

ADM publicly discloses Equal Employment Opportunity data to advance diversity, equity and inclusion efforts.

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

In addition to our ingredients and solutions businesses, we develop plant-based alternatives to petroleum-based products, and our vital role in the agricultural value chain enables us to strengthen food security by connecting local needs with global capabilities. At the same time, we are a leader in sustainability, working to decarbonize our industry and safeguard the planet.

Diversity, equity, and inclusion are cornerstones of ADM's efforts to continue innovating, driving growth, and delivering outstanding performance for all ADM stakeholders, which is why we work tirelessly to attract a diverse workforce and create welcoming, truly inclusive work environments — environments that enable every ADM colleague to feel comfortable on the job and make meaningful contributions to our success.

In 2018, we made a commitment through Paradigm for Parity® to achieve gender parity in our senior leadership team by 2030. Since then, our gender diversity has improved from 21% to 26%, and we will continue to strengthen diversity within middle management and entry-level hiring to support long-term parity within our senior leadership ranks.

A cornerstone of our approach to attracting diverse talent is our Early-Career Program, which aims to build a pipeline of diverse future leaders. Specifically, our Operations Leadership Development Program (OLDP) achieved 67% diversity in 2022, with 53% diversity in early career full time hiring of process engineers outside of OLDP. Early career full time diversity hiring for functions outside of operations was 53%. We also onboarded a diverse class of summer interns, with 67% diversity in operations roles and 57% diversity in non-operations functions.

We seek to add talented, diverse individuals to our team by partnering with Historically Black Colleges and Universities (HBCU) and other diversity-focused enterprises, including:

Tuskegee University	Thurgood Marshall Scholarship Fund
Florida A&M University	Society of Women Engineers (SWE)
Southern University	National Society of Black Engineers (NSBE)
Prairie View A&M University	Minorities in Agriculture (MANRRS)
University of Arkansas at Pine Bluff	Microquest diversity database

In 2022, we entered a new partnership with the Executive Leadership Council (ELC), and we continue to explore opportunities for new relationships and events with diversity-focused partners, such as Women in Manufacturing.



For our efforts, we have been recognized with a perfect score on the Human Rights Campaign Foundation’s 2022 corporate equality index, and we have also ranked among Ethisphere’s Most Ethical Companies in each of the past three years. In addition, in 2020, *Profiles in Diversity Journal* named ADM among winners of the magazine’s first annual Diversity Team Award.

We are for the first time in 2022 publicly disclosing our annual submission to the U.S. Equal Employment Opportunity Commission (EEOC) as we continue to advance our DE&I priorities. The data below is as of Dec. 31, 2021. This disclosure helps us hold ourselves accountable to our commitments and monitor our progress as we work to create a more equitable, inclusive environment for our colleagues. You can learn more about our DE&I strategy in our [2021 Sustainability Report](#).

While we recognize that we have more work to do to achieve gender parity in our leadership ranks and establish ADM as a global leader in the advancement of DE&I, we are proud of the progress we’ve made to date, and excited about the prospects for even greater success in 2023 and beyond.

EEO-1 Consolidated

Analysis Data as of 12/31/2021

Consolidated Company

Job Categories	Number of Employees (Report employees in only one category)														Total Col A - N
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino												
			Male					Female							
Male (A)	Female (B)	White (C)	Black or African American (D)	Native Hawaiian or Other Pacific Islander (E)	Asian (F)	American Indian or Alaska Native (G)	Two or more races (H)	White (I)	Black or African American (J)	Native Hawaiian or Other Pacific Islander (K)	Asian (L)	American Indian or Alaska Native (M)	Two or more races (N)		
Executive/Senior Level Officials and Managers (1.1)	7 (4.4%)	2 (1.3%)	104 (65.4%)	5 (3.1%)	0 (0.0%)	5 (3.1%)	0 (0.0%)	1 (0.6%)	26 (16.4%)	3 (1.9%)	0 (0.0%)	5 (3.1%)	0 (0.0%)	1 (0.6%)	159 (1.0%)
First/Mid Level Officials and Managers (1.2)	96 (3.0%)	20 (0.6%)	2,276 (71.5%)	112 (3.5%)	1 (0.0%)	69 (2.2%)	15 (0.5%)	16 (0.5%)	524 (16.5%)	24 (0.8%)	0 (0.0%)	25 (0.8%)	2 (0.1%)	4 (0.1%)	3,184 (19.1%)
Professionals (2)	44 (1.7%)	41 (1.6%)	1,227 (48.4%)	67 (2.6%)	4 (0.2%)	187 (7.4%)	4 (0.2%)	19 (0.7%)	794 (31.3%)	47 (1.9%)	0 (0.0%)	83 (3.3%)	2 (0.1%)	16 (0.6%)	2,535 (15.2%)
Technicians (3)	22 (3.4%)	16 (2.5%)	321 (49.8%)	40 (6.2%)	0 (0.0%)	4 (0.6%)	2 (0.3%)	10 (1.6%)	197 (30.5%)	26 (4.0%)	0 (0.0%)	5 (0.8%)	0 (0.0%)	2 (0.3%)	645 (3.9%)
Sales Workers (4)	8 (2.5%)	6 (1.9%)	210 (65.8%)	2 (0.6%)	0 (0.0%)	3 (0.9%)	0 (0.0%)	1 (0.3%)	85 (26.6%)	1 (0.3%)	0 (0.0%)	2 (0.6%)	0 (0.0%)	1 (0.3%)	319 (1.9%)
Administrative Support Workers (5)	3 (0.3%)	42 (4.6%)	132 (14.5%)	15 (1.7%)	1 (0.1%)	0 (0.0%)	0 (0.0%)	3 (0.3%)	654 (72.0%)	36 (4.0%)	1 (0.1%)	7 (0.8%)	4 (0.4%)	10 (1.1%)	908 (5.4%)
Craft Workers (6)	120 (6.0%)	5 (0.3%)	1,565 (78.8%)	208 (10.5%)	2 (0.1%)	11 (0.6%)	17 (0.9%)	21 (1.1%)	32 (1.6%)	5 (0.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1,986 (11.9%)
Operatives (7)	352 (6.9%)	47 (0.9%)	3,359 (66.1%)	812 (16.0%)	12 (0.2%)	39 (0.8%)	51 (1.0%)	88 (1.7%)	223 (4.4%)	74 (1.5%)	1 (0.0%)	9 (0.2%)	5 (0.1%)	8 (0.2%)	5,080 (30.5%)
Laborers and Helpers (8)	125 (7.0%)	26 (1.5%)	804 (45.0%)	498 (27.9%)	6 (0.3%)	27 (1.5%)	16 (0.9%)	28 (1.6%)	108 (6.0%)	127 (7.1%)	0 (0.0%)	12 (0.7%)	4 (0.2%)	7 (0.4%)	1,788 (10.7%)
Service Workers (9)	0 (0.0%)	1 (1.5%)	29 (43.4%)	4 (6.0%)	1 (1.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	31 (46.3%)	1 (1.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	67 (0.4%)
Total Employees (10)	777 (4.7%)	206 (1.2%)	10,027 (60.1%)	1,763 (10.6%)	27 (0.2%)	345 (2.1%)	105 (0.6%)	187 (1.1%)	2,674 (16.0%)	344 (2.1%)	2 (0.0%)	148 (0.9%)	17 (0.1%)	49 (0.3%)	16,671 (100.0%)

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