ADM®

2025

Regenerative Agriculture Report

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A Letter to Stakeholders

Dear Stakeholders,

For more than 120 years, ADM has held a deep connection to the land and the farmers who steward it.

Healthy soil is the foundation that agriculture depends on – a fact farmers understand better than anyone – and that's where regenerative agricultural practices come in. Farmers know that protecting and enhancing the land they cultivate is critical to the resilience of their businesses. By providing farmers with the right tools, expertise and incentives, ADM is accelerating a global shift toward regenerative agriculture that creates economic value for growers, while also providing access to new market opportunities, and contributes to resilient supply chains.

Our customers understand this, too. Across food, feed, fuel and industrial and consumer products, the businesses we work with recognize the need to safeguard the future of agriculture, along with its ability to meet marketplace demand for sustainably sourced products. ADM's regenerative agriculture program helps its customers align with evolving consumer sentiment and reach their sustainability goals with lower-carbon feedstocks.

The results are exciting and inspiring. In 2024, ADM partnered with more than 28,000 growers and delivered more than 5 million regenerative acres globally, surpassing the company's original goal and achieving its 2025 target a year early. This rapid expansion of our re:generations™ program demonstrates an industry commitment to the future of agriculture and, importantly, the opportunity to continue scaling our impact.

To ensure transparency and accountability, we are proud to release our third Regenerative Agriculture Report. This report reflects our commitment to defining clear practices, setting measurable goals, and delivering tangible outcomes. It's also a roadmap for how ADM is creating shared value for farmers, customers and consumers.

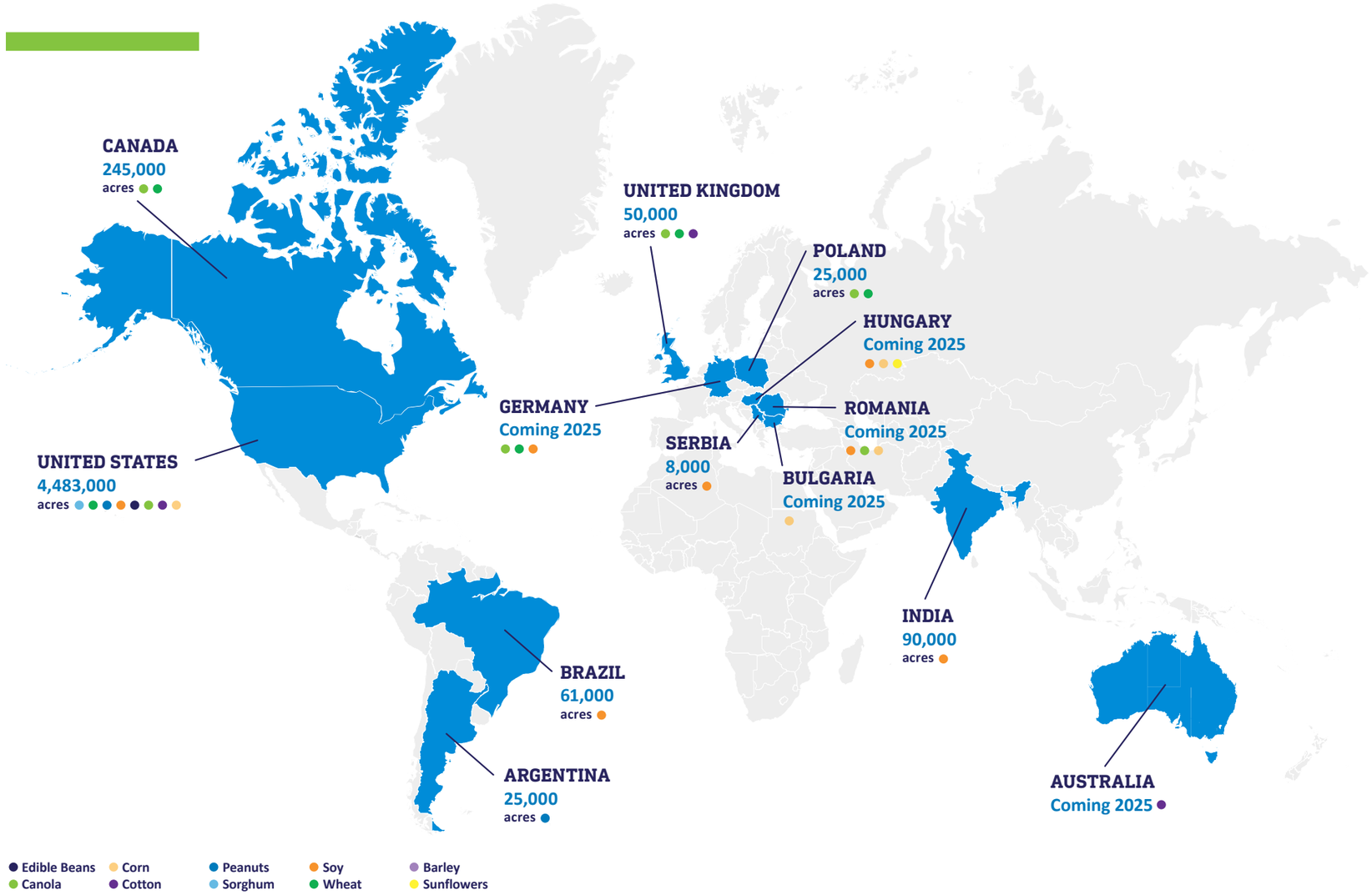
Of course we can't do it alone. From growers eager to do more for their farms, to conservation and technical partners supporting every step, to downstream customers partnering to advance the industry, the success of regenerative agriculture depends on the entire value chain.

Thank you for your partnership. At ADM, we're excited to lead this transformation and help drive meaningful business growth for all.

Best,

Greg Morris
SVP and President, Ag Services & Oilseeds

Global Footprint 2024



2024 Highlights

5 million
acres enrolled in our regenerative agriculture program globally, surpassing our 2024 goal and achieving our 2025 goal a year early

363,000
modeled metric tons of CO_2e sequestered by our regenerative agriculture projects

1 million
metric tons of greenhouse gas emissions (GHG) reduced compared to benchmarks through our program, more than triple the reduction from last year

28,000
farmers engaged in our program globally

9
regeneratively grown crops in the program: barley, canola, corn, cotton, edible beans, peanuts, sorghum, soybeans, wheat

8
countries where our regenerative agriculture program operated in 2024: Argentina, Brazil, Canada, India, Poland, Serbia, United Kingdom, United States

Our Approach to Regenerative Agriculture

ADM's value chain stretches from thousands of farmers to our own unparalleled operational footprint across six continents, to our relationships with downstream customers spanning food, feed, fuel, industrial and consumer products. From that perspective, it is increasingly clear that regenerative agriculture represents an opportunity to support farmers' livelihoods and legacies, enhance the resilience of global supply chains and create business value for customers and ADM alike by meeting growing and evolving demand.

"Everything we do… needs to improve our soil health over the long term. We can't make decisions that sacrifice soil health for short term financial gain – our soil is our future and we plan on improving it for future generations."

Kenton Possberg
Farmer, Saskatchewan, Canada

Definitions, Principles and Practices

Regenerative Agriculture focuses on rebuilding and maintaining soil health, which is critical to preserving life on earth. We depend on soil health to feed people, filter water and air, and protect biodiversity.

ADM defines regenerative agriculture as an outcome-based farming approach that protects and improves soil health, biodiversity, climate, and water resources while supporting market opportunities and increased value for farmers.

Regenerative agriculture is adaptive to local physical conditions and culture and is based on five principles of land management:

Maintain Living Roots in Soil
- Cover Crops
- Double Crop

Maximize Biodiversity
Crops, Soil, Pollinators
- Crop Rotation
- Edge of Field Practices

Minimize Soil Disturbance
- Reduced Till
- Strip Till
- No-Till

Continuously Cover Bare Soil
- Cover Crops
- No-Till

Responsibly Manage Inputs
- Fertilizer & Pesticides

ADM's re:generations™ Program

Our approach to regenerative agriculture is built on partnership, education, financial support and technical innovation. We work with partners spanning the value chain, connecting farmers to technology providers and technical experts, and to end customers. All of our partners have a role to play, and all come together with a conservation mindset and an understanding that this work benefits all stakeholders.

> *"Working with ADM* re:generations™ *keeps us focused on conservation efforts and has allowed us to expand cover crops onto more acres in our operation."*
>
> **Jon Oden**
> Farmer, Kansas, U.S.

Farmer Centric

No two farms are the same, which is why we offer farmers an array of options that meet their varied needs and empower them in the ways that work best for their individual situations. Our programs are farmer-focused, and include:

Flexibility

with farmers able to choose between incentives based on practices or outcomes.

Ease of Entry and Data Collection

with the best digital technology to ensure simple enrollment, and smooth and thorough data collection for farmers.

Third-party Expertise

with an array of expert technical assistance partners to explain program details and qualifications, and provide guidance and education for successful implementation.

Community

by coordinating peer-to-peer networks, grower workshops and farmer appreciation events that share knowledge with a goal of revitalizing rural communities.

Global Scope, Regional Focus

As a global company, ADM works with farmers in North America, South America, Europe and Asia Pacific, and we're expanding our regenerative agriculture efforts in each region.

Around the world, ADM's program adheres to the same regenerative agriculture definition, principles and commitment to support farmers, while also recognizing agriculture's regional differences.

As this report shows, program qualifications and practices are tailored by region to address each area's specific environmental conditions and challenges.

ADM's re:generations™ Program

"I believe it is our job to leave this farm better than we found it…What stands out to us about this program is that there is a local, dedicated contact that I can call to help me navigate through the program and keep me abreast of the rapid changes that happen in this space."

Tim Gottman
Farmer, Missouri, U.S.

Expert Supported

Technical assistance partners are critical to a successful global regenerative agriculture program. Perhaps more than anyone, these experts recognize that each farm, region and country require an individualized approach.

ADM collaborates with a variety of conservation and agronomic partners, who work closely with farmers to explain program details and qualifications, provide expertise on the full range of regenerative agriculture practices and advise on how to apply them successfully in each situation.

Just as important, we measure what matters. In order to verify that we are delivering on our commitments, and to secure the benefits of regenerative agriculture for the farmers who are practicing it, we engage with measurement, monitoring, reporting and verification partners who offer the best in easy, accurate and private data management.

ADM's re:generations™ Program

Top Reasons Why Customers Participate in ADM's Program

In a 2024 survey, customers shared the key reasons why they chose ADM for regenerative agriculture, including:

1. Ability to deliver environmental outcomes
2. Quality of data/ metrics reporting
3. Ability to scale through farmer connections

Customer Connected

Sustainability is one of the enduring global trends driving consumer demand. We know from recent consumer product and retail brand research that products derived from regenerative agriculture practices are attractive to consumers. ADM's partnerships with downstream customers support companies striving to meet that demand and bring value to the consumer.

By working with major consumer brands like **Campbell's**, **General Mills**, **Grupo Bimbo**, **The J.M. Smucker Co.**, **Mars**, **Nestlé**, **Ooni**, and **PepsiCo**, ADM is accelerating the adoption of regenerative farming practices, propelling rapid growth in our regenerative agriculture program, and helping customers achieve supply chain resiliency and advance their business goals.

Also, because of our global reach, we're able to work with customers across multiple regions and even foster multi-partner collaborations, leveraging the program's scale and flexibility to maximize value.

Partnership on the Farm

Last year, as part of its ongoing regenerative agriculture partnership with ADM, leaders from Grupo Bimbo met with farmers and technical assistance providers near Hutchinson, Kansas, one of many states in the project across the companies' shared supply sheds. Team members visited four farms, engaging with conservation partners and observing the customized assistance in place for farmers that the program's support enables.

"At Grupo Bimbo, we appreciate that ADM's program has deep connections with farmers and works with so many of them from beginner to advanced," says Miriam Navarro Fernandez, Global Sustainability Manager.

> *"ADM is a key wheat supplier and plays a critical role in advancing regenerative agriculture in our shared wheat value chains. The work they do promotes positive outcomes for soil, climate, and the longevity of our businesses that depend on farmers and natural resources to flourish."*
>
> **Jay Watson**
> Director, Regenerative Agriculture and Global Impact, General Mills

> *"ADM's expertise and information-sharing on measurement, farmer partnerships, and consumer insights has been helpful for the development of our sustainable wheat strategy."*
>
> **Ryan Vroegindewey**
> Associate Director, Sustainable Agriculture, Campbell's

ADM's re:generations™ Program

Bryan Stevens joined the ADM re:generations™ program in 2022. He and his family farm corn, soy and wheat in Hancock County, Illinois.

Linking the Value Chain

The multiple value chains leading from the farm to the store shelf are long and complex, encompassing growing crops, transporting and storing them, basic processing, and transformation into finished products. No single entity controls every step of that process, which is why partnerships among all stakeholders are critical to the expansion and success of regenerative agriculture programs.

ADM's connections across the value chain help to power this work – from thousands of farmers, to our agronomic, conservation and data monitoring partners, to downstream customers.

ADM's Regenerative Agriculture Platform

- Producers
- Agronomy
- Research
- Data Technology

+

Customer Partnerships

- Consumer Brands
- Retailers
- Biofuel Customers

=

Positive Outcomes

- Supply Chain Resilience
- Improved Soil Health
- Increased Farm Profitability
- Reduced Emissions

North America

Region at a Glance

ACRES
4.7 million

FARMERS
3,500

CROPS
- canola
- corn
- cotton
- edible beans
- peanuts
- sorghum
- soy
- wheat

PARTNERS
American Farmland Trust

Ducks Unlimited

Flint River Soil and Water Conservation Districts

Gradable

Kansas Association of Conservation District

Minnesota Soil Health Coalition

Practical Farmers of Iowa

ADM's North America re:generations™ regenerative agriculture program focuses on identifying and accounting for environmental benefits that strengthen farm and supply chain resilience, including improved water quality, improved soil health, and improved biodiversity. The program targets carbon reductions and removals to support our customers' need for less carbon-intensive feedstocks and their business sustainability goals.

All farmers participating in re:generations™ agree to participate in the educational aspects of the program and provide data needed to quantify key metrics.

UP TO $40/ACRE

Direct financial incentives of up to $40/acre equivalent (including bushel premium and practice payments) for participating farmers are provided for outcomes and/or practices listed below.

EACH ACRE COUNTED ONLY ONCE

Each practice comes with its own unique environmental impact and some farmers will execute multiple practices on the same acre. We only count each acre once toward our overall enrollment goals and reporting, even if a farmer chooses multiple practices.

"I am a huge believer in how cover crops can benefit our farm by limiting erosion and decreasing herbicide use."

Trent Mastny
Farmer, Nebraska, U.S.

North America Qualifying Practices

The following qualifying practices for re:generations™ focus on minimizing soil disturbance, covering bare soil and maintaining living roots year-round:

COVER CROP

This program is available for farmers planting a cover crop for the first time or maintaining the use of cover crops from previous years. The program quantifies carbon emissions using Field to Market metrics and estimates carbon removal (sequestration) using USDA's COMET Planner model via the Gradable platform.

LIVING ROOT

This program currently incentivizes double cropping in wheat rotations, but in the future could also be used for alternative oil winter crops.

NO-TILL/STRIP TILL

This program, offered for wheat crops, incentivizes farmers to implement no-till/strip till, which reduces emissions from fuel usage and also has positive impacts on carbon sequestration and soil erosion.

BIOLOGICALS

These programs incentivize farmers using certain biologicals to responsibly manage inputs by reducing fertilizer use while maintaining yields.

North America

North America Qualifying Outcomes

Our outcomes programs incentivize growers for the results of practices they have chosen to implement in their operations. These programs do not require specific practices, but growers must demonstrate their reductions and improvements are due to more than just yield fluctuations. These programs focus heavily on responsibly managing inputs to improve soil fertility and organic matter and include:

INTERNATIONAL SUSTAINABILITY AND CARBON CERTIFICATION/EMISSION SCORING

This program incentivizes farmers to responsibly manage inputs relative to carbon intensity score. It takes ISCC's certification structure and adds education and financial incentive components to encourage farmers to work toward lower carbon intensity. Reduction focus categories include: N fertilizer, P fertilizer, K fertilizer, lime, pesticides and fuel/energy, relative to final production (yield).

"Our family has always been focused on taking care of the land for the next generation. We have always had a good relationship with ADM so when they had a program with a financial incentive, it was a good fit for us to partner with ADM re:generations™."

Chad Ruzika
Farmer, Nebraska, U.S.

4R

This program focuses on nutrient management that practices the right rate, right source, right time and right placement of nitrogen fertilizer.

NITROGEN USE EFFICIENCY

This program incentivizes farmers to surpass regionally-specific benchmarks for nitrogen use efficiency.

North American farmers interested in revenue opportunities with cover crops, no-till and other sustainable ag practices, plus agronomic support with our technical assistance partners, can learn more and enroll today at admregenerations.com.

By the Numbers

Nearly 700 farmers participated in a survey about ADM's 2024 North American regenerative agriculture program:

98%
of participating farmers plan to re-enroll in 2025

90%
indicated the program has a positive impact on their farm economics

81%
are likely to refer others to the ADM re:generations™ program

79%
indicated the primary reason to plant cover crops was improved soil health

64%
evaluated improving fertilizer efficiency to lower carbon intesity

North America

CASE STUDY

Partners for Pets: ADM Collaborates with Mars to Bring Regenerative Agriculture to Pet Food Industry

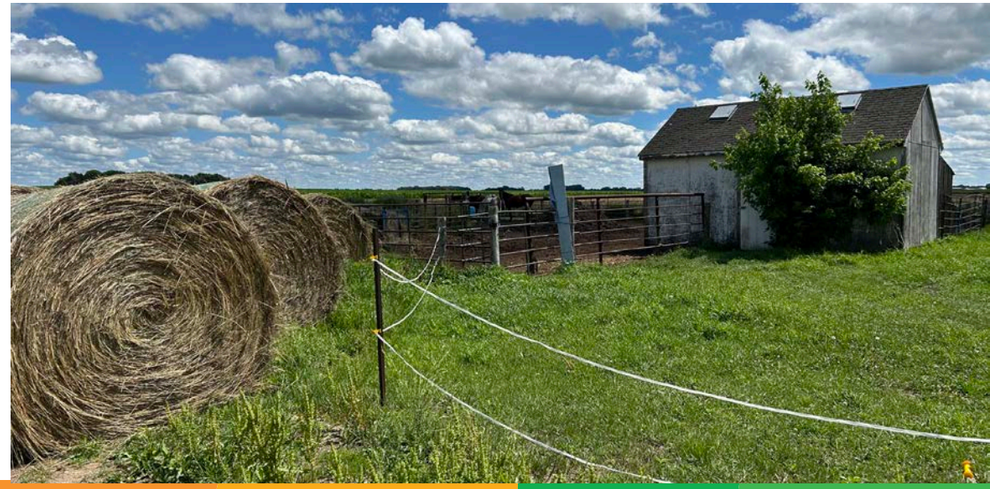
In 2024, ADM and Mars, Inc. partnered to support and provide financial incentives to corn farmers in Iowa, Minnesota and Nebraska for using regenerative practices on more than 100,000 acres. Practices included cover crops, reduced tillage, extended crop rotations and fertilizer management.

Using Field to Market's **indicators** and Fieldprint Project Standard, the project delivered benefits including calculated greenhouse gas emissions where the resulting primary data was lower than regional secondary emission factor databases; modeled soil carbon sequestration; reduced soil erosion compared to Fieldprint benchmarks; and good habitat potential scores in the implementation regions.

Representatives from Mars also attended field events in Minnesota and Nebraska, visiting with farmers to hear first-hand about ADM's program, its focus on supporting them at every step and ensuring farm resilience.

"At Mars, we recognize that an important part of achieving our climate goals is addressing the environmental footprint of our ingredients. Our commitment to regenerative agriculture is a key component of our broader sustainability strategy," says Jon Peattie, Senior Vice President, Commercial, Mars Petcare US, Inc. "These partnerships reflect our dedication to reducing our environmental impact, supporting farmer livelihoods, and helping to ensure a resilient supply chain for the long term."

Racquel White, Vice President Corporate Affairs, Royal Canin, a division of Mars, adds, "Royal Canin is committed to offering pet owners sustainable choices when feeding their pets, and that starts, in part, with how their food is grown. We are committed to working with suppliers and partners to help farmers implement agriculture practices to help reduce our carbon footprint and support the resilience of the people throughout our supply chains."



North America

Technology Partner: Gradable

In 2024, ADM and Farmers Business Network launched a new company, **Gradable**, to build on the technology platform of the same name that tracks sustainable and regenerative agricultural practices and outcomes. For grain buyers, the Gradable procurement platform provides reliable farm-level data, allowing them to easily identify and purchase grain that helps meet growing customer demand for sustainably produced products.

Currently, more than 20,000 U.S. farmers use Gradable across more than 12 million acres. In 2024, it evaluated emissions for more than 200 million bushels of corn and soybeans, analyzed 48 million acre-years of agronomic events, and facilitated over $30 million in financial incentives for regenerative practices. The new 50-50 joint venture is enabling Gradable to expand and reach new partners and customers at every stage of the grain supply chain – from growers to grain buyers.

North America

CASE STUDY

ADM and PepsiCo Continue Close Collaboration to Expand Regenerative Agriculture

In 2022, after years of pilot projects, ADM and PepsiCo launched a collaboration to help spread the adoption of regenerative agriculture across 2 million acres in the U.S. by 2030, one of the most ambitious initiatives in the space for both companies.

Today, efforts continue to ramp up with 675,000 acres of regeneratively grown corn, wheat and soy farmed in the last crop year, making PepsiCo the largest single funder of acres in ADM's re:generations™ program. Enrollment is now underway for the next growing season, producing ingredients for some of PepsiCo's iconic brands such as Lays, Quaker, Doritos and Pepsi.

At the core of this successful and growing collaboration is an ambition to support farmers and accelerate a systemic shift toward regenerative practices that will help ensure the long-term resilience of agriculture.

"PepsiCo has been our most aggressive partner in terms of scope and scale," says Paul Scheetz, ADM's Director of Climate Smart Ag Origination. "They push us every day to keep innovating and providing opportunities for farmers that meet them where they are on practice decisions."

FIELD LEVEL SUPPORT

On the ground, ADM's local agronomic partners such as Duck's Unlimited (DU) help farmers apply regenerative practices.

Jason Lutter, who farms corn, soy and wheat in Laotto, Indiana, credits DU for helping to both expand his use of cover crops and diversify the seed – from straight rye to a multi species clover and a wildlife-friendly mix.

"Implementing cover crops on 100% of our three generational farming operation has taken trust, learning, and the support of Ducks Unlimited to be successful," Lutter says.

DU is also driving ADM's re:generations™ program forward, says Nick Wenning, who farms in Greenburg, Indiana.

"DU reached out to ask if I would share my knowledge and highlight the benefits I've seen on my farm so they can share and educate other farmers as they expand regenerative practices," Wenning says.

ADAPTING TO FARMER NEEDS

In addition, and unique to this collaboration, the ADM and PepsiCo teams responded to farmer feedback regarding program flexibility and market demands, offering a per bushel premium incentive for farmers in addition to the existing cover crop practice payment for corn.

This innovative approach has increased farmer engagement and further lowered field level emissions while also evolving a program that is enduring yet flexible enough to help deliver on 2030 goals.

The results are impressive. Farmers in the program continue to perform well across all measures compared to state benchmarks, including reduced emissions, higher yields, healthier soil, better water quality and improved biodiversity.

"PepsiCo is aiming to spread the adoption of regenerative, restorative, or protective agricultural practices across 10 million acres around the world by 2030, and our collaboration with ADM plays an important role in striving towards that goal. Together, we're helping to strengthen farmer resilience and build a more resilient agricultural system," says Margaret Henry, Vice President, Sustainable Agriculture, PepsiCo.

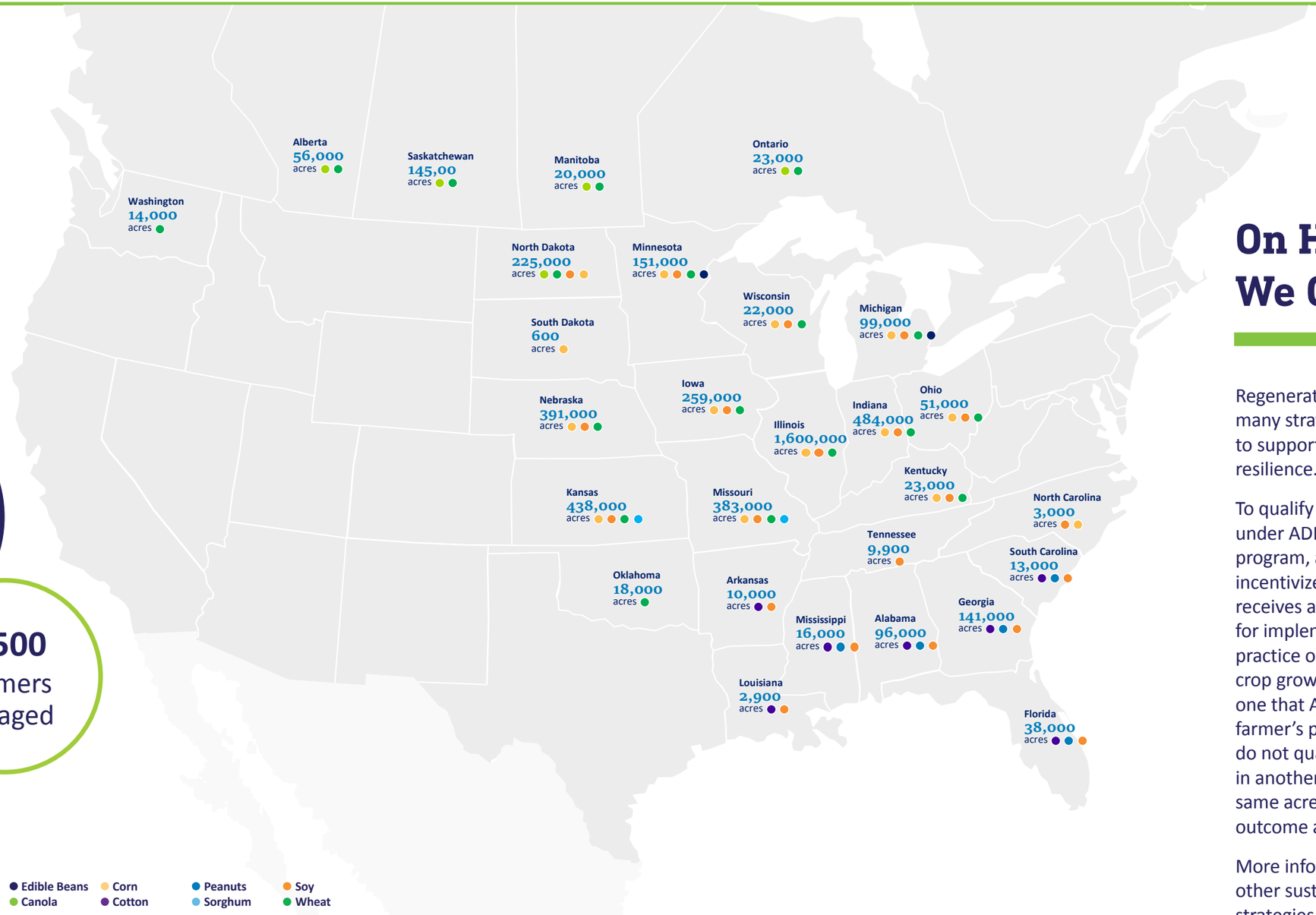
North America

Program Acreage by State/Province

4.7M+ Acres
8 Crops

3,500 Farmers Engaged

24 US States & 4 Canadian Provinces



On How We Count

Regenerative agriculture is one of many strategies that ADM uses to support farm and supply chain resilience.

To qualify and count as regenerative under ADM's re:generations™ program, an acre first must be incentivized, meaning the farmer receives a direct financial payment for implementing a qualifying practice or outcome. Also, the crop growing on that acre must be one that ADM sources, so that a farmer's pasture acres, for example, do not qualify. A farmer cannot be in another private program on the same acre with the same practice or outcome as a focus for enrollment.

More information on ADM's other sustainable business strategies can be found in the latest **ADM Sustainability Report**.

South America

Brazil

Region at a Glance

ACRES
62,000

FARMERS
16

CROPS
Soy

PARTNERS
Embrapa
Bayer

ADM Brazil's first regenerative crop, harvested in 2024, yielded more than 86,000 tons of soybeans with measured emissions of less than 50% of the national benchmark.

In 2024, we continued efforts in Brazil with soy farmers covering about 62,000 acres.

Launched in 2023, the ADM re:generação program in Minas Gerais and Mato Grosso do Sul offers technical assistance and training, social and environmental indicator monitoring, and supports practices such as no-till farming, crop rotation and biological inputs.

A tropical farming calculator developed in partnership with Embrapa and Bayer that uses local, precise emission factors, combined with primary data collected directly from the farms, allows us to document carbon emissions at the field-level. The first regenerative crop of 25,000 hectares (~62,000 acres), harvested in 2024, yielded over 86,000 tons of soybeans, and data shows that carbon emissions associated with the soy cultivated in the program were less than half the benchmark levels estimated by Ecoinvent — a widely used database for carbon footprint calculations in Brazil.

MEASURING CARBON SEQUESTRATION IN THE SOIL

The second phase of the ADM re:generação program is already underway with soil sampling in every program field focusing on quantifying the carbon sequestered in the soil. This step is crucial to calibrate calculation models and validate the benefits of the regenerative practices adopted, such as no-till farming and permanent soil cover.

Using laboratory analyses and internationally recognized protocols, the goal is to build a solid evidence base on the carbon capture potential of Brazilian agriculture, reinforcing our commitment to transparency and the delivery of low-carbon products to the global market. This initiative also paves the way for new opportunities to reward farmers.

Brazil Qualifying Practices

MINIMIZING SOIL DISTURBANCE

With technical assistance and guidance, farmers refine and intensify the already widely used practice of no-till farming.

MAINTAINING LIVING ROOTS IN THE SOIL

Farmers use a combination of crop rotation and cover crops to increase soil health, especially during offseason windows, to positively impact water absorption, structure, biodiversity and soil fertility.

RESPONSIBLY MANAGING INPUTS

Farmers receive technical assistance and guidance to increase the use of biological inputs, reduce the application of chemical products, and replace traditional nitrogen fertilizers with slow-release or encapsulated alternatives, which emit less carbon and contribute to soil health.

re:generations™

The ADM re:generação program further supports participating farmers with:

PRIMARY DATA COLLECTION FOR GREENHOUSE GAS EMISSION CALCULATIONS

Information is collected directly on the farms to ensure greater accuracy and transparency in measuring the carbon footprint.

SOIL ANALYSIS IN ALL PARTICIPATING FIELDS

Every plot enrolled in the program undergoes detailed soil analysis, including carbon sequestration measurement.

CARBON INTENSITY CALCULATION PER PLOT

Carbon emission intensity is calculated individually for each production area, allowing farmers to see the impacts of different practices on a field-by-field basis.

ON-FARM TECHNICAL ASSISTANCE

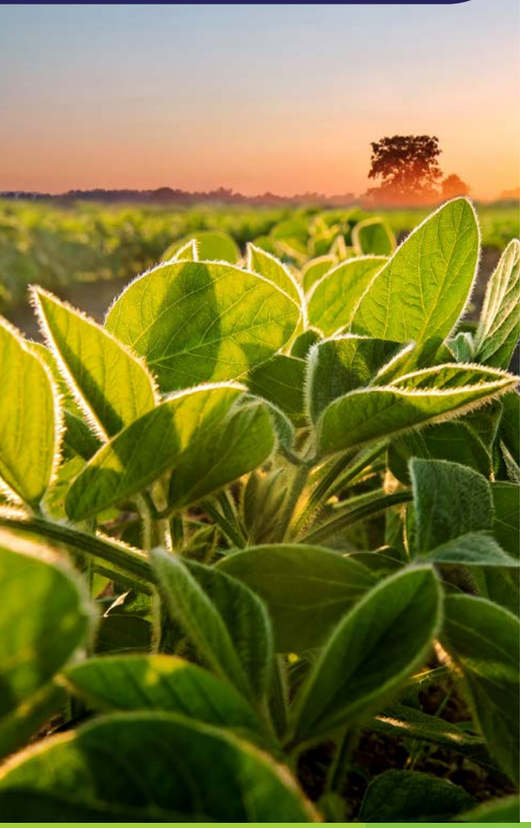
We provide direct technical support in the field to help farmers implement regenerative practices and use resources more efficiently.

TRAINING SESSIONS FOR PARTICIPATING FARMERS

Training focused on the adoption, intensification and refinement of regenerative practices and improving productivity with lower environmental impact.

South America

Brazil



FARMER SPOTLIGHT

Regeneration Making a Difference

Lisandra Zamboni
farmer, São Gabriel do Oeste, Mato Grosso do Sul

"I first heard about regenerative agriculture a few years ago, and it immediately sparked my curiosity. I took a course on the topic and on carbon credits to understand it more technically. Soon after, ADM reached out to propose a partnership – I accepted immediately. It's not a cheap program, and doing it on my own wouldn't have been an option at first."

I've considered this partnership to be a great success. ADM's support speeds up the process, allows me to measure what's happening on my property, and see how regenerative agriculture is being practiced elsewhere. It's about being increasingly attentive to the land and the effects of our activity on nature – and sharing how important regenerative agriculture is and the difference it can make."

PARTNER SPOTLIGHT

Cutting-Edge Methodology and a Systemic Vision

Juliana Albertengo
Carbon Business Development Manager, Bayer

"We've been working with ADM for the past three years, aligning our joint initiative with global standards for regenerative agriculture but considering the local tropical needs of Brazilian agriculture. That's why the calculator being used was co-developed by Embrapa and Bayer following international frameworks like Greenhouse Gas Protocol and International Organization for Standardization standards.

"In addition, participating farmers truly value the shared commitment of two leading agricultural companies working together to support their transition towards a more regenerative future. We're proud of what we've achieved so far, as the results are very significant, and we look forward to further expanding our collaboration, including the addition of other members of the value chain."

Customer Value: Lower Carbon, Higher Competitive Advantage

The use of primary data and methodology adapted to Brazilian conditions enables reliable results about the environmental impact of agricultural production. This means that ADM is already offering products with a lower GHG footprint compared to benchmarks.

"Partnership with ADM represents a real opportunity for companies seeking reliable solutions to reduce their Scope 3 carbon footprint," says André Germanos, ADM Carbon Business and Regenerative Agriculture Manager.

"With the ADM re:generação program, we're able to calculate emissions based on primary data — collected directly from farms — and robustly and transparently demonstrate the positive impact of regenerative practices. The result is that our customers can access products with lower environmental impact and add even more value to their brands."

South America

Argentina

Region at a Glance

ACRES
24,700

CROPS
- Peanuts

Argentina Qualifying Practices

In Cordoba, Argentina, Golden Peanut – ADM's wholly owned peanut processing subsidiary – has made significant progress in implementing regenerative agriculture practices in recent years. These actions have been essential to improving the environmental sustainability of its operations, reducing greenhouse gas emissions associated with the peanut production cycle and promoting the well-being of local communities. Implemented actions include:

DIRECT SEEDING

Direct seeding has been adopted as the primary agricultural practice in the Argentina program, along with efficient water use. This technique helps maintain soil moisture, which is crucial for the healthy growth of crops.

USE OF PREBIOTICS

The use of prebiotics has been employed to help the development of microorganisms that create a healthier soil habitat, allowing a better environment for the root development of crops.

COVER CROPPING

Cover cropping has been implemented between main crops to protect the soil from wind erosion and improve its quality. This practice can also increase carbon sequestration and promote biodiversity on the farms.

USE OF INOCULANTS

Inoculants have been integrated into processes to improve nitrogen fixation in plants, resulting in more efficient use of this vital nutrient.

CROP ROTATION

Crop rotation has become an essential part of the agricultural strategy, contributing to maintaining soil health, controlling diseases and maintaining proper nutritional balance.

REFORESTATION PROMOTION

Reforestation has been carried out in areas within agricultural farms by planting native trees, contributing to ecosystem restoration and biodiversity enhancement.

In 2024, Golden Peanut earned recertification for the FSA-SAI

(Farm Sustainability Assessment–Sustainable Agriculture Initiative), continuing to be the only Argentine company to achieve the highest rating, Gold. The company also earned recognition from the Government of the Province of Córdoba for supporting Good Agricultural Practices procedures on all 10,000 hectares planted under the program. Looking ahead, Golden Peanut will work with the National University of Rio Cuarto to develop new tools to strengthen our regenerative agriculture program.

Europe, Middle East and Africa

In 2024, we expanded our EMEA program to more than 80,000 acres, including wheat and rapeseed in Poland; soy in Serbia; and wheat, barley, and canola in the United Kingdom.

ADM launched its regenerative agriculture efforts in Europe in 2023, starting in the UK and Poland, before expanding to Germany. The program supports agriculture in the region and helps build and maintain a more resilient food system by providing financial assistance and agronomic support to farmers who are taking steps to implement regenerative agriculture practices. In 2025, the program will expand to Bulgaria, Germany and Romania.

EMEA Qualifying Practices

The program rewards farmers who implement regenerative agriculture practices including:

COVER CROP

To support better nutrient cycling, improved soil health and in-field carbon sequestration while fighting soil erosion.

4R NUTRIENT MANAGEMENT

Supporting more efficient use of nitrogen to streamline fertilizer requirements and reduce emissions footprint, through the adoption of precision farming and other nutrient management practices.

BIODIVERSITY IMPROVEMENTS

With an emphasis on crops, soil microbes and pollinators, these practices help to preserve nature and support wider benefits for farmers and agriculture.

ORGANIC MANURE USE

Provides crop nutrients through organic sources, reducing carbon emissions and increasing soil carbon sequestration while improving soil health.

CROP ROTATION

Helps increase on-farm biodiversity and tackle pest issues.

CONSERVATION TILLAGE AND NO TILLAGE

Supports improved soil, helping health and in-field carbon sequestration, as well as combat soil erosion.

COMPANION CROPPING

Establishing one or more crop species within the same field which supports better in-field biodiversity and soil health.

The program in Europe is uniquely tailored to each country and key implementation partners are selected according to local requirements.

"No two farms are the same and each has different needs," says Candy Siekmann, Director of Climate Smart Ag Origination at ADM. "The regenerative agriculture program in Europe collaborates with strategic partners in each country to help meet individual requirements of farmers and empower them in the ways that work best for their situations."

Data collection and reporting are critical to the success of the program in the region. The impact of each program is measured through a range of key performance indicators such as crop carbon emissions, on-farm biodiversity metrics, nitrogen use efficiency, soil carbon sequestration and productivity and soil health metrics, with results reported to both farmers and ADM's customers. This comprehensive approach ensures that farmers can monitor and improve their performance.

"The program in Europe is farmer-focused, and by collaborating with strategic partners across the entire value chain, we connect farmers with end customers, technology providers, and technical experts to help meet customer demand for regenerative agriculture products. We are excited about our ongoing geographical expansion across the region."

Candy Siekmann, Director of Climate Smart Ag Origination at ADM

Europe, Middle East and Africa

United Kingdom

Region at a Glance

ACRES
53,000

CROPS
- Barley
- Wheat
- Rapeseed

PARTNERS
Map of Agriculture Ltd.
Ceres Rural

The UK program was co-designed with global agricultural data platform Map of Agriculture Ltd., incorporating leading data analysis to streamline data collection and validation to ensure robust reliable data for ADM's downstream customers.

The program looks to verify practices undertaken by growers on the ground with the use of the latest technology. For example, in collaboration with a leading remote-sensing company, the program integrates data from satellite technology to remotely verify regenerative agriculture practices, meaning ADM can support farmers at scale in their transition to regenerative agriculture while minimizing administrative burden.

ADM also recognizes the need for additional, independent agronomic advice for growers adopting regenerative practices and adapting them to different growing years. In the UK, ADM partners with Ceres Rural a leading agricultural consultancy, to provide one-on-one support for growers who are adopting regenerative practices throughout the growing season.

"I really welcome ADM's new incentive package for growers for regenerative agricultural practices. Seeing the company incentivize farmers for positive actions across the farmed landscape that can deliver climate, biodiversity, and productivity improvements — on top of a market price for the goods we produce — is a really positive step. I look forward to further opportunities to market crops through ADM and being supported in delivering best practice actions across our farm."

Martin Lines
Farmer, Cambridgeshire, England

CASE STUDY

Partnering with Ooni Pizza Ovens to Incorporate Regenerative Agriculture into Pizza Flour Production

In 2024, ADM announced a partnership with Ooni Pizza Ovens, the creator and leader of the at-home pizza oven market, to introduce an exclusive line of flour grown using regenerative agriculture practices.

The collaboration brings ADM's regenerative agriculture efforts together with Ooni's mission to bring exceptional pizza-making experiences to homes worldwide. With the integration of ADM's regenerative agriculture wheat into their product offering, Ooni is set to elevate the home pizza-making experience, enabling enthusiasts to create pizzeria-quality pizzas with a flour made from wheat farmed in a way that seeks to reduce its environmental footprint.

"Collaborating with ADM helps Ooni in our mission to make it easier than ever for home pizza makers to get the ingredients they need to make awesome pizza, while also respecting and protecting our planet," says Claire Grant, senior project manager groceries, Ooni Pizza Ovens.

"This partnership is more than just flour; it's about how we're committed to making a positive impact on the environment and helping meet our customers' needs with the highest quality ingredients."

Europe, Middle East and Africa

Poland

Region at a Glance

ACRES
13,600

CROPS
- Wheat
- Rapeseed

PARTNERS
Bayer
Biospheres

In Poland, ADM has two regenerative agriculture projects running. In one project, ADM collaborated with Biospheres, a leading technical advisory firm, to strategically design the project and offer training to farmers.

The partnership enhances the sharing of knowledge among groups and thanks to thorough audits, farmers receive customized strategies tailored to their needs. The program's field presence ensures the collection of accurate data while minimizing administrative burdens for growers. Soil sampling is used to measure key performance indicators (KPIs) related to soil health and carbon sequestration, and other KPIs such as biodiversity and carbon emissions are also calculated.

ADM also partners with Bayer. Farmers in the program are provided with financial and technical support to implement qualifying regenerative agriculture practices. ADM compensates participating farmers for each qualifying hectare, measured and verified using Bayer's digital capabilities in collaboration with Trinity Agtech's Sandy platform, a recognized solution backed by science that complies to the highest standards available in the market.

> *"We conduct regenerative agriculture practices on the farm because it is profitable for us. However, they must be well balanced with other agronomic practices to achieve farm-wide success."*
>
> **Piotr Hulanicki**
> Farmer, Warmia-Masuria, Poland

Participating farmers also receive agronomic guidance from specialized professionals. The support starts with a deep agronomical understanding of the issues specific to each region where the project is taking place, followed by individualized on-farm assessments where agronomists visit fields and, together with farmers, design development plans tailored for each farm. Farmers are able to share their experiences with one another and discuss different techniques during field visits and peer learning opportunities.

In the next stage, the program will expand into a broader range of crops such as corn, wheat, sunflower seeds, and barley. It will also expand geographically across Eastern Europe.

PARTNER SPOTLIGHT

Analysis Shows Efficacy of Regenerative Practices

ADM partnered with Bayer to conduct a feasibility study, working with rapeseed farmers covering 22,200 acres (approximately 9,000 hectares) to evaluate the impact of regenerative agriculture practices and build grower specific roadmaps for the transition to regenerative agriculture.

The preliminary assessment showed that carbon emissions from those hectares relying on at least one regenerative agricultural practice were 15% lower than those of conventional farms. The analysis suggests that emissions reductions could be up to 40% for farmers comprehensively adopting regenerative agriculture practices.

> *"The project was very spot-on. It has a positive impact on the deepening of knowledge about modern agrotechnical methods and fosters the exchange of experience. It is also impossible not to mention the financial aspect, which is noticeable in the budget."*
>
> **Sławomir Kaczmarek**
> Farmer, Wielkopolskie, Poland

Europe, Middle East and Africa

Germany

Region at a Glance

ACRES
60,000 projected

CROPS
- Rapeseed
- Soy
- Wheat

PARTNERS
Klim

In 2024, ADM expanded the re:generations™ program to Germany in partnership with agritech company Klim. Farmers enrolled in the program in Germany receive incentives per hectare for introducing regenerative agriculture practices as well as a premium for sequestered carbon.

This approach appeals to a diverse range of farmers including those already implementing regenerative agriculture and those new to the practice. Regenerative agriculture practices covered include precise fertilizer application, conservation tillage, cover crops, increasing biodiversity habitats, and companion cropping. These practices help protect and improve soil health, biodiversity, climate and water resources while supporting farming business development. The program has already met the initial goal of enrolling ~60,000 acres (approximately 24,281 hectares) in Germany by the end of 2025.

Together, ADM and Klim have developed the program further by providing monitoring, reporting and verification services. Farmers have access to more than 30 key performance indicators to measure impact with comprehensive data and insights from across the entire farm. The analysis helps farmers review essential performance metrics to make informed decisions on which regenerative methods are the best suited to their operations. ADM and its customers can use the analysis to account for the results as part of their Scope 3 inventory.

"By combining ADM's resources and farming network with Klim's data and analytics driven approach and regenerative expertise, we are spearheading an industry-wide shift towards a more resilient, sustainable food system," says Robert Gerlach, CEO and founder of Klim. "This partnership is a powerful model for how collaboration across the entire value chain can deliver both environmental impact and economic resilience at scale."

"We are convinced that regenerative farming practices will have a positive impact on our farm and our future. We particularly value the connection between us, ADM and downstream customers, which makes the program a credible and economically meaningful initiative."

Lorenz Rindler
Farmer, Sundhagen, Germany

Europe, Middle East and Africa

Serbia

Region at a Glance

ACRES
8,100

CROPS
Soybeans

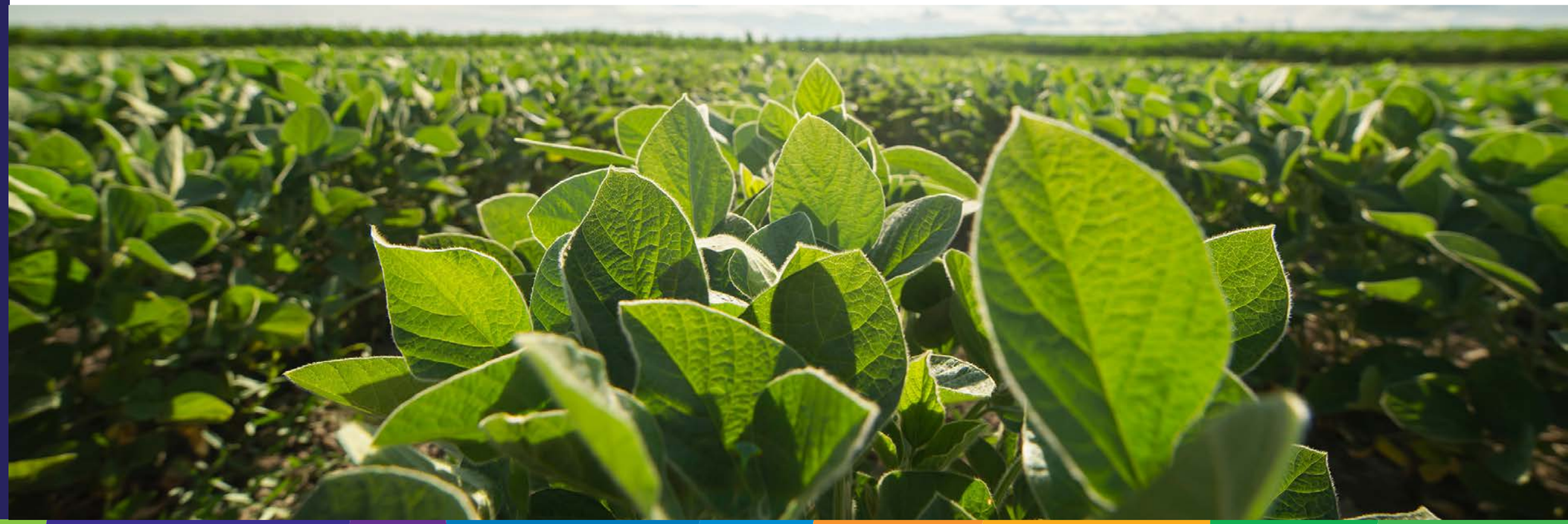
PARTNERS
Preferred by Nature

In Serbia, the regenerative agriculture partnership led by Nestlé, in collaboration with Preferred by Nature and ADM, is entering its third year of implementation with a focus on soybeans – a signficant component of Serbia's agricultural sector – aiming to reduce its carbon footprint by promoting regenerative agriculture practices.

Preferred by Nature played a key role in developing and implementing the project, offering technical and administrative support to farms. They also monitor progress through conducting systematic data collection and analysis on a seasonal and annual basis.

The findings are consolidated and shared through structured reporting mechanisms.

One of the program's main priorities has been improving biodiversity on farms, with a particular emphasis on reforestation. In parallel with the implementation of proven regenerative techniques – such as organic fertilizers, cover crops, and precision agriculture – the project has significantly increased the area under tree rows and forest buffer strips around soybean plots.



Asia Pacific

Australia

Region at a Glance

ACRES
22,000 projected

FARMERS
5

CROPS
Cotton

PARTNERS
Regenagri
Control Union

In 2024, we launched a new project in Australia for cotton that will have its first harvest in 2025.

ADM achieved Regenagri certification for a group of farms under an ADM Regenagri Farm Group license, marking the first time ADM has certified cotton production under this international regenerative agriculture standard. Beginning with the 2024/2025 cotton crop, 8,882 hectares (21,948 acres) across 12 properties and five growers in New South Wales and Queensland will be able to trade their cotton through ADM as Regenagri certified.

Australia Qualifying Practices

Regenagri promotes holistic farming practices that enhance soil health, biodiversity, and carbon sequestration. Certification is based on four key principles:

- Limiting soil disturbance
- Keeping soil covered
- Keeping living roots in the ground
- Integrating livestock

Audited by Control Union, participating farms in 2024 achieved Regenagri certification through sustainable practices implemented. The Regenagri standard also requires continuous improvement over a three-year cycle to retain certification, with farms required to improve by 2% to 6% depending on their initial scores. Progress is monitored through third-party and internal audits.

As part of the audit process, farms must provide data for carbon and greenhouse gas emissions calculations, and demonstrate progress on environmental indicators such as soil health and water quality. Supporting documentation is also required to validate compliance with key criteria, including labor and community responsibilities, regenerative crop management, landscape practices, and environmental impact planning.

re:generations™

ADM is supporting certified farms in Australia by:

- Centrally managing the certification through an internal control system
- Collecting key production and sustainability metrics, including crop production records, field rotations, irrigation, energy, fertilizer, and pesticide usage
- Developing and implementing farm-level improvement plans
- Achieving Regenagri Chain of Custody certification for the gins and warehouses where the cotton is processed, ensuring it can be sold as certified Regenagri to external customers



Asia Pacific

India

Region at a Glance

ACRES
90,000

FARMERS
25,000

CROPS
Soy

PARTNERS
Bayer Crop Sciences
Coromandel International
College of Agriculture Sciences
Swayam Shikshan Prayog

ADM has been a consistent supporter of sustainable practices in India for many years.

Our 2021 initiative to develop sustainable soybean value chains in Maharashtra's Latur, Beed, and Osmanabad communities represents a key component of this integrated approach.

Organized around the Proterra Foundation's principles, which align with the UN Sustainable Development Goals and ADM's global regenerative agriculture strategy, ADM is fostering practices that drive our supply chain and the broader industry toward agricultural resilience.

In 2024, ADM's program continued to partner with over 25,000 soy growers, encompassing nearly 90,000 regenerative acres in India. This steady outreach underscores ADM's ongoing commitment to tangible and scalable change for our business and the agricultural sector's long-term well-being.

India Qualifying Practices

The program supports and/or incentivizes practices arising out of the UN Sustainable Development Goals, including:

- Cover crops
- Crop rotation
- Nitrogenous fertilizer reduction
- Use of organic manure
- Conservation, including water harvesting and irrigation methods
- Soil testing, seed treatment and seed selection
- Integrated crop management

"With ADM, [I've] learnt about various aspects that should be focused on agriculture like selection of right seed variety, treatment, soil testing, the method of sowing, inputs application, [and the] right way of land preparation that has resulted in increase of yield by one-fold thus increasing my farm income."

Arun Shivaji Pawar
Farmer, Latur District, India

PARTNER SPOTLIGHT

The success of India's program relies in part on the expertise and commitment to farmers from trusted partners in the value chain:

Bayer Crop Sciences Ltd

To support sustainable integrated pest management and plant protection practices, health and safety during pesticide applications.

College of Agriculture Sciences

To support a phased transition to sustainable crop production practices without any resulting yield drop.

Coromandel International Ltd

For sustainable soil nutrition management.

Swayam Shikshan Prayog (women-led NGO)

To support water conservation practices and farm pond structuring, and female farmer empowerment.

Asia Pacific

India

Success in Action: ADM India Empowering Women Farmers Through Regenerative Agriculture

This year, ADM India is proud to highlight our commitment to regenerative agriculture and women's empowerment through a strategic partnership with local NGO Swayam Shikshan Prayog (SSP). Recognizing the significant agricultural landscape of Maharashtra (a key state in west-central India and home to ADM's oil crush plant in Latur), the ADM team observed the considerable challenges faced by women farmers due to unpredictable weather and systemic inequalities. These issues directly threaten food security and livelihoods, underscoring the urgent need for sustainable solutions.

Driven by our core beliefs, knowledge, and resources, ADM saw an opportunity to empower these women as agents of change, fostering resilient agricultural practices for food security and financial stability within their communities. This initiative strongly aligns with the Indian government's emphasis on women's empowerment in rural agriculture.

Partnering with SSP and leveraging their Women-Led Climate Resilient Farming model encompassing empowerment, food security, livelihoods, and natural resources, ADM provided crucial funding and support. This enabled SSP to deliver comprehensive training in organic and regenerative agriculture, including the creation of bio-pesticides, organic manure, and the implementation of intercropping.

Our focus also extended to building a robust support network, connecting farmers with government programs, agro-tech partners, and vital knowledge resources. By prioritizing practical skills and community support, we aimed for sustainable and scalable impact.

Our joint efforts have yielded transformative results. Since December 2023, we have reached 1,500 women across 30 villages. Feedback indicates that these women farmers have become inspiring examples of success, achieving both food security and financial independence through their participation in this valuable project.

FARMER SPOTLIGHT

re:generations™

> *"Sustainable farming has given my family the security of knowing we'll always have food on the table. It's also given me the chance to help other women achieve the same for their families."*
>
> **Shamal Pawar**
> Latur District, India

Shamal now cultivates over 15 crops, including soybeans, vegetables, and pulses. This diversification has provided a consistent supply of food for her family and created surplus harvests, offering much-needed financial stability.

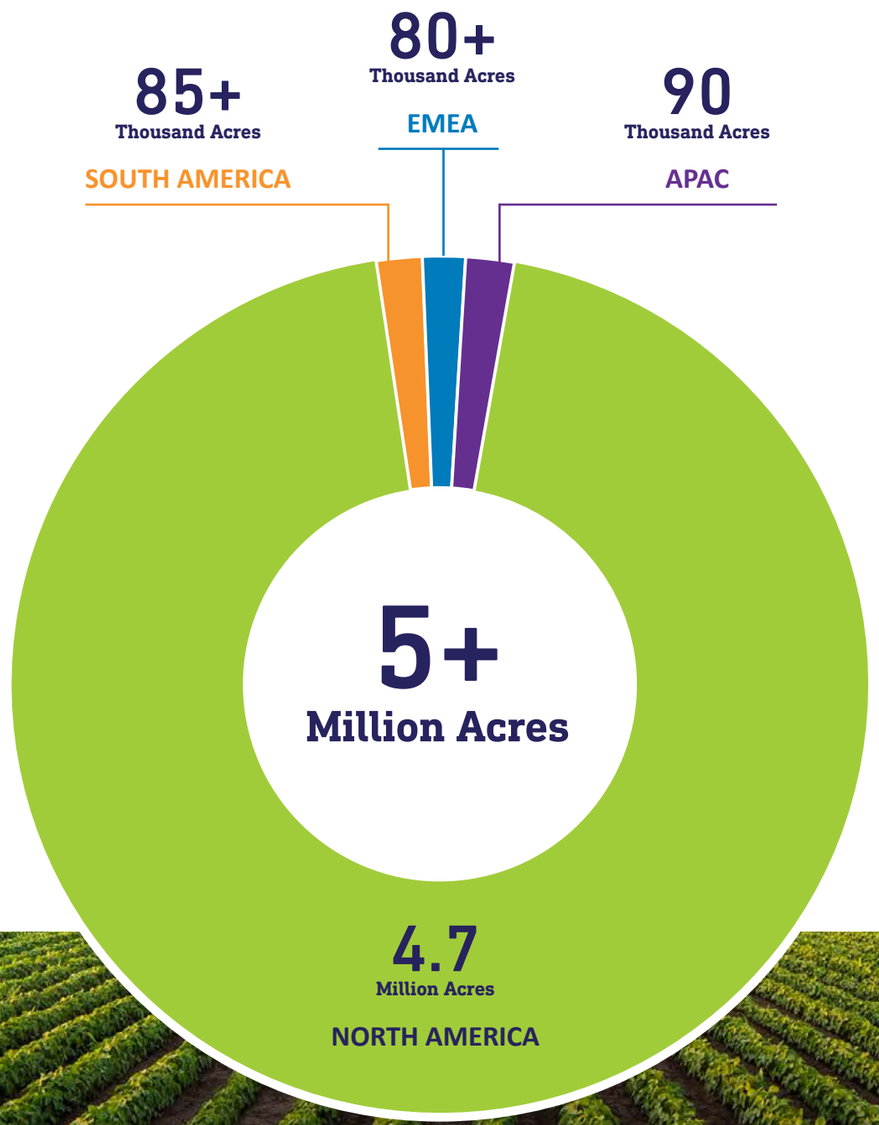
Accomplishments

In 2024, our regenerative agriculture efforts focused on retaining participating farmers, expanding practice adoption, and rolling out projects in additional geographies.

We engaged more than 5 million acres, surpassing our 2024 goal of 3.5 million acres and achieving our 2025 goal a year early.

Reduced our Scope 3 GHG footprint by more than **1,000,000 metric tons** of CO2e

Sequestered more than **363,000 metric tons** of CO2e



Awards

Multiple ADM regenerative agriculture projects have been recognized by third parties, including:

2025

BIG Innovation Awards

Commodities Innovation Award for Reduction of Carbon Emissions

IBIE BEST in Baking for Sustainable Ingredients

2024

Finalist, Fast Company World Changing Ideas Awards

2023

Finalist, Reuters Responsible Business Awards & Leaders Forum

2022

Field to Market Collaboration of the Year

SEAL Business Sustainability Award

Looking Ahead

Any regenerative agriculture program is subject to uncertainties, whether around public policy and regulation, reporting requirements or impact estimates.

At ADM, we are confident in our ability to bring our integrated value chain and farmer relationships together to support our ongoing global efforts and overcome challenges.

Join us and help build a resilient food system for the future.

REGEN AG REPORT 2025

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