC conducts an annual company-wide ERM assessment to evaluate exposure and manage enterprise-wide risks. The ERM process assists in guiding FMC's 10-K risk disclosures. ERM Assessment findings are reported to the FMC Risk Council and executive leadership quarterly and annually to the Board of Directors. Additional information regarding climate risk is shared in the Climate Transition Plan.

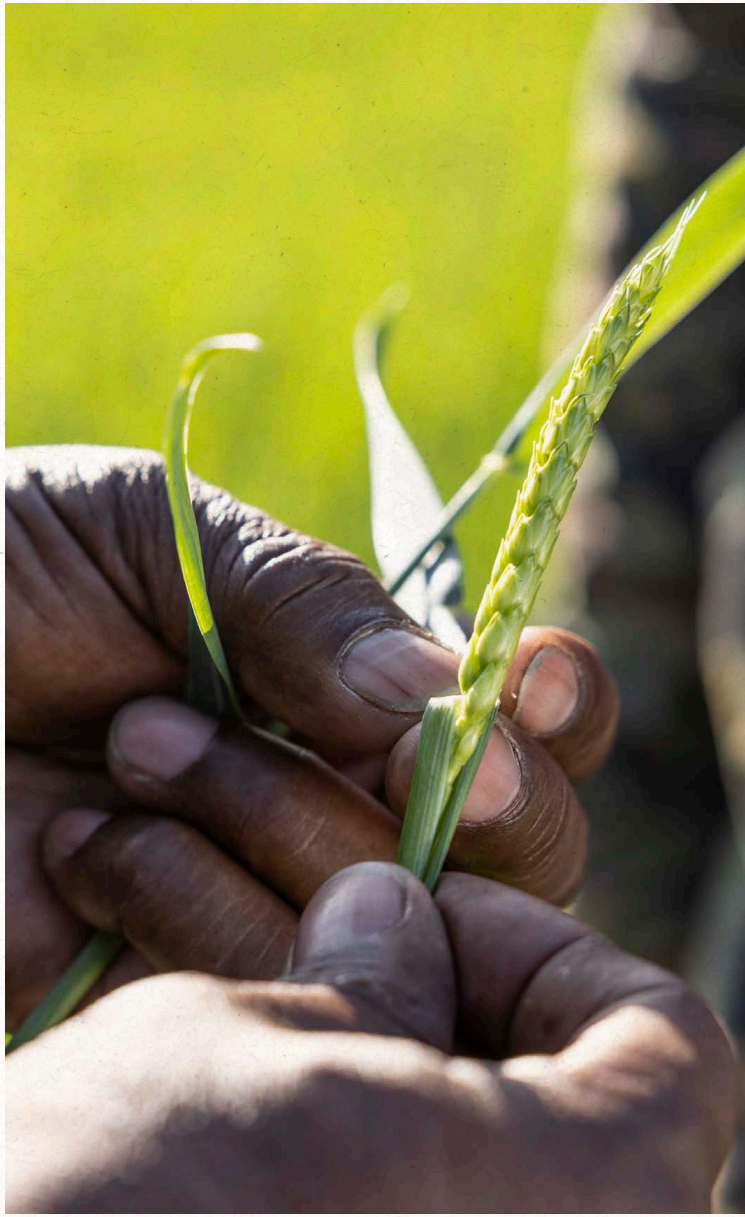
vi Cybersecurity

FMC provides robust training and tools for employees to mitigate risks associated with cybersecurity. Employees can directly report emails, allowing FMC to streamline suspicious email processing, identify real threats, and proactively remove identified malicious emails from recipients' inboxes. Additionally, upon hire and on an annual basis, FMC employees and contractors are required to complete the IT Security Awareness training, which consists of two mandatory training modules that cover security best practices, highlight FMC's IT policies and standards, and provide guidance on how to identify and prevent phishing attacks. In addition to security awareness training, global FMC users participate in periodic phishing simulation tests, where failure can result in additional training or further remedial action when necessary. Additional information regarding cybersecurity is outlined in FMC's Annual Report and Cybersecurity Policy.

vii Supply Chain Due Diligence

1. **Supplier Selection:** FMC's Supplier Code of Conduct and Sustainability Sourcing Statement define the company's expectations of suppliers on ESG topics. All potential suppliers are evaluated through the Supplier Selection and Approval Process, which outlines requirements for due diligence, screening and third-party risk assessments. In 2023, the Procurement Center of Excellence (COE) refreshed FMC's due diligence process for vetting FMC's supply base. The COE worked with key stakeholders throughout FMC to review supplier risks related to each functional area, and developed an improved supplier questionnaire that was launched along with training to requesters, risk area stakeholders and supplier master data specialists. Categories included ABAC, FCPA, Sanctions/Embargoes, Human Rights, Company Ownership, Global Trade Compliance, Conflict Minerals, EHS, Responsible Care®, REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and Risk & Insurance.

2. **EcoVadis:** In addition to FMC internal supplier selection processes, FMC partnered with EcoVadis in 2023 to expand supply chain visibility and engagement. EcoVadis monitors global supply chains through assessments that enable FMC to evaluate suppliers based on criteria such as environmental impact, labor and human rights, ethics, and sustainable procurement, including location and industry specific factors.



GOVERNANCE

FMC Policies & Statements

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

Policies and Statements	Description	Scope	UNGC Alignment
Environment, Health and Safety Policy	FMC's EHS policy outlines our responsibility to the environment, health and safety (including occupational and process safety) of our employees and global community. It is executed at the highest level of the company.	Company, World	8
Our Care for the Planet	Provides an overview of FMC's position on climate change, water security and biodiversity.	Company, Supplier Expectations, World	7,8,9
Commitment to Animal Welfare	Outlines FMC's requirements to adhere with regulatory standards for animal testing and commitment to global principles (replace, reduce, refine) for animal welfare.	Company	8,9
Policy on Human Rights	Builds upon FMC's Code of Ethics to further outline the company's commitment to the protection and advancement of human rights as a principle and within global business operations. It outlines adherence to international best practices and standards, guiding pillars, due diligence and reporting and employee training.	Company, Supplier Expectations	1,2,3,4,5,6
Code of Ethics and Business Conduct	FMC's Code of Conduct serves as the cornerstone of our belief in conducting business with honesty and integrity, setting high standards that align with, and often exceed, local laws and regulations. The Code outlines requirements for all employees and stakeholders and provides clear information on how to report any violations through our Ethics hotline.	Company, Suppliers	1,2,3,4,5,6,10
Supplier Code of Conduct	Clarifies expectations placed on FMC suppliers and their subcontractors to act in accordance with the Supplier Code of Conduct, which covers topics relating to ethics, human rights, labor, environment, and health and safety.	Suppliers	1,2,4,5
Sustainable Sourcing Statement	Outlines expectations placed on FMC suppliers and outlines FMC's plan related to ESG Supplier Engagement, including supplier screening, auditing, employee training and adherence to Modern Slavery Acts globally.	Suppliers	1,2,3,4,5,8
Conflict Minerals Statement	Outlines FMC's commitment to conflict minerals sourcing in compliance with Section 1502 of the Dodd-Frank Act.	Company, Suppliers	1,2,10
Corporate Tax Policy Statement	Provides transparency to FMC stakeholders on tax policy matters and compliance with tax regulations.	Company	10
Cybersecurity Policy	Provides an overview of FMC's comprehensive cybersecurity program to protect company and supply chain data. This includes details around FMC's executive oversight and risk mitigation program, which includes risk assessment, auditing, security systems, employee training and response plans.	Company, Suppliers	10
Board Sustainability Committee Charter	Summarizes the responsibilities of the Sustainability Committee of the Board of Directors to ensure the effectiveness of FMC's sustainability strategy and efforts related to ESG, including sustainability goals and objectives.	Company (Board)	8
CDP Reports	Provides a detailed understanding of FMC's sustainability efforts around climate change and water security and comprehensive sustainability data disclosures. In 2023, FMC received an "A" on the water security questionnaire and "A-" on the climate change questionnaire.	Company	7,8
Materiality Assessment	Conducted biannually and completed in accordance with GRI Standards, FMC's materiality assessments identify and evaluate the company's impacts associated with our business operations, products/services and supply chain. FMC's double materiality assessment will be published in 2024.	Company	7
Climate Transition Plan	Outlines FMC's strategy to meet the company's net-zero 2035 goal in alignment with SBTi. Includes governance, strategy, risk management, and metrics and targets.	Company, Suppliers	8
Stakeholder Engagement	Summarizes FMC's engagement strategy with key stakeholder groups to discuss important initiatives, issues and trends for FMC.	Company, World	1,2,4,6,8

GOVERNANCE

United Nations Global Compact

FMC became a signatory to the UN Global Compact (UNGC) in 2015. This is our ninth Communication on Progress indicating our activities and management systems in support of the UNGC principles. More information on our initiatives to support the UNGC principles can be found below and on FMC.com/sustainability.

Topic	Principle	Initiatives
Human Rights	**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.	• Human Rights in the Supply Chain training • Supplier screening process
	Principle 2: Make sure that businesses are not complicit in human rights abuses.	• Sexual Harassment Prevention Campaign
Labor	**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	• Collective bargaining agreements
	Principle 4: The elimination of all forms of forced and compulsory labor.	• Supplier screenings
	Principle 5: The effective abolition of child labor.	• Supplier screenings
	Principle 6: The elimination of discrimination with respect to employment and occupation.	• FMC Employee Resource Groups • DEI goals • Regional Inclusion Councils • D&I training for leadership
Environment	**Principle 7:** Businesses should support a precautionary approach to environmental challenges.	• Environmental risk assessment for agricultural products • Sustainability Assessment for R&D product pipeline • Adherence to strict regulatory frameworks
	Principle 8: Undertake initiatives to promote greater environmental responsibility.	• Responsible Care® • 2035 net-zero, water, and waste goals • Product stewardship programs
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	• Sustainability Assessment for R&D product pipeline • Precision Agriculture and Arc™ farm intelligence • Plant health and biologicals products
Anti Corruption	**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.	• Ethics training courses • FCPA Compliance Standard practices and audits • Training of FMC organizations and FMC key third parties • Anti-trust compliance campaign for FMC employees

GOVERNANCE

Scope of Assurance

ENGAGEMENT SUMMARY – ASSURED BOUNDARY

Assured Metrics Table		
Scope of Engagement	**GHG Emissions & Energy:** Scope 1 GHG Emissions Scope 2 GHG Emissions (Market based) Scope 2 GHG Emissions (Location based) Scope 3 GHG Emissions Scope 3 GHG Emissions (SBTi Boundary) Biogenic Carbon Emissions (Scope 1) Total GHG Emissions - Scopes 1, 2 & 3 (Market based) Total GHG Emissions - Scopes 1 & 2 (Market based) GHG Emissions Intensity (Market based) Energy Use Energy Use by Type Renewable Energy Non-renewable Energy Energy Intensity **Safety:** FMC Total Recordable Incident Rate (TRIR) FMC Lost Time Injury Rate (LTIR) Tier 1 Process Safety Events Tier 2 Process Safety Events Fatalities	**Waste:** Waste Generated Hazardous Waste Generated Non-hazardous Waste Generated Waste Disposed Hazardous Waste Disposed Non-hazardous Waste Disposed Waste to Beneficial Reuse Hazardous Waste to Beneficial Reuse Non-hazardous Waste to Beneficial Reuse Waste Disposed by Type Hazardous Waste Disposed by Type Non-hazardous Waste Disposed by Type Waste to Beneficial Reuse by Type Hazardous Waste to Beneficial Reuse by Type Non-hazardous Waste to Beneficial Reuse by Type **Water:** Water Withdrawals Water Withdrawals Volumes by Source High Risk Water Withdrawals High Risk Water Withdrawals Volumes by Source Water Discharges High Risk Water Discharges Water Consumption High Risk Water Consumption
Assurance Standard	The review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*.	
Assurance Level	Limited Assurance	
+	Indicates metric (pages 39-42) and note (pages 60-66) included in assurance boundary.	

BOUNDARY DEFINITIONS +

Boundary Definitions - Environmental Sustainability Metrics	
Organizational Boundary	The operational control approach is used to develop FMC's GHG inventory for its base year (2021) and all subsequent years. FMC defines Operational Control as facilities, equipment and vehicles, products, personnel, and other FMC assets owned or leased by FMC and/or whereby FMC has the authority, responsibility or legal obligation pertaining to FMC business and manufacturing operations. FMC Sites within our organizational boundary includes fully owned and partially owned buildings, properties and associated assets. Of the seven GHGs covered by the GHG Protocol (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3), four (CO_2, CH_4, N_2O, and HFCs) are currently applicable to our operations. All GHG emissions are reported in CO_2 equivalents. The organizational boundary definition is applicable for energy and GHG emission metrics. There are no exclusions from our organizational boundary for energy and GHG emissions. Waste and water boundary is limited to Operating Sites and does not include Other Owned Sites in the waste and water metrics.
Operating Sites	FMC manufacturing sites (fully and partially owned) and the Stine Research and Development facility.
Other Owned Sites	FMC Owned Sites (fully and partially owned) that are non-manufacturing sites including R&D facilities (not including Stine) and remediation sites.
Fleet	Includes vehicles that are owned or leased by FMC. FMC reports fuel consumption for business operations. Vehicle use for personal travel is excluded from FMC's reporting boundary.
Scope 3 GHG Boundary	Includes all upstream and downstream financial and business activities that are outside of FMC's operational control, but essential to FMC's business. This includes all FMC Leased Sites and FMC environmental liabilities where FMC does not own the property.
Base Year	FMC has established 2021 as the base year due to significant updates in emissions accounting and boundary expansion, including the implementation of the SAP S/4 HANA enterprise tool to accurately and comprehensively capture all FMC spend and financial data for Scope 3 calculations. FMC uses a significance threshold of 5% for Scopes 1 & 2 base year emissions restatement and separately, FMC uses a significance threshold of 5% for Scope 3 base year emissions restatement. The 5% significance threshold applies to adjustments resulting from organizational and methodology changes. Should an acquisition occur, FMC allows for a 12- to 24-month integration period for the acquired entity's GHG emissions to be incorporated into FMC's GHG Inventory, depending on the complexity of the acquisition and business activities.
Sustainability Disclosures	Management is responsible for the collection, quantification and presentation of sustainability disclosures and for the selection of the criteria, which provides an objective basis for measuring and reporting on sustainability disclosures. Measurement of certain disclosures includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from incomplete scientific knowledge used to determine conversion and other factors and limitations inherent in the nature and methods used for determining emissions data. The selection by management of different but acceptable measurement methods, input data or assumptions may result in variability in the amounts or metrics being reported.

MANAGEMENT CRITERIA | Waste

Metric	Page	Reporting Criteria	Reporting Criteria Definition
Waste Generated	pg. 42	Management's Criteria	The amount of **waste generated** by Operating Sites, reported with no exclusions. Waste Definition: Any substance or object which the holder discards or intends or is required to discard. This includes waste and by-product materials in both solid and liquid form and may be non-hazardous or hazardous waste generated; and includes all regulated and non-regulated waste.
Hazardous Waste Generated	pg. 42	Management's Criteria	The amount of **hazardous waste generated** by Operating Sites, reported with no exclusions. Regulatory requirements dictate the classification and management criteria of hazardous materials and are location-specific. Hazardous Waste Definition: Material which contains or exhibits hazardous characteristics, consistent with regulatory requirements in the location that the waste is generated. It excludes onsite closed loop recycle and onsite wastewater treatment in units exempted from hazardous waste permit requirements. For onsite Waste Water Treatment (WWT), sludge produced from treatment is to be tracked the same as other waste in the appropriate waste category.
Non-hazardous Waste Generated	pg. 42	Management's Criteria	The amount of **non-hazardous waste generated** by Operating Sites, reported with no exclusions. Non-Hazardous Waste Definition: Waste that is not regulated as hazardous waste. Excludes onsite closed loop recycle and onsite wastewater treatment in units exempted from waste permit requirements. For onsite Waste Water Treatment (WWT), sludge produced from treatment is to be tracked the same as other waste in the appropriate waste category.
Waste Disposed	pg. 42	Management's Criteria	The amount of waste generated that is disposed through the following disposal methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. Other Disposal includes liquid waste that is treated and disposed and waste disposed via transfer station. **Waste disposed** metrics are reported with no exclusions.
Hazardous Waste Disposed	pg. 42	Management's Criteria	The amount of hazardous waste generated by Operating Sites that is disposed through the following methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. **Hazardous waste disposed** metrics are reported with no exclusions.
Non-hazardous Waste Disposed	pg. 42	Management's Criteria	The amount of non-hazardous waste generated by Operating Sites that is disposed through the following methods: Landfilled, Incineration (without Energy Recovery), Other Disposal. **Non-hazardous waste disposed** metrics are reported with no exclusions.
Waste to Beneficial Reuse	pg. 42	Management's Criteria	The amount of waste generated by Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. **Waste to beneficial reuse** metrics are reported with no exclusions.
Hazardous Waste to Beneficial Reuse	pg. 42	Management's Criteria	The amount of hazardous waste generated by Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. **Hazardous waste to beneficial reuse** metrics are reported with no exclusions.
Non-hazardous Waste to Beneficial Reuse	pg. 42	Management's Criteria	The amount of non-hazardous waste generated by Operating Sites that is disposed through the following methods: Incineration (with Energy Recovery), Recycled (including composting), and Other Beneficial Reuse. Other Beneficial Reuse includes waste that is processed for fuel blending or cement mixing. **Non-hazardous waste to beneficial reuse** metrics are reported with no exclusions.

MANAGEMENT CRITERIA | Safety

Metric	Page(s)	Reporting Criteria	Reporting Criteria Definition
Total Recordable Incident Rate (TRIR)	pg. 07, 39	Management's Criteria	**Total Recordable Incident Rate (TRIR)** = (# of OSHA Recordable Incidents) X 200,000/(Total # of Hours Worked). OSHA recordable incidents refers to work-related injury or illness of an FMC employee or FMC supervised contractor requiring treatment beyond first aid, as defined by U.S. OSHA Recordkeeping Framework (Standard 1904). TRIR incidents taking place in 2023 reported on or before December 31, 2023.
Lost Time Incident Rate (LTIR)	pg. 39	Management's Criteria	**Lost Time Injury Rate (LTIR)** = (# of Lost Time Injuries) X 200,000/(Total # of Hours Worked). Lost Time Injuries refers to work-related injuries that result in an FMC employee or FMC supervised contractor being unfit for work on any day after the day of the injury as determined by a physician or other licensed health professional. Includes rest days, weekend days, vacation days, public holidays or days after ceasing employment. LTIR incidents taking place in 2023 reported on or before December 31, 2023.
Tier 1 Process Safety Events	pg. 39	Management's Criteria	Performance indicator for Operating Sites indicating process safety events (PSE) with the greatest consequence, according to the API 754 3rd Edition Definitions. A **Tier 1 PSE** is an unplanned or uncontrolled release of any material, including non-toxic and non-flammable materials from a process that results in one or more of the consequences listed in API 754 3rd Edition section 5.2.2. Includes events taking place in 2023 reported on or before December 31, 2023.
Tier 2 Process Safety Events	pg. 39	Management's Criteria	Performance indicator for Operating Sites indicating PSEs with lesser consequence, according to the API 754 3rd Edition Definitions. A **Tier 2 PSE** is an unplanned or uncontrolled release of any material, including non-toxic and non-flammable materials, from a process that results in one or more of the consequences listed in API 754 3rd Edition section 6.2.2 and is not reported as a Tier 1 PSE. Includes events taking place in 2023 reported on or before December 31, 2023.
Fatalities	pg. 39	Management's Criteria	Work-related injury or illness that results in the death of an FMC employee or FMC supervised contractor based on U.S. OSHA Recordkeeping Framework (Standard 1904). Fatalities taking place in 2023 reported on or before December 31, 2023.

REPORTING CRITERIA, METHODOLOGY AND ASSUMPTIONS | GHG Emissions & Energy

Metric	Page	Reporting Criteria*	Methodology and Assumptions +
Biogenic Carbon Emissions	pg. 40	GRI 305-1**	Emissions of CO_2 from the combustion or biodegradation of biomass within FMC's operational control, reported separately from the gross direct (Scope 1) GHG emissions. Sources of biogenic emissions for FMC are from briquettes, diesel (average biofuel blend) and gasoline (average biofuel blend). Emission factors used to quantify biogenic emissions are from the United Kingdom government conversion factors for company reporting of greenhouse gas emissions (DEFRA/BEIS) 2022. **FMC does not report on 305-3-c, biogenic emissions of CO2 for the combustion or biodegradation of biomass that occurs in its value chain, therefore this information is not included in the limited assurance boundary. FMC does not currently collect this information.

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

Metric	Page	Reporting Criteria*	Methodology and Assumptions +
Scope 1 GHG Emissions	pg. 40	GRI 305-1	FMC-calculated Scope 1 emissions includes emissions from the combustion of fuels for business operations (including, but not limited to equipment operation and maintenance, manufacturing processes, building operation, refrigeration, etc.) from Operating Sites, Other Owned Sites, Fleet, and fugitives. There are no exclusions from FMC's reporting boundary. Emissions factors used to quantify Scope 1 GHG emissions are from DEFRA/BEIS 2022 and from the Danish Energy Agency 2022. GHG emissions are reported in metric tons of CO_2 equivalents (tCO_2e). Global Warming Potential (GWP) are obtained from the Intergovernmental Panel on Climate Change (IPCC), Fourth Assessment Report (AR4), 2007. Fleet source data is reported directly by the fleet management companies contracted by FMC. In regions where consolidated fleet management companies are not contracted by FMC, source data is provided by FMC regional managers. FMC calculated fleet related emissions following a hierarchy of fleet data availability. FMC calculated emissions using actual fuel consumption and applies emission factors from DEFRA/BEIS 2022. Where actual fuel consumption is unavailable, actual distance traveled and distance-based emission factors from DEFRA/BEIS 2022 are used to calculate emissions. Where actual fuel consumed and actual distance traveled is unavailable, contractual distance and distance-based emission factors from DEFRA/BEIS 2022 are used to calculate emissions.
Scope 2 GHG Emissions	pg. 40	GRI 305-2	FMC's Scope 2 inventory includes indirect emissions from purchased electricity and steam at Operating Sites, Other Owned Sites and Fleet using invoice information, or substation meter readings that is converted to CO_2e. There are no exclusions from FMC's reporting boundary. Residual mix emission factors were used to calculate market-based emissions. Market based emission factor sources include Association of Issuing Bodies (AIB) European Residual Mixes 2021 and U.S. EPA Green-e 2022. Where residual mix factors were not available and Energy Attribute Certificates (EACs), green tariffs or Power Purchase Agreements (PPAs) were not applicable, the location based emission factor was applied. Fleet source data is reported consistent with the Scope 1 GHG Emissions description. FMC calculated emissions from electric vehicles using distance driven to estimate electricity consumption. The average kWh per kilometer driven was obtained from the Tesla website. This was used to calculate the electricity consumed by the vehicle in the given year. The grid factor for the country from the International Energy Agency (IEA) 2022 was applied to this value to estimate the total emissions from the use of the electric vehicle. All Scope 2 emissions within this report are market based unless otherwise noted.
Scope 2 GHG Emissions (Location based)	pg. 40	GRI 305-2	FMC's Scope 2 inventory includes indirect emissions from purchased electricity and steam at Operating Sites, Other Owned Sites and Fleet using invoice information, substation meter readings or distance driven, which is converted to CO_2e. There are no exclusions from FMC's reporting boundary. Location based emission factors sources include IEA 2022, eGRID 2021, Canada National Inventory Report 2022, Institute for Global Environmental Strategies (IGES) 2021, Shanghai Ecology and Environment Bureau 2022, and Australia Government Department of Climate Change, Energy, the Environment and Water - National Greenhouse Accounts (NGA) 2021. Fleet source data is reported consistent with the Scope 1 GHG emissions description and calculated consistent with the Scope 2 GHG Emissions description. The grid factor for the country from the International Energy Agency (IEA) 2022 was applied to this value to estimate the total emissions from the use of the electric vehicle.
Scope 3 GHG (Total)	pg. 40	GRI 305-3	Total Scope 3 GHG emissions including categories 1, 2, 3, 4, 5, 6, 7, 8, 9 and 12.
Scope 3 Category 1 - Purchased Goods and Services	pg. 40	GRI 305-3	FMC-calculated emissions include four subcategories: Direct Chemicals, Packaging, Remediation Indirect Spending, and Other Indirect Spending. Emissions for purchased chemicals were calculated using a weight-based methodology and chemical-specific emission factors from ecoinvent v3.10 – IPCC 2021 impact assessment method, Agrifootprint version 10 databases, and supplier-specific Product Carbon Footprints (PCF) aligned with ISO 14040 and 14044 standards and FMC's internal criteria for supplier PCFs. Where chemical-specific emission factors were not available, an average emission factor for the procurement category grouping was applied. Emissions for purchased packaging, indirect spending remediation and other indirect spending were calculated using a spend-based methodology with material-specific and industry-specific emission factors, obtained from the Comprehensive Environmental Data Archive (CEDA) Global database. Activity data and spend data are managed in FMC's internal Enterprise Resource Planning (ERP) system.

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

Metric	Page	Reporting Criteria*	Methodology and Assumptions +
Scope 3 Category 2 - Capital Goods	pg. 40	GRI 305-3	FMC used spend-based methodology for calculating emissions from capital goods based on fixed asset capitalization policy, multiplying dollar spend from each capital goods expenditure category by industry specific emission factors from CEDA Global. Spend data is obtained from external invoices and internally tracked.
Scope 3 Category 3 - Fuel- and Energy-related activities	pg. 40	GRI 305-3	FMC used a fuel-based method for calculating emissions using fuel and electricity data from FMC's organizational boundary. Well-to-tank emission factors were obtained from DEFRA/BEIS 2022. Emission factors for transmission and distribution-related electricity losses were obtained from the IEA 2022 emission factors database. For renewable energy not produced on site, only emissions from grid losses were considered. Activity data is provided internally from Operating Sites, Other Owned Sites and FMC management. In some cases, fleet activity data is provided by third party fleet management providers. For fleet vehicles without fuel consumption data, fuel consumption was estimated using the previously calculated Scope 1 emissions and an emissions/kWh emission factor for the assumed fuel type from the DEFRA/BEIS Conversion factors database.
Scope 3 Category 4 - Upstream Transportation & Distribution	pg. 40	GRI 305-3	FMC calculated emissions using a hybrid methodology with a hierarchy in methodology based on available data. First, a portion of emissions was reported directly from vendors using activity data. Second, if a vendor provided activity data without calculated emissions, the activity data was used to calculate emissions using EcoTransIT World's (ETW) verified methodology. If activity data was not available, emissions were calculated using spend-based methodology, multiplying logistics spending by industry-specific emission factors for each of the five sub-categories of logistics spend (truck freight, ocean freight, air freight, rail freight and warehousing & storage) obtained from the CEDA Global database. Activity data is obtained directly from vendors. Spend data is obtained from external invoices and internally tracked.
Scope 3 Category 5 - Waste Generated in Operations	pg. 40	GRI 305-3	FMC's waste-related emissions from third-party disposal and treatment of waste were calculated using an activity-based methodology based on waste type, treatment type, and weight of waste disposed, with emission factors obtained from the ecoinvent v3.10 database and average transport distances from the European Commission EeBGuide. Per the GHG Protocol, waste disposal types with beneficial outputs are assigned a zero waste treatment emissions factor as emissions are accounted for by the user of the beneficial output. Activity data is provided internally from Operating Sites and Other Owned Sites.
Scope 3 Category 6 - Business Travel	pg. 40	GRI 305-3	FMC calculates business travel emissions in four sub-categories (air, rail, rental car and hotel) based on an activity-based consumption metric for each category. Air, rail and rental car emissions are based on actual distance traveled and hotel emissions are based on the number of hotel night stays per region. Emission factors were obtained from DEFRA/BEIS 2023 for calculation of emissions related to air, rail and rental car miles and hotel night stays. Where location-specific emission factors for hotel night stays were not available, emission factors from the Greenview Hotel Footprinting Tool were applied. Activity data is provided externally from third party providers.
Scope 3 Category 7 - Employee Commuting	pg. 40	GRI 305-3	FMC calculated employee commuting emissions using distance-based models, based on employee headcount and commuting data, with different models for U.S. and international locations. For the U.S., distance traveled and modes of transport per state were estimated using the National Household Travel Survey, mapping to the EPA's emissions factor hub. For the international model, distance traveled and modes of transport is calculated using data from the Mobility in Cities Database and European Commission on Transport Statistics for international mapping mode-specific emissions from DEFRA/BEIS 2023. Headcount data and flexible work enrollment are used to estimate total commuting days. All employees are estimated to work 48 weeks per year.

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

Metric	Page	Reporting Criteria*	Methodology and Assumptions +
Scope 3 Category 8 - Upstream Leased Assets	pg. 40	GRI 305-3	FMC's leased offices and leased R&D facilities emissions were quantified using facility type, square footage and headcount. A floor area-based benchmark was used to calculate emissions for each facility type matched to the closest category within the benchmark data (University College of London Energy Institute, 2013). When floor area information was unavailable, emissions were estimated using headcount or average values.
Scope 3 Category 9 - Downstream Transportation & Distribution	pg. 40	GRI 305-3	Emissions are calculated using an activity-based methodology, based on the total weight of distributor to end user shipments per country, the assumed shipment method, and assumed shipment distance, with emissions factors obtained from the ecoinvent v3.10 database. Activity data is managed in FMC's internal ERP system.
Scope 3 Category 12 - End-of-Life Treatment of Sold Products	pg. 40	GRI 305-3	FMC's calculated emissions are divided into Active Ingredients (AI), Third Party products that are sold by FMC (Buy/Sell), and Packaging. End-of-life AI and Buy/Sell emissions are calculated by estimating the proportion of material that degrades into CO_2 over time based on chemical properties and total production volume, as measured by the Soil DT50 persistence end-point and using chemical properties sourced in publicly available regulatory reviews or the Pesticides Properties Database. Where chemical properties were unavailable, average emission factors ($kgCO_2e$ per kg AI) from AIs with known chemical properties were applied. This is consistent with the carbon content method described by the World Business Council for Sustainability Development (WBCSD). Packaging emissions are calculated using estimated packaging weight and region-specific waste treatment benchmarks to estimate the proportion of packaging recycled, incinerated and landfilled. Pallets were assumed to be reused four times and all other packaging material was assumed to be single-use. Material-specific waste treatment emission factors were obtained from the DEFRA/BEIS 2023.
Scope 3 GHG (SBTi Boundary)	pg. 40	GRI 305-3	FMC's Scope 3 Science Based Targets initiative (SBTi) boundary includes Category 1 Direct Chemicals, Packaging and Remediation, and all of Categories 3, 4 and 5. This boundary is applicable for FMC's near-term target and net-zero target, validated by SBTi.
GHG Emissions Intensity	pg. 40	GRI 305-4	GHG Emissions Intensity (tCO_2e/revenue USD in thousands) = Scope 1 GHG Emissions (tCO_2e) + Scope 2 GHG Emissions (tCO_2e)/Revenue (USD in thousands).
Energy Use	pg. 41	GRI 302-1	Total energy use reported includes energy consumption from the direct combustion of fuels, purchased electricity and steam, and renewable energy at Operating Sites and Other Owned Sites. Fuel sources include briquettes, diesel oil, gasoline, natural gas, kerosene, propane, liquefied petroleum gas and distillate fuel oil. The conversion factor for briquettes is from DEFRA/BEIS 2021 and for all other energy sources is from DEFRA/BEIS 2019.
Non-renewable Energy	pg. 41	GRI 302-1	Non-renewable energy includes energy from purchased electricity not attributed to a renewable source, purchased steam, diesel oil, gasoline, natural gas, kerosene, propane, liquefied petroleum gas and distillate fuel oil. Total non-renewable energy is inclusive of Operating Sites and Other Owned Sites. Conversion factors are from DEFRA/BEIS 2019.
Renewable Energy	pg. 41	GRI 302-1	Renewable energy includes renewable electricity generated and consumed on-site, Energy Attribute Certificates (EACs), Power Purchase Agreements (PPAs), Green Power Tariffs and briquettes. Total renewable energy is inclusive of Operating Sites and Other Owned Sites. Conversion factor for briquettes is from DEFRA/BEIS 2021 and for all other energy sources is from DEFRA/BEIS 2019.
Energy Intensity	pg. 41	GRI 302-3	Energy Intensity (GJ/revenue USD in thousands) = Energy Use (GJ)/Revenue (USD in thousands).

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

REPORTING CRITERIA, METHODOLOGY AND ASSUMPTIONS | Water

Metric	Page	Reporting Criteria*	Methodology, Assumptions and Definitions +
Water Withdrawals	pg. 41	GRI 303-3-a, d**	Water withdrawals are measured across all Operating Sites and reported monthly using invoice information and meter readings. Water withdrawal sources applicable to Operating Sites include: Surface water (including harvested rainwater), groundwater and third-party water. Seawater and produced water are not relevant for FMC's water withdrawal. **FMC does not report on GRI Disclosure 303-3-c; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in future years as it becomes available at a global level.
Water Discharges	pg. 41	GRI 303-4-a, e**	Water discharges are measured at Operating Sites representing 93% of FMC operational value and reported annually. For sites that do not monitor water discharge, water discharge is estimated as a proportion of water withdrawals based on the average ratio from reported sites. Water discharge by destination is not included within this report. **GRI 303-4-a-i, -ii, -iii and -iv are not included in the limited assurance boundary. FMC does not report on GRI Disclosure 303-4-b and 303-4-d; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in the future as it becomes available at a global level.
Water Consumption	pg. 41	GRI 303-5	Water Consumption = Water Withdrawals - Water Discharges in alignment with CDP Water Security calculation methods.
High Risk Water Withdrawals	pg. 41	GRI 303-3-b, d**	Water withdrawals as measured at FMC high risk locations. High risk locations are defined by the 2023 World Resources Institute (WRI) Aqueduct Tool chemical weighting scheme, and includes sites labeled as high or extremely high. **FMC does not report on GRI Disclosure 303-3-c; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in future years as it becomes available at a global level.
High Risk Water Discharges	pg. 41	GRI 303-4-c, e**	Water discharges as measured at FMC high risk locations. High risk locations are defined by the 2023 World Resources Institute (WRI) Aqueduct Tool chemical weighting scheme, and includes sites labeled as high or extremely high. FMC does not report water discharge by category. **GRI 303-4-c-i and -ii are not included in the limited assurance boundary. FMC does not report on GRI Disclosure 303-4-b and 303-4-d; therefore this information is not included in the limited assurance boundary. FMC does not currently track and report this information at a global level. This information will be disclosed in the future as it becomes available at a global level.
High Risk Water Consumption	pg. 41	GRI 303-5	Water consumption as calculated at FMC high risk locations. High risk locations are defined by the 2023 World Resources Institute (WRI) Aqueduct Tool chemical weighting scheme, and includes sites labeled as high or extremely high.

*Prepared based on the Operating Sites boundary following the guidance in the applicable section of GRI indicated in the table.

REPORTING FRAMEWORKS

2023 GRI Index

Statement of Use	FMC Corporation has reported following the guidance in the GRI Standards as of and for the period January 1, 2023 - December 31, 2023
GRI Universal Standards	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standards at this time

GENERAL DISCLOSURES | GRI 2: General Disclosures 2021

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
2-1 Organizational details	pg. 01-04			
2-2 Entities included in the organization's sustainability reporting	pg. 02, 60			
2-3 Reporting period, frequency and contact point	pg. 02			
2-4 Restatements of information	pg. 60			
2-5 External assurance	pg. 35			
2-6 Activities, value chain and other business relationships	FMC 10-K pg. 4			
2-7 Employees	pg. 54			
2-8 Workers who are not employees	pg. 03			
2-9 Governance structure and composition	pg. 36			
2-10 Nomination and selection of the highest governance body	FMC Proxy pg. 22			
2-11 Chair of the highest governance body	FMC Proxy pg. 17			
2-12 Role of the highest governance body in overseeing the management of impacts	FMC Proxy pg. 25			
2-13 Delegation of responsibility for managing impacts	FMC Proxy pg. 22			
2-14 Role of the highest governance body in sustainability reporting	FMC Proxy pg. 19			
2-15 Conflicts of interest	FMC Code of Ethics and Business Conduct			

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
2-16 Communication of critical concerns	FMC Code of Ethics and Business Conduct			
2-17 Collective knowledge of the highest governance body	FMC Proxy pg. 11			
2-18 Evaluation of the performance of the highest governance body	FMC Proxy pg. 23			
2-19 Remuneration policies	FMC Proxy Section VI			
2-20 Process to determine remuneration	FMC Proxy pg. 31-33			
2-21 Annual total compensation ratio	FMC Proxy pg. 53			
2-22 Statement on sustainable development strategy	pg. 06			
2-23 Policy commitments	pg. 57			
2-24 Embedding policy commitments	pg. 57, 58			
2-25 Processes to remediate negative impacts	pg. 53			
2-26 Mechanisms for seeking advice and raising concerns	pg. 55			
2-27 Compliance with laws and regulations	FMC Code of Ethics and Business Conduct			
2-28 Membership associations	FMC Sustainability Website			
2-29 Approach to stakeholder engagement	pg. 53			
2-30 Collective bargaining agreements	pg. 55			

MATERIAL TOPICS | GRI 3: Material Topics 2021

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
3-1 Process to determine material topics	FMC Materiality Assessment			
3-2 List of material topics	FMC Materiality Assessment			
3-3 Management of material topics	FMC Materiality Assessment			

GRI 205: Anti-corruption 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
205-1 Operations assessed for risks related to corruption	pg. 55, 58			
205-2 Communication and training about anti- corruption policies and procedures	pg. 55, 58			
205-3 Confirmed incidents of corruption and actions taken			Confidentiality constraints	

GRI 206: Anti-competitive Behavior 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	FMC Code of Ethics and Business Conduct			

GRI 207: Tax 2019

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
207-1 Approach to tax	FMC Corporate Tax Policy Statement			
207-2 Tax governance, control and risk management	FMC Corporate Tax Policy Statement			
207-3 Stakeholder engagement and management of concerns related to tax	FMC Corporate Tax Policy Statement			
207-4 Country-by-country reporting			Confidentiality constraints	

GRI 302: Energy 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
302-1 Energy consumption within the organization	pg. 41, 43, 65			
302-2 Energy consumption outside of the organization			Information unavailable/incomplete	FMC does not currently track and report this information at a global level
302-3 Energy intensity	pg. 41, 65			

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
302-4 Reduction of energy consumption	pg. 41			
302-5 Reductions in energy requirements of products and services	pg. 08-13			

GRI 303: Water and Effluents 2018

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
303-1 Interactions with water as a shared resource	pg. 08-13, 41, 43, 66			
303-1 Interactions with water as a shared resource	pg. 52-53			
303-3 Water withdrawal	pg. 41, 43-44, 66	303-3-c	Information unavailable/incomplete	FMC does not currently track and report this information at a global level
303-4 Water discharge	pg. 41, 43, 66	303-4-b; 303-4-d; 303-4-a-i, ii, iii, iv; 303-4-c-i, ii	Information unavailable/incomplete	FMC is in the process of collecting this data and will disclose water discharge by category in our annual CDP report
303-5 Water consumption	pg. 41, 43, 66			

GRI 304: Biodiversity 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Information unavailable/incomplete	FMC is an early adopter to the Taskforce for Nature Related Financial Disclosures and plans to disclose this information in future reporting, including CDP reports
304-2 Significant impacts of activities, products and services on biodiversity	pg. 14-23, 52			
304-3 Habitats protected or restored	pg. 52			
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Information unavailable/incomplete	FMC is an early adopter to the Taskforce for Nature Related Financial Disclosures and plans to disclose this information in future reporting, including CDP reports

GRI 305: Emissions 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
305-1 Direct (Scope 1) GHG emissions	pg. 40, 43-44, 60, 62-65			
305-2 Energy indirect (Scope 2) GHG emissions	pg. 40, 43-44, 60, 62-65			
305-3 Other indirect (Scope 3) GHG emissions	pg. 40, 43-44, 60, 62-65	305-3-c	Information unavailable/incomplete	This information is not reported at this time
305-4 GHG emissions intensity	pg. 40, 43-44, 60, 62-65			
305-5 Reduction of GHG emissions	pg. 07, 09-10, 40, 43-44			
305-6 Emissions of ozone-depleting substances (ODS)			Information unavailable/incomplete	This information is not reported at this time
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	pg. 40-41			

GRI 306: Waste 2020 (Management's Criteria)

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
306-1 Waste generation and significant waste-related impacts	pg. 07-09, 42, 49, 51			
306-2 Management of significant waste-related impacts	pg. 09			
306-3 Waste generated	pg. 42, 44			
306-4 Waste diverted from disposal	pg. 42, 44			Waste is disclosed based on management's criteria and differs from 306-4. For more information, please see page 61.
306-5 Waste directed to disposal	pg. 42, 44			Waste is disclosed based on management's criteria and differs from 306-5. For more information, please see page 61.

GRI 308: Supplier Environmental Assessment 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
308-1 New suppliers that were screened using environmental criteria	pg. 12, 56			
308-2 Negative environmental impacts in the supply chain and actions taken	pg. 12, 56			

GRI 401: Employment 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
401-1 New employee hires and employee turnover	pg. 54			Metrics include full-time FMC employees and excludes other payroll workers (i.e. interns, apprentices and trainees)
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	pg. 53			
401-3 Parental leave	pg. 53			

GRI 403: Occupational Health and Safety 2018 (Management's Criteria)

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
403-1 Occupational health and safety management system	pg. 04-05, 39, 50-51			
403-2 Hazard identification, risk assessment and incident investigation	pg. 04-05, 39, 50-51			
403-3 Occupational health services			Information unavailable/incomplete	This information is not reported at this time
403-4 Worker participation, consultation and communication on occupational health and safety	pg. 04-05, 39, 50-51			
403-5 Worker training on occupational health and safety	pg. 04-05, 39, 50-51			
403-6 Promotion of worker health	pg. 04-05, 39, 50-51			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pg. 04-05, 39, 50-51			
403-8 Workers covered by an occupational health and safety management system	pg. 04-05, 39, 50-51			
403-9 Work-related injuries	pg. 04-05, 39, 50-51			
403-10 Work-related ill health	pg. 04-05, 39, 50-51			

GRI 404: Training and Education 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
404-1 Average hours of training per year per employee	pg. 53, 55			
404-2 Programs for upgrading employee skills and transition assistance programs	pg. 25-30, 53			Over 500 FMC managers participated in leadership development. 1,645 FMC employees participated in self-led development courses
404-3 Percentage of employees receiving regular performance and career development reviews	pg. 25-30, 53			

GRI 405: Diversity and Equal Opportunity 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
405-1 Diversity of governance bodies and employees	pg. 07, 25-30			
405-2 Ratio of basic salary and remuneration of women to men			Confidentiality constraints	

GRI 406: Non-discrimination 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
406-1 Incidents of discrimination and corrective actions taken	pg. 55			

GRI 408: Child Labor 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
408-1 Operations and suppliers at significant risk for incidents of child labor	pg. 53, 56, 58			

GRI 409: Forced or Compulsory Labor 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	pg. 53, 56, 58			

GRI 413: Local Communities 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
413-1 Operations with local community engagement, impact assessments and development programs	pg. 32-34, 53			
413-2 Operations with significant actual and potential negative impacts on local communities	pg. 32-34, 53			

GRI 414: Supplier Social Assessment 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
414-1 New suppliers that were screened using social criteria	pg. 56			
414-2 Negative social impacts in the supply chain and actions taken	pg. 56			

GRI 415: Public Policy 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
415-1 Political contributions	FMC Political Contributions Reporting			

GRI 416: Customer Health and Safety 2016

Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
416-1 Assessment of the health and safety impacts of product and service categories	pg. 22-23			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	pg. 22-23			

REPORTING FRAMEWORKS

2023 SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Code	FMC Alignment
Greenhouse Gas emissions	Gross global Scope 1 emissions, percentage covered under emission-limiting regulations	Quantitative	Metric tons CO_2 equivalents (tCO_2e), Percentage (%)	RT-CH-110a.1	pg. 40
	Discussion of long term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	Discussion and Analysis	n/a	RT-CH-110a.2	pg. 09-11
Air Quality	Air emissions of the following pollutants:	Quantitative	Metric tons (mt)	RT-CH-120a.1	pg. 41
	(1) NOx (excluding N_2O)				
	(2) SOx				
	(3) Volatile Organic Compounds (VOCs)				
	(4) Hazardous Air Pollutants (HAPs)				
Energy	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	RT-CH-130a.1	pg. 41
	(2) Percentage grid electricity				
	(3) Percentage renewable				
	(4) Total self-generated energy				
Water Management	(1) Total water withdrawn	Quantitative	Megaliters (ML), Percentage (%)	RT-CH-140a.1	pg. 41
	(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress				
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	Number	RT-CH-140a.2	pg. 39
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	RT-CH-140a.3	pg. 13
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (mt), Percentage (%)	RT-CH-150a.1	pg. 42
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	n/a	RT-CH-210a.1	pg. 47, 53
Workforce Health and Safety	(1) Total Recordable Incident Rate (TRIR)	Quantitative	Rate	RT-CH-320a.1	pg. 39
	(2) Fatality Rate for (a) direct employees and (b) contract employees				
	Description of efforts to assess, monitor and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and Analysis	n/a	RT-CH-320a.2	pg. 50-51
Product Design for Use-phase Efficiency	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	RT-CH-410a.1	pg. 44 Percent of spend on the development of sustainably advantaged products

Topic	Accounting Metric	Category	Unit of Measure	Code	FMC Alignment
Safety and Environmental Stewardship of Chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	Quantitative	Percentage (%) by revenue, Percentage (%)	RT-CH-410b.1	FMC has a robust Safety Data Sheets (SDS) authoring process in place based upon the product composition, the hazard profile of formulation components, and product-level test data. Each product is classified for physical, human health and environmental hazards following the guidance and criteria of GHS for the relevant country or countries of interest. As appropriate, the classification of our products is mainly based on product-level test data when available. Following GHS criteria, the classification for some hazard endpoints will be impacted by certain substance-level data only if present in the product above GHS threshold concentrations.
	(2) Percentage of such products that have undergone a hazard assessment				All products in scope have undergone a hazard assessment. All hazard data is held in a centralized data platform and creation of Safety Data Sheets is managed with global oversight.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Discussion and Analysis	n/a	RT-CH-410b.2	FMC 2023 10-K page 12 In 2023, Highly Hazardous Pesticides (HHPs) accounted for approximately 0.1 percent of our total sales. This reduction of HHPs in our portfolio can be attributed to our internal processes which include continuous evaluation, close monitoring and subsequent phase out along with strong stewardship actions.
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	RT-CH-410c.1	Not relevant
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and Analysis	n/a	RT-CH-530a.1	FMC 2023 10-K pages 9, 33
Operational Safety, Emergency Preparedness & Response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR)	Quantitative	Number, Rate	RT-CH-540a.1	pg. 39
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	0
Production	Production by reportable segment	Quantitative	Cubic meters (m^3) and/or metric tons (mt)	RT-CH-000.A	219,000mt