



ADM unlocks the power of nature to enrich the quality of life.

We're a premier global human and animal nutrition company, as well as an unmatched agricultural supply chain manager and processor, providing food security by connecting local needs with global capabilities. And, we're a leader in sustainability, scaling across entire value chains to help decarbonize our industry and safeguard our planet.

Diversity, equity, and inclusion are foundational to ADM's efforts to continue innovating, driving growth, and delivering outstanding performance to all ADM stakeholders. We believe a diversity of perspectives spurs innovation, which is why we champion a diverse workforce and inclusive work environments where every ADM colleague can make meaningful contributions to our success.

Creating an inclusive environment requires the efforts of all ADM colleagues, which is why we have also **embedded DE&I behaviors across our workforce**. In addition, we established a **global mentorship program** and continue to expand our **global Employee Resource Groups** to create a sense of community, show support and provide additional development opportunities for colleagues. We also expanded our **inclusion-focused benefits** to support fertility benefits, adoption assistance and paid parental leave following the birth or adoption of a child, and trans-inclusive healthcare benefits.

In the spirit of transparency, to help monitor our progress as we work to create a more equitable, inclusive workplace for our colleagues, we have chosen to once again publicly disclose our annual submission to the U.S. Equal Employment Opportunity Commission (EEOC) The data below is as of Dec. 31, 2022.

We are proud of the progress we've made to date and are committed to establishing ADM as a global leader in diversity, equity, and inclusion. You can learn more about our DE&I strategy in our [2023 Sustainability Report](#).

EEO-1 Consolidated

Analysis Data as of 12/31/2022

Consolidated Company

Job Categories	Number of Employees (Report employees in only one category)															Row Total
	Race/Ethnicity															
	Hispanic or Latino		Not-Hispanic or Latino													
			Male					Female								
Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races			
Executive/Senior Level Officials and Managers	11	3	108	4	0	4	0	0	30	3	0	5	0	2	170	
First/Mid Level Officials and Managers	96	30	2,313	137	1	92	16	26	631	30	0	37	2	8	3,419	
Professionals	58	42	1,245	75	5	204	5	20	795	49	0	90	2	21	2,611	
Technicians	25	18	336	49	1	7	5	9	205	25	0	4	1	2	687	
Sales Workers	8	6	201	3	0	6	0	1	89	2	0	3	0	1	320	
Administrative Support Workers	3	44	107	12	0	1	0	2	635	39	1	10	3	9	866	
Craft Workers	114	6	1,527	231	2	10	20	20	32	6	0	0	0	0	1,968	
Operatives	333	56	3,064	844	13	35	44	91	213	99	2	7	5	11	4,817	
Laborers and Helpers	121	39	757	486	8	26	15	35	118	109	1	22	3	6	1,746	
Service Workers	0	0	27	4	0	0	0	0	26	0	0	0	0	0	57	
Total Employees	769	244	9,685	1,845	30	385	105	204	2,774	362	4	178	16	60	16,661	

Note: the job categories reported are set forth by the U.S. EEOC and may not fully reflect how ADM organizes its workforce.