



BENSON  HILL®

# ENVIRONMENTAL SOCIAL & GOVERNANCE REPORT

COVERING FISCAL YEAR **2022**

# MESSAGE FROM OUR INTERIM CEO



Our food system produces a handful of crops extremely well, yielding millions of calories. And we have made significant strides toward achieving food security. However, it is time to go beyond what's currently possible and strive for something better—a future where innovation and nature work in harmony to create nutrition security with healthier, more sustainable food options that help mitigate climate change.

Forward-focused consumers are driving this change. Spurred by the values of coming-of-age Millennials and Gen Z, nearly two-thirds of US consumers are paying more attention to ingredient lists than they did five years ago<sup>1</sup>. They want food to be functional, recognizing the important role it plays in supporting their overall health.

Yet, despite these demands, we find ourselves spending more on treating diet-related illnesses than on food itself, while a staggering 800 million people worldwide are impacted by hunger<sup>2</sup>. Additionally, our current agricultural practices consume 70% of our fresh water and still contribute significantly to greenhouse gas emissions<sup>3</sup>. We have the ability to shape these realities.

On that journey to a better future we'll need to rethink how we conduct business with our team members, with our partners, and across the entire supply chain. We must foster a culture of diversity, equality, and inclusion, enabling us to think more innovatively, boldly, and transparently. Collaboration will be key, as we do our best work when we are united.

Data underpins many of these collaborative efforts, and in 2022 we began measuring and assessing data provided by our newly acquired processing facilities in Creston, Iowa, and Seymour, Indiana. This year's report offers a comprehensive assessment of how our closed-loop model performs and the practices we're adopting for even greater efficiency and impact.

You've also heard how our innovative CropOS® Platform combines the power of AI, machine learning, and data science with biology, genomics, and food science. This convergence of technology is helping us harness the vast, untapped genetic diversity of plants to develop better food options – beginning with a better seed.

Our recent achievements reflect this unwavering commitment to be better. In late 2022, we secured the rigorous ProTerra certification, which recognizes our dedication to responsible sourcing and sustainable production. This certification validates our efforts to create positive change throughout the food system, and it underscores the executional excellence of our team and our farmer partners.

In 2022, we also initiated a long-term strategic partnership with ADM, a global leader in alternative protein and nutrition products, which opened new doors to scale innovative soy ingredients. By leveraging ADM's production and commercial capabilities, we can help meet the demand for plant-based protein in diverse food applications and deliver a new category of differentiated, high-value seed-to-fork ingredients with greater traceability and meaningful sustainability benefits.

But it's not just about human food. Our work with BioMar, a global leader in sustainable aquaculture feed solutions, is providing another means to leverage the sustainability impact of Benson Hill soy on high-performance aquafeed formulations. By sourcing consecutive seasons of our ingredients, BioMar is actively building restorative soy supply chains and reducing the carbon footprint of aquaculture farming – a win for fish

farmers and a win for consumers. This partnership showcases how reducing carbon emissions and meeting market demands for traceability can go hand in hand.

Plants hold immense potential for transforming the way we produce food. They offer us the opportunity to develop crop varieties with higher protein content, valuable end-market attributes, while requiring less water and land to produce the end ingredient. Unleashing this potential is what it means to set the pace of innovation in food, and it drives everything we do at Benson Hill. Through our work and guiding ESG principles, we can empower farmers, food companies, and consumers alike.

Together, we will continue to innovate and collaborate to build a better future for our plates and our planet.

*Deanie*

**DEANIE ELSNER**  
INTERIM CHIEF EXECUTIVE OFFICER

<sup>1</sup> <https://ific.org/media-information/press-releases/strong-interest-in-knowing-about-food-ingredients/>  
<sup>2</sup> <https://www.who.int/news/item/06-07-2022-un-report--global-hunger-numbers-rose-to-as-many-as-828-million-in-2021>  
<sup>3</sup> <https://www.fao.org/3/i7959e/i7959e.pdf>

# HONORING OUR ROOTS

Benson Hill was founded on breakthrough science, a spirit of innovation, and a lot of grit and teamwork. **That's what our co-founder Todd represented.**

Todd viewed biology as a problem-solving discipline for a myriad of challenges. He asked smart questions. He drove to get answers. He applied rigorous standards to all his technical endeavors, but what truly set him apart was his ability to combine scientific excellence with an entrepreneurial mindset. Benson Hill wouldn't exist without Todd, and his contributions played an integral role in our mission to build a better food system. His scientific curiosity will continue to inspire us.



1970 - 2023

## Todd Mockler, Ph.D.

Co-founder of Benson Hill  
& head of our Scientific Advisory Board



# CURRENT STATE OF THE FOOD SYSTEM

Innovation is essential to address the most pressing challenges of our global food system. Confronting inflation, supply chain disruptions, and the need for nutrition security and climate goals requires creative solutions. By embracing innovative approaches, we can cultivate a more sustainable, resilient, nourishing, and inclusive food system.

## Addressing Inflation and Supply Chain Disruptions

Persistent inflation and supply chain disruptions present significant obstacles to the food system. Innovations are crucial deflationary levers to reorient supply chains and tackle core issues. Emphasizing local and transparent supply chains allows companies to adapt to inflationary pressures and disruptions, ensuring more accessible, climate-friendly, healthy food options.

## Shifting from Food Security to Nutrition Security

The global food system is transitioning from food security to nutrition security, emphasizing nutrient-rich diets rather than simply meeting caloric needs. This shift, driven by consumers' "food is health" movement and organizations like the United Nations, advocates for healthier, more sustainable food options. By focusing on nutrition security, the food industry is developing innovative solutions to combat malnutrition, obesity, and other health concerns, emphasizing both calorie quantity and quality, ultimately contributing to global well-being.

↑ ESTIMATED THAT **FOOD PRODUCTION MUST INCREASE GLOBALLY**

BY **50%** to feed **10 billion people by 2050**, based on 2009 benchmark<sup>1</sup>

**PROTEIN NEEDS TO INCREASE 78%** to keep up with exponential demand from population growth and affluency<sup>2</sup>  
BY UP TO



## PLANT-BASED PROTEIN ALTERNATIVES

 **47-99%** LESS LAND<sup>4</sup>

 **EMIT 30-90%** LESS GHG<sup>4</sup>

 **USE 72-99%** LESS WATER<sup>4</sup>

## Meeting Nutrition Security and Climate Goals

Innovation is vital to achieve nutrition security and global climate goals, enabling sustainable food systems that minimize environmental impacts. There is a material link between consumer spending and sustainability claims<sup>3</sup>, and the plant-based foods industry and alternative protein solutions exemplify innovative approaches to reducing greenhouse gas emissions and promoting healthier diets. Companies like Benson Hill utilize technology and genetic insights to create sustainable ingredients, enhancing crop nutrition per acre while conserving resources. Prioritizing innovation in the food system allows us to work towards the Paris Agreement's climate goals and provide nutritious food for our expanding global population.

**AGRI-FOOD SYSTEM EMISSIONS COULD REACH 4x BY 2050,** missing our chance at a 2°C level world<sup>1</sup>



<sup>1</sup> Zintinus, Bain & Co. "Food Tech: Turning Promise into Opportunity", JUNE 2022  
<sup>2</sup> Henchion et. al., "Future Protein Supply and Demand", Foods 2017, 6, 53; doi:10.3390/foods6070053  
<sup>3</sup> McKinsey, 2023, Consumers Care about Sustainability  
<sup>4</sup> Good Food Institute, Plant-Based Meat for a Growing World

# ABOUT THIS REPORT

We are proud to publish our second ESG report which delivers quantification of our ongoing commitment to transparency. Our management team firmly believes the publication of such material opens dialogue with stakeholders by providing broader, nonfinancial context regarding our business operations and the impact of our products in the food ecosystem. This report was published in June 2023. Unless otherwise noted, data provided in this report covers initiatives and performance metrics associated with Benson Hill operated or financially owned assets from January 1 through December 31, 2022. Unless otherwise noted, data excludes Fresh business. Data included in the report has not been reviewed or audited by a third party, unless otherwise noted. Specific details on our financial performance can be found on our corporate website and in our public filings available through the SEC (U.S. Securities and Exchange Commission).



## FORWARD-LOOKING STATEMENTS

Certain statements in this report may be considered “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements generally relate to future events or the Company’s future financial or operating performance and may be identified by words such as “may,” “should,” “expect,” “intend,” “will,” “estimate,” “anticipate,” “believe,” “predict,” or similar words. These forward-looking statements are based upon assumptions made by the Company as of the date hereof and are subject to risks, uncertainties, and other factors that could cause actual results to differ materially from those expressed or implied by such forward-looking statements. These forward-looking statements include, among other things, statements regarding the anticipated benefits of the Company’s sustainability and ESG initiatives, statements regarding the Company’s strategy and plans for growth, statements regarding the expected future performance of and demand for the Company’s products, technologies and integrated business model, statements regarding the Company’s ability to manage and develop its product pipeline, statements regarding the Company’s ability to realize anticipated benefits from completed and potential business combinations and relationships with third parties, statements regarding expectations about the markets in which the Company participates, statements regarding the Company’s ability to attract, train and retain key personnel, and statements regarding the Company’s competitive positioning, resources, capabilities, and expectations for future performance. Factors that may cause actual results to differ materially from current expectations include, but are not limited to, the Company’s inability to improve its capital structure and liquidity position, whether through the Company’s Liquidity Improvement Plan or otherwise failed to lower the cost of capital, increase return on capital and reduce costs, risks associated with the Company’s ability to achieve its sustainability and ESG goals, risks associated with the Company’s ability to grow and achieve growth profitably including continued access to the capital resources necessary for growth, risks associated with the Company’s ability to maintain relationships with its customers, suppliers and strategic partners, risks associated with changing industry conditions and consumer preferences, risks associated with the Company’s ability to retain key personnel and generally execute on its business strategy, the risk that the Company will be unable to renegotiate or retire any of its existing debt by entering into an amended or new facility in a timely manner, on favorable terms, or at all, risks associated with global and regional economic, agricultural, financial and commodities market, political, social and health conditions, the effectiveness of the Company’s risk management strategies, and other risks and uncertainties set forth in the sections entitled “Risk Factors” and “Cautionary Note Regarding Forward-Looking Statements” in the Company’s filings with the SEC, which are available on the SEC’s website at [www.sec.gov](http://www.sec.gov). Nothing in this report should be regarded as a representation by any person that the forward-looking statements included in this report will be achieved or that any of the contemplated results of such forward looking statements will be achieved. There may be additional risks about which the Company is presently unaware or that the Company currently believes are immaterial that could also cause actual results to differ from those contained in the forward-looking statements. The reader should not place undue reliance on forward-looking statements, which speak only as of the date they are made. The Company anticipates that subsequent events and developments will cause its assessments to change. However, while the Company may elect to update these forward-looking statements at some point in the future, it expressly disclaims any duty to update these forward-looking statements, except as otherwise required by law.

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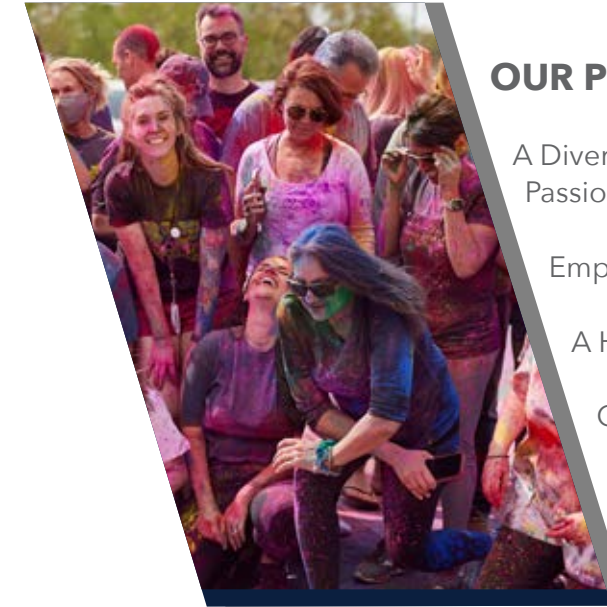
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# OUR COMPANY

“The era focused on processing and chemistry to solve food system challenges has passed. We’ve entered the era of biology-based solutions informed by natural systems, as exemplified in Benson Hill’s technology and integrated approach. I’m honored to work with its innovative team to harness the full power of plants in our shared purpose to modernize our food system.”

**Dr. Howard-Yana Shapiro, Ph.D.,**

Senior Fellow College of Agriculture and Environmental Sciences, the University of California, Davis,  
member of our Sustainable Food Advisory Council (SFAC)



# 2022 SNAPSHOT

- ✓ Revenues increased 319% in 2022 over 2021
- ✓ Full integration of Soy Processing facility in Creston, Iowa translates Crop OS® Platform to ingredients
- ✓ Named 51st Mosaic Project Ambassador
- ✓ High Oleic Cooking Oil Goes to Schnucks — Innovation throughout the value chain
- ✓ Announced a strategic partnership with ADM to develop seed-to-fork ingredients
- ✓ Announced customer relationships with Kellogg's, Schnucks, BioMar (announced Jan. 2023)
- ✓ Achieved ProTerra Sustainability Certification (announced Jan. 2023)
- ✓ Entered into agreements to sell the assets and equity related to Fresh business to focus on global opportunities across our Ingredients Segment



Headquartered in St. Louis, Missouri

**440** full-time employees across 24 states\*

Founded in **2012**  
2022 Revenue: **\$381.2m**  
**5 owned** & 6 leased locations  
Farmers in **11 states**

\* Includes Fresh business



# SETTING THE PACE OF INNOVATION

WE ARE A FOOD TECHNOLOGY COMPANY



## Purpose

To catalyze and broadly empower innovation from plant to plate so great-tasting, healthy and sustainable food choices are available to everyone.

## Vision

To build a healthier and happier world by unlocking nature's genetic diversity with the leading food innovation engine.

## Mission

To lead the pace of innovation in the food system.

## OUR UNIQUE CAPABILITIES

We believe our success rests on two foundational capabilities, our innovative technology and our integrated business model.



### CropOS® Platform

Our cloud-based predictive technology platform uniquely combines data science, plant science and food science along with machine learning and artificial intelligence to determine the most effective path to breed seeds with the desired combination of quality traits.

#### FOUNDATIONAL



Management



Footprint



People



Farm



Processes



Products

#### STRATEGIC IMPACT

### Integrated Business Model

We are building an integrated supply chain, through directly owned or controlled assets, direct contracting, and strategic partnerships with farmers, processors and customers to receive insights on product performance and influence each silo within the food system.

# OUR CORE VALUES

We are committed to a culture that encourages continuous growth and firmly believe that the inclusion of people and ideas inspires the greatest innovation. Our values aren't words on a wall, but a compass for our culture. We are driven by three Core Values that are fundamental to our company's identity:



## Be Bold

We redefine boundaries by providing new solutions to difficult problems. Together we are driven to transform the future and will not allow the fear of failure to prevent us from innovating. We voice our opinions, embrace change and challenge each other to think creatively.



## Be Inspired

We have purpose in our work—we are curious, engaged and have fun. We maintain an active learning mindset and are motivated by diverse people and thoughts. We are energized by all innovators and together we aim to make an impact and contribute to building a better world.



## Be Real

We understand who we are, what we want to achieve and what it takes to get there. We hold each other accountable through timely, candid and well-intentioned feedback. Together we engage in honest communication and healthy debate that leads to success through true alignment.

## CORE VALUE AWARD SPOTLIGHT

Each quarter we recognize team members who live and promote our core values every day.



### HOLLY PALMER : Q4 BE BOLD

SENIOR MANAGER, FINANCE SYSTEMS

With a huge amount of tenacity, Holly worked boldly in 2022 to build out Benson Hill's IT SOX compliance program, which requires publicly traded companies in the U.S. to establish financial reporting standards, including safeguarding data, tracking attempted breaches, logging electronic records for auditing, and proving compliance. Additionally, she took bold steps to define our processes and testing. Holly inspires others on the team, having accomplished this work while also managing the internal application team that supports our enterprise resource planning systems and related integrations. She embodies Benson Hill's core value to Be Bold in finding new solutions to difficult problems.



### RENATA HIRSCH : Q2 BE REAL

SENIOR RESEARCH ASSOCIATE

Creating organizational alignment calls for real talk, real debate and real action. Renata has continually helped improve the work of the Trait Delivery team by having an eye for detail and quality. With her experience and knowledge of the research & development pipeline, she was able to identify a negative change caused by a shift in the team's culture medium recipes. She immediately brought this issue to leadership and helped design the optimizations required to solve the problem, demonstrating the value of honest and open communication exemplified by one of our core values, to Be Real. Renata has also been instrumental in standardizing the highly dexterous transformation procedure. She provided straightforward suggestions to standardize the transformation procedure, then trained the full team on these optimized techniques.

# OUR GOVERNANCE STRUCTURE

## BOARD OF DIRECTORS (BOD)

At Benson Hill®, our Board of Directors is made up of nine directors with experience from across the agri-food, technology and financial industries. Our BOD oversees our ESG risk and impact and delegating authority of oversight to its committees as several directors have experience within the broader topics of ESG. You can find more information about our Board of Directors in our Proxy Statement.

## SUSTAINABILITY AND GOVERNANCE COMMITTEE (SGC), BOD

The BOD has delegated to the SGC oversight of the sustainability strategy to drive stakeholder value. It has oversight for the company's objectives, goals, strategies and activities relating to corporate governance, environmental and social capital policies and initiatives, among other duties. The SGC oversees our Scientific Advisory Board and Sustainable Food Advisory Council. The SGC operates under a written charter, under applicable SEC rules and NYSE listing standards.

## SUSTAINABLE FOOD ADVISORY COUNCIL (SFAC)

Our SFAC brings together experts and thought leaders from various sectors — NGOs, academics and the private sector — to glean external stakeholder in-

sights related to environmental and societal challenges. This dialogue complements and challenges Benson Hill's internal strategy through stakeholder engagement. The SFAC also advises and makes recommendations to the SGC and our Executive Leadership Team.

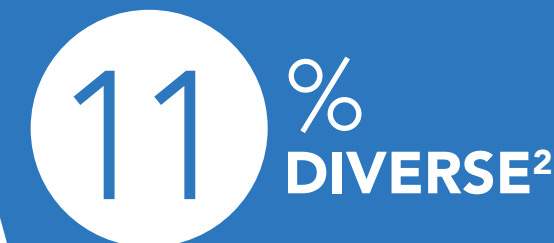
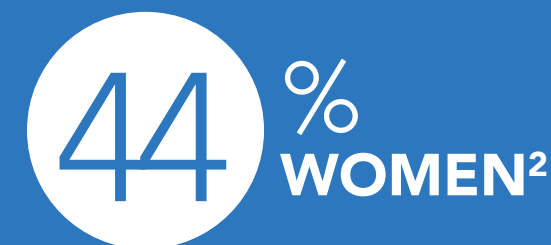
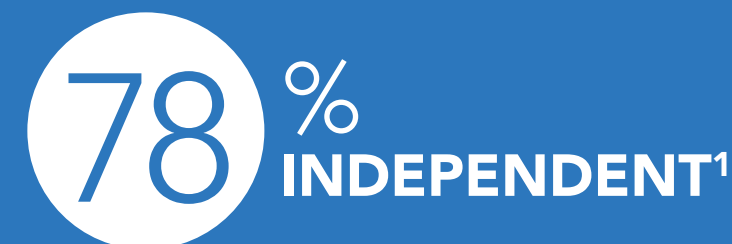
## SCIENTIFIC ADVISORY BOARD (SAB)

The SAB at Benson Hill is comprised of distinguished interdisciplinary experts who provide external scientific review and strategic guidance on Benson Hill's research and product development efforts. It assists with evaluation of technical strategies, project plans, technology, intellectual property, experimental designs, data and resources that may be used to execute scientific activities.

## MANAGEMENT OF ESG AND IMPACT

Our Chief Corporate Affairs Officer, who has regular interactions with the Board of Directors, oversees our ESG function that coordinates ESG-related activities and stakeholder engagement across the company. The ESG team focuses on advancing our strategy and working cross-functionally on the quantification of environmental, social impact and corporate governance efforts to deliver on the needs of our stakeholders.

## BOARD OF DIRECTORS DIVERSITY



# POLICIES & CHARTERS

## OUR POLICIES

Our goal is to gain stakeholders' trust by consistently upholding high business ethics standards throughout our operations. We have established a strong governance system backed by key policies and procedures embodying our core values and purpose. We foster a work environment where team members can flourish. Developed with input from cross-functional teams and executive leadership, the policies, guidelines and charters below will be updated as we strive for continuous improvement.

## BOD COMMITTEE CHARTERS

[Audit and Risk Committee Charter](#)

[Sustainability and Governance Committee Charter](#)

[Compensation Committee Charter](#)

## POLICIES

[Code of Conduct and Ethics](#)

[Corporate Governance Guidelines](#)

[Whistleblower Policy](#)

[Insider Trading Policy](#)

[Environmental Policy](#)

[Emerging Technology Policy](#)

[Food Safety Quality Policy](#)

[Foreign Corrupt Practices Act Policy](#)

[Statement on Cybersecurity](#)



# ESG BLUEPRINT

**We envision a food system that emphasizes not just quantity, but also quality. One that provides nutritionally rich, accessible, and affordable food to consumers while promoting economic viability, natural resource restoration, and climate impact mitigation. To us, this exemplifies sustainability.**

Our ESG strategic framework, the lens that informs our decision-making, helps us prioritize issues that matter to our customers, shareholders and farmers. Risk management to our operations serves as the foundation, and we also use ESG as a tool to measure the sustainable and ethical impact our products can generate for the food system, which translates into value for our customers. We continue to mature our governance oversight and transparency processes that align with business value and industry expectations. Through collaboration with others capable of catalyzing change, our approach seeks to surmount the innate inflexibility of the current food system, ultimately fostering the evolution of our food system on a larger scale. This framework guides us as we leverage our technology and integrated business model to address the needs of stakeholders throughout our food system.

## ENVIRONMENTAL

Our company's understanding of risk from extreme weather, a changing climate and natural resource management, also measures our impact on the environment from our innovation and how we deliver value to our customers.

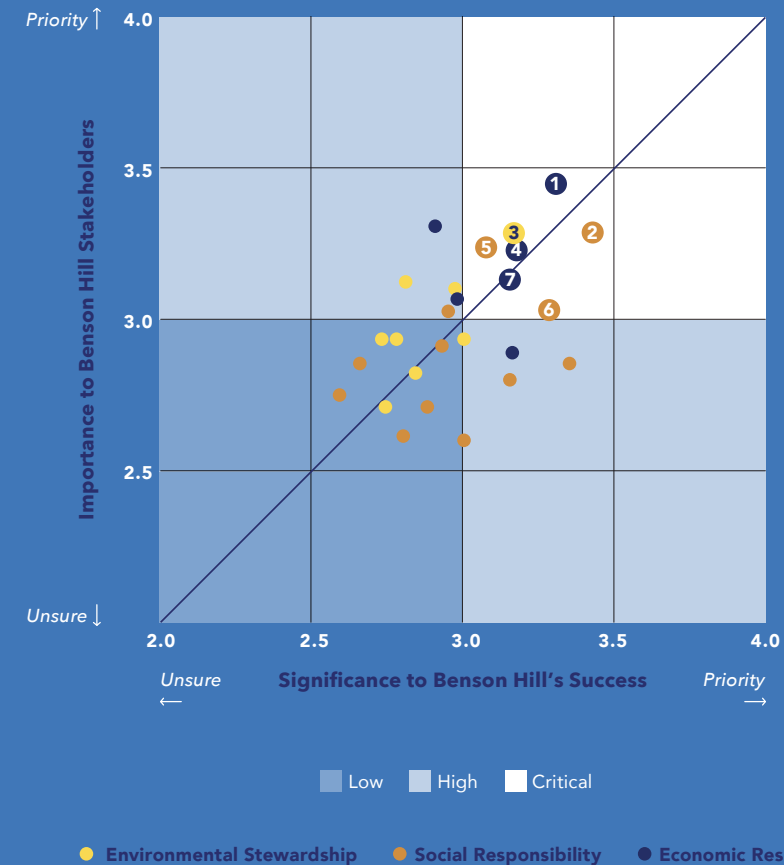
## SOCIAL

The areas of human capital and our internal culture, as well as the risk and impact we have on social capital with the health of our communities and consumer nutrition.

## GOVERNANCE

Considers our company's ability to meet regulatory requirements and hold ourselves accountable to run a successful business and establish a strong foundation to achieve our mission and vision of driving innovation.

**BENSON HILL ESG MATERIALITY MATRIX**



### PRIORITY ISSUES LIST:

1. Business Ethics and Compliance
2. Food Safety and Quality
3. Soil Health Management
4. Sustainability Narrative
5. Nondiscrimination
6. Product Health and Nutrition
7. Farmer's Economic Viability

We believe that to maximize our shareholder value, we must maximize our stakeholder value, and that begins with dialogue. Our stakeholder engagement strategy prioritizes critical groups to identify important issues and to align incentives and demands of diverse stakeholders across the value chain. We conducted a stakeholder materiality assessment in 2021 to drive our strategy over the next few years.

# MEMBERSHIPS & REGIONAL ENGAGEMENT

We believe collaboration is critical to our success. During 2022, we were deeply involved with industry groups and associations, fostering new and ongoing alliances to propel innovation. There's an expanding network of pioneers striving to enhance food production, and we are thrilled to cooperate with peers who share our vision and our passion.

## MEMBERSHIPS

## REGIONAL ENGAGEMENT

# OUR TECHNOLOGY

“As a longtime advisor and now chair of the company’s Scientific Advisory Board (SAB), I’ve been able to witness how Benson Hill integrates its expertise in food science, data science and plant science into the product development process for end-use ingredients. The team’s scientific prowess complements the capabilities of the CropOS technology platform and an ever-expanding library of genetic, agronomic and functionality data. Benson Hill’s ability to connect the foundational crop genetics to the functionality and nutrition of the food ingredients those crops are used to produce, with leading edge data science capabilities, is unique in the industry.”

**Jon Lightner, Ph.D.,**

Founder, Lightner Associates and Former Chief Scientific Officer, Genus, PLC.



# OUR APPROACH TO SEED DESIGN

## CONSUMER-DRIVEN PRODUCT DESIGN

Navigating the pressures on our food system will require innovation, as well as better connectivity not only from farm to fork but also from seed to fork. Technology plays a crucial role in driving innovation in the food industry, as product development cycles can take years. A defining characteristic of Benson Hill is our comprehensive, accelerated approach to seed development, which begins with the desired consumer outcome and harnesses the power of data science, plant science and food science to achieve that outcome.

Our process begins with data, drawing insights from genetic performance, agronomic data, field productivity data, environmental data, food formulation data and consumer sensory data. CropOS® Platform, Benson Hill's cloud-based predictive technology platform, combines these insights with machine learning and artificial intelligence to determine the most effective route for developing seeds with the desired quality traits. CropOS aims to eliminate guesswork, addressing two major obstacles to innovation in our food system: time and inefficiency.

We then build models that simulate billions of combinations from our entire genetics database – in silico. These models pinpoint which breeding combinations we create in the real world. Once selected and validated, seeds are grown in our state-of-the-art Crop Accelerator for scale up and additional testing.





# TRANSPARENCY FOR OUR TECHNOLOGY

We are dedicated to transparency in our technology use, so customers and consumers can understand how our products are developed. As stated in our Emerging Technology Policy, technology is vital to our business and value proposition, and we adhere to internal quality and safety standards, as well as local, state and federal laws and regulations in our pursuit of resource-efficient ingredients.

For millennia, breeding has improved food crops. Today, we employ modern tools to enhance efficiency and precision in our breeding processes.

## PREDICTIVE BREEDING

This breeding approach leverages artificial intelligence and machine learning to identify the natural variation in plants, enabling our research team to more rapidly and precisely select the two parent plants to cross. As in traditional breeding methods, entire genomes are crossed to create new plant varieties. Benson Hill's current commercial proprietary products were derived through traditional and predictive breeding methods.

## GENOME EDITING OR GENE EDITING

This breeding approach also leverages artificial intelligence and machine learning to identify the natural variation in plants. Then we use gene editing technology, such as CRISPR, to create precise changes in DNA that deliver valuable outcomes in plants (for example, reducing bitterness levels in yellow peas). Today, we use gene editing in our product development pipeline for products intended to be commercialized in the future.



## THE RESPONSIBLE USE OF GENE EDITING IN AGRICULTURE

In November 2022, Benson Hill formally endorsed The Coalition for Responsible Gene Editing in Agriculture Framework<sup>1</sup>. The Center for Food Integrity (CFI) led the framework development effort, representing a broad range of stakeholders from the private sector, including seed developers, grain handlers, food manufacturers and grocery retailers; from civil society, including consumer and environmental organizations; and from academia. Representatives from Benson Hill<sup>®</sup> served on the Coalition's Steering Committee to develop an aligned framework. We are supportive of a business environment in which gene editing technology is transparently used and stewarded to commercialize products, so that innovative companies can meet consumer demand and offer choice globally.

# OUR FARMER PARTNERS

“Working with Benson Hill, I’ve seen that plant-based protein products are in demand for a range of uses, from aquaculture to snacks. And I want that plant-based protein to come from my farm. If producing better protein can make my family more sustainable and bring the next generation back to the farm, what more could you hope for?”

**Kyle Mehmen**

MBS Family Farms, Plainfield, Iowa



# OUR FARMER PARTNERS



**Farmers form the backbone of our food system, producing essential nourishment to an ever-expanding global populace. However, the current siloed model has lost the connection between farmers and consumers, creating hurdles when it comes to adapting to consumer preferences or incorporating technological advancements that could benefit the entire value chain. By joining forces with farmers and putting them at the center of our supply chain, we can bring value back to the farm while tackling some of the world’s most urgent challenges.**

## GROWING NUTRITION TOGETHER

Over the last three growing seasons, we established a unique network of farmer partners throughout the Midwest to bridge the gap between farmers and consumers, and to unite stakeholders across our value chain in pursuit of a shared goal—improved nutrition.

Throughout 2022, we strengthened relationships with farmers in our Food System Innovators (FSI) Program, working hand-in-hand to assess and refine our technologies with real-time agronomic data collection and analysis. The insights garnered from the FSI farmers bolster and enrich our proprietary CropOS technology platform, and in turn we can apply those insights for future commercial products.

The FSI Program works with a subset of farmers who have a proven history as early innovation adopters and a passion for on-farm research. This close collaboration fosters a bidirectional information flow, connecting farmers to our research, product development and sustainability teams.

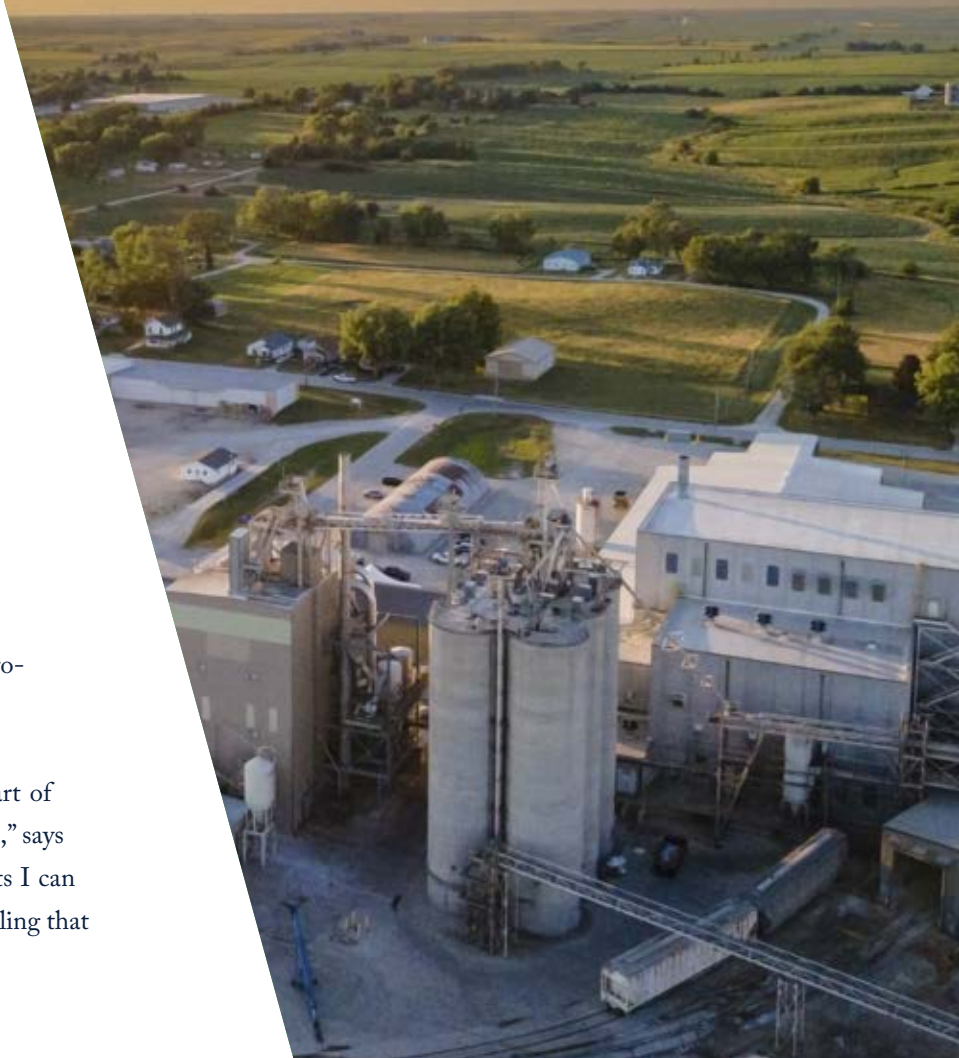
Participating farmers gain early product concept access and potential premium opportunities in plant-based protein and other high-value markets. We encourage sustainable farming practices, offer agronomic advice and share best practices for growing identity-preserved crops. When our farmer partners thrive, so do we.

Benson Hill’s proprietary Ultra High Protein soybeans contain up to 20% more protein out of the ground compared to average commodity U.S. soybeans.

“We’ve converted our entire operation to Benson Hill because we want to be a part of something bigger and something better – all while bringing value back to the farm,” says Reid Weiland, Weiland Farms. “It’s surprising how satisfying it is to know products I can find at the grocery store have a direct relationship to the soybeans I grow. That’s a feeling that I don’t get from just hauling beans to the crusher.”

## CRESTON FIELD DAY & RIBBON CUTTING

In July 2022, we hosted a field day and ribbon cutting at our Creston, Iowa, soybean processing facility. We hosted farmers, local community members, government officials and the media, opening the doors to our processing facility to share our vision for the food system. Attendees enjoyed tours through our soybean fields a peek into our crush facility (known as the “Bean Plant” locally) as well as presentations from soybean farmer Reid Weiland and community leaders.



# FARMING FOR TODAY, HARVESTING FOR THE FUTURE

We recognize the importance of preserving natural resources to feed society and combat climate change, and we continue to collaborate with our farmer partners to assess environmental impacts including soil health, deforestation, water stewardship and greenhouse gas emissions. Our Environmental Policy demonstrates our commitment to preserving natural resources and the environment in our daily operations. We also leverage our integrated model to deliver quantifiable environmental impact information for our customers so they can meet the growing demands of consumers as well as to measure and improve our internal processes.

## SOIL HEALTH AND REGENERATIVE AGRICULTURE

We acknowledge the agri-food system's deep connection and reliance on our planet's resources. Farmers, food companies and consumers increasingly demand transparency in food production and assessment of the agri-food industry's environmental impact. Agriculture has a unique ability to mitigate climate change through its interconnected relationship with the planet's ecosystem, making industry engagement crucial to achieve global climate goals.

We work collaboratively with farmers to aid in conservation and stewardship of their land and soils. We define Regenerative Agriculture as the nexus between soil and nature restoration, growing nutritionally dense crops and ensuring economic viability for farmers. Management practices, such as cover crops, reduced tillage and chemistry and nutrient management, benefit both the farmer's land and profitability. These practices can decrease reliance on fertilizers and pest control inputs, save time and labor, and reduce greenhouse gas (GHG) emissions while maintaining successful, nutrient-dense harvests. Building soil health indicators, such as organic matter, aggregate stability and water holding capacity, through these practices benefits land and productivity over time.



Regenerative Agriculture is improving soil health and implementing climate-smart practices to grow nutritionally rich foods



# ADDING VALUE THROUGH AGRONOMIC DATA COLLECTION

## ON-FARM GREENHOUSE GAS EMISSIONS

Measuring GHG emissions across the food value chain is challenging but essential to incentivize and reward conservation and sustainability best practices. Our integrated business model and close partnership with farmers bridge the farmer-to-consumer gap, accurately connecting digital data streams for food companies and consumers seeking carbon neutrality. Agronomic data serves as input for environmental impact measurement tools like Life Cycle Assessment or the Field to Market Fieldprint Platform™ that give food companies essential data regarding environmental impact. These platforms calculate farm emissions per acre and model emission reductions when agronomic changes are made, offering farmers cost reduction insights or increased revenue opportunities.



## FIELD TO MARKET

Benson Hill joined the Field to Market: The Alliance for Sustainable Agriculture™ in 2022 to build relationships with farmers, agribusinesses and food companies. Field to Market unites organizations across the value chain to advance the sustainability of food in the U.S. Field to Market's Fieldprint Platform™ provides a consistent and industry accepted methodology to measure greenhouse gas emissions on the farm through input of agronomic data. As we continue to partner with our growers, using tools like the Fieldprint Calculator can identify opportunities for practice changes that can result in emissions reductions.

# NATURAL RESOURCE PRESERVATION

**220,703 M<sup>3</sup>** TOTAL WATER WITHDRAWN<sup>2</sup>

**28,960 M<sup>3</sup>** TOTAL WATER CONSUMED<sup>2</sup>

**<.01%**

PERCENTAGE OF EACH IN REGIONS WITH HIGH OR EXTREMELY HIGH BASELINE WATER STRESS

## ELIMINATING DEFORESTATION IN OUR OPERATIONS

Policy is only the first step to operationalize our commitments to protect biodiversity and cultural resources. In order to prohibit deforestation or development in high conservation value forests within our operations, we added a clause into our soybean grain farmer contracts that prohibits such activities. In addition, we built the infrastructure for ongoing auditing of our soybean fields in the U.S., monitoring our fields through satellite imagery. In 2022, we also achieved ProTerra Certification, which is a third-party audit and certification to monitor environmental and social impacts.

## WATER STEWARDSHIP

As climate change continues to put pressure on available water, agriculture must learn to do more with less water. The majority of our contracted farms were generally reliant on precipitation in 2022, and climate change continues to increase the odds of worsening drought in many parts of the U.S.<sup>1</sup> Diversifying the location of our production fields across the Midwest, primarily working in regions that are not water stressed, drought monitoring throughout the agricultural cycle and open communication with our farmer network are critical as we manage this risk. Water scarcity and quality are also growing global concerns, and we monitor withdrawal of water and take all precautions to protect water resources at our processing facilities. This year's water footprint reflects the divestiture of our Fresh business and increased production of soybean and yellow pea ingredients.

# OUR PRODUCTS

“When it comes to advancing our sustainability commitments, we need innovation that compliments what we do at Kellogg Company. Benson Hill has brought us meaningful, ‘in-process’ improvements by delivering less-processed soy ingredients that reduce the need for energy- and water-intensive steps, with soybeans that are traceable back to the American farmer.”

**Janelle Meyers**

Chief Sustainability Officer at Kellogg Company



# MEETING SUSTAINABLE INGREDIENT DEMAND

## FOOD AND FEED SAFETY

At Benson Hill, food and feed safety and quality are integral to our mission. Ensuring our customers enjoy safe ingredients is a collective responsibility. Our business segments have dedicated teams overseeing and managing daily food safety and quality operations, along with continuously refining systems and procedures. Risks are evaluated and mitigated regularly using assessments of our processing and packaging facilities, performing hazard analyses and establishing preventive controls. We adhere to third-party certifications, such as SQF (Safe Quality Food, which is a Global Food Safety Initiative) for further validation and continuous best practice improvement. In 2022, we recorded zero recalls and no major non-compliance incidents leading to fines or penalties for human food products.

## NON-GMO PRODUCT MANAGEMENT

At Benson Hill, we promote consumer choice and implement appropriate technology based on the demands of food and feed customer markets. Our agricultural offerings utilize diverse certifications and claims, conveying production and manufacturing methods. Our facilities enforce rigorous internal standards for identity preservation and segregation. In 2022, our commercialized proprietary soybean products and ingredients are third-party certified through Non-GMO Project Verification, or ProTerra Certification. Our yellow pea ingredients are considered non-GMO, as no known GMO varieties of yellow peas are widely commercialized.



## PROTERRA CERTIFICATION

In 2022, Benson Hill became one of the first U.S.-based ingredient providers to achieve the international ProTerra Certification, a rigorous global standard that sets the bar for sustainable agricultural, deforestation free biodiversity efforts and fair labor practices as well as segregated non-GMO programs and more. Benson Hill also joined the ProTerra Network, a group of companies dedicated to sustainable practices and continuous improvement. To complete the certification process, Benson Hill completed audits of contracted farms, our Creston, Iowa, and Seymour, Indiana, plants as well as two shipping ports that store and transport our non-GMO soymeal. Customers rely on third-party certifications for assurance of environmental and social practices along the value chain to ensure they are bringing sustainable and ethically sourced materials to market.





# INGREDIENTS WITH SUSTAINABILITY BENEFITS

**Our portfolio of soy protein, specialty oil and yellow pea ingredients derived from our proprietary and non-proprietary varieties are designed for use in the food, animal feed and pet food markets.**

Our ingredient portfolio, made from our proprietary soybean genetics, provides nutritional specifications and other functional traits designed to meet the needs of our food and feed customers. For example, we cultivate higher soybean protein levels in the field, which delivers unique benefits downstream. When comparing our Ultra High Protein (UHP) protein soy flour and meal to Soy Protein Concentrate (SPC) produced from commodity soy, our ingredient meets similar product specifications while also reducing water- and energy-intensive processing steps that are typically required, called protein concentration. By growing a raw material that is more similar to the required end ingredient, we reduce the need for processing. A third-party life cycle assessment confirms these sustainability advantages, typically required for plant-based meat and aquaculture feed companies.

## QUANTIFYING OUR ENVIRONMENTAL IMPACT

We employ a Life Cycle Assessment (LCA) tool to determine the environmental impact of our ingredients. In 2021 and 2022, Blonk Consultants conducted our LCA, following ISO 14040, ReCiPe, and Product Environmental Footprint (PEF) methodologies. While a mix of secondary and primary data was used in 2021, we used only primary data in 2022, including our farm inputs and agronomic practices, logistics and processing facility data to reach a finished ingredient. Results, normalized by protein content, with both economic and mass allocations, confirm UHP soybean meal ingredients deliver similar protein levels with less environmental impacts than typical U.S.-produced SPC<sup>1</sup>. As we refine our closed-loop supply chain strategy, we will continue to monitor and update our LCA, creating opportunities for processing and agronomic practice improvements to bolster protein expression and environmental conservation.



# MEASURING OUR GHG & ENERGY

## MEASURING OUR GREENHOUSE GAS EMISSIONS

The UN Food and Agriculture Organization stated the agri-food system is responsible for an estimated 31% of global emissions<sup>1</sup>. As climate change continues to affect agriculture around the world, we are working to reduce emissions and believe accelerating the pace of innovation across the food value chain is a critical lever to doing so. In our second year of GHG emissions inventory, we sought to improve overall data quality and expand our reporting.

Over the course of 2022, we saw significant changes to our corporate footprint. Our 2021 footprint included our Headquarters, Crop Accelerator facility, Seymour, Indiana crush plant, Fresh business and yellow pea ingredient operations. The Crop Accelerator was built and the Seymour, Indiana crush plant was acquired during 2021, so this year's footprint marks the first full year of operations under Benson Hill. In addition, we acquired our Creston, Iowa crush plant on December 30, 2021, which was not included in our first GHG footprint and is included on a full year basis for 2022. Finally, we divested from our Fresh business segment, which grows and distributes produce, and that has been excluded from both 2021 and 2022 GHG emissions calculations in this report. In our first ESG

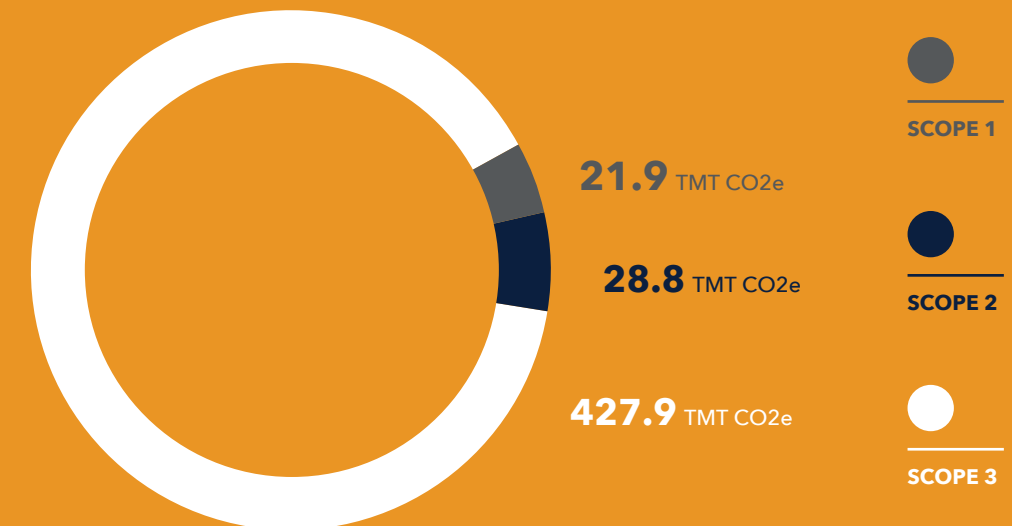
report, we published total Scope 1 and Scope 2 emissions. This year we add reporting on our total Scope 3 emissions, furthering understanding of our overall impact. A third-party consultant conducted the development of the GHG emissions calculations, using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

## ENERGY CONSUMPTION

The footprint changes we've experienced during 2022 caused expected and significant increases to last year's baseline energy. The addition of our Creston plant, along with the full year operation of our Seymour plant and Crop Accelerator, shifted energy impacts and resulted in our primary impacts in Scope 1 and 2 emissions coming from our soybean business unit. The first full year of operation for these assets under Benson Hill has focused on areas of improvement to keep operations running optimally and increasing overall efficiency. We continue to identify opportunities for operational improvements and efficiency that will reduce energy consumption over time.

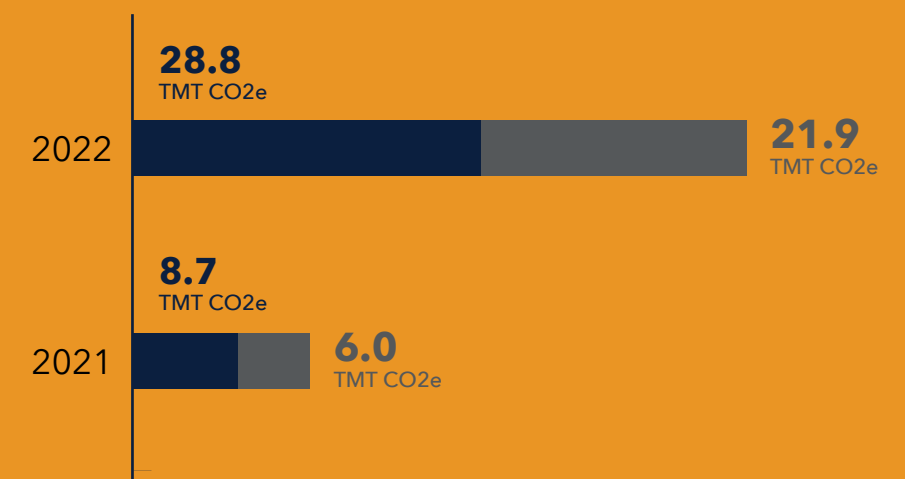
## TOTAL GHG EMISSIONS

478.6 TMT CO<sub>2</sub>e



## YEAR OVER YEAR

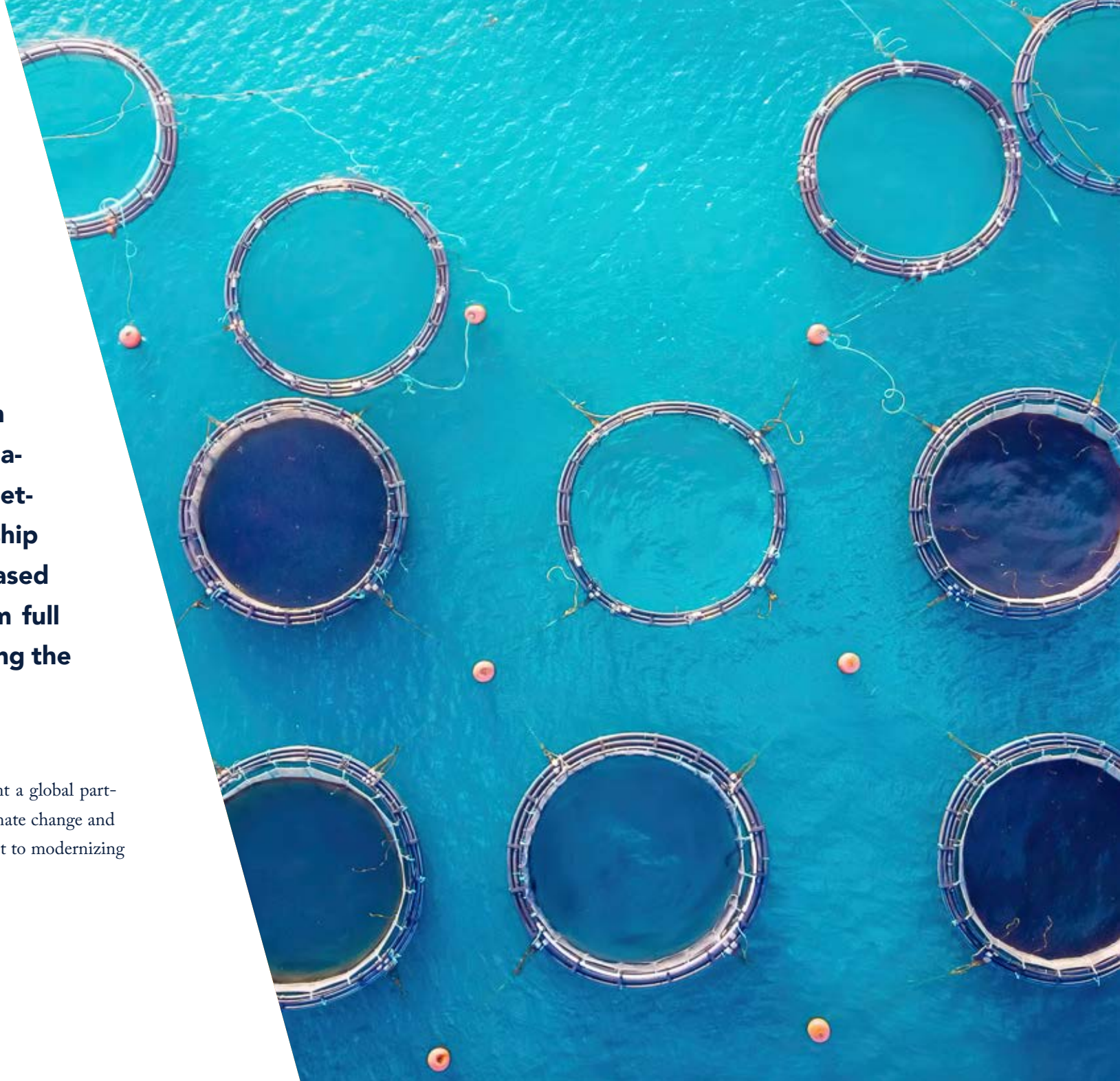
SCOPE 1 & 2 COMPARISON



# VALUE CHAIN SUSTAINABILITY

In 2022, Benson Hill became a signatory to the United Nations Global Compact (UNGC) in support of our customers' objectives and contribution to the UN Sustainable Development Goals. Working alongside our aquaculture feed customers, we sponsored and participated in a series of Better Food Future dinners co-hosted by Envisible, UNGC Ocean Stewardship Council and the UNGC Ocean Accelerator Network. These dinners showcased traceable, responsibly sourced seafood ingredients and innovations from full value chain initiatives, from feed ingredients through to the plate, advancing the UNGC Tipping Points for Healthy and Productive Oceans.

Benson Hill is proud to take action in support of the UN Sustainable Development Goals (SDGs). The SDGs represent a global partnership to end poverty, improve health and education, reduce inequality and spur economic growth, all while tackling climate change and preserving our oceans and forests. The alignment of our strategic business goals with the SDGs is part of our commitment to modernizing the food system.



# OUR PEOPLE

“At Benson Hill, we know that the power of our innovation is rooted in our people. Together we foster an inclusive environment where team members, no matter their background or experiences, are contributors to our shared success. We have several employee-led councils that help create opportunities for team members to learn from one another, break down bias and assumptions, and celebrate our differences.”

**Ratna Mukherjea**

DEI Council Co-Chair and VP, Food Innovation



# A DIVERSE & PASSIONATE TEAM

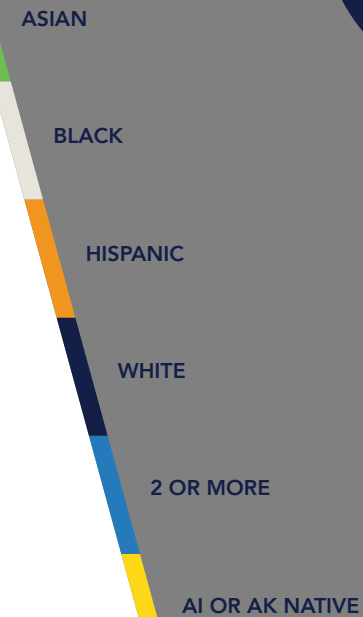
We believe in fostering an entrepreneurial environment where team members are viewed as collective authors of a culture that empowers continuous growth and agile achievement of bold outcomes. We believe that the inclusion of people and ideas inspires the greatest form of innovation.

## ENGAGING OUR TEAM MEMBERS

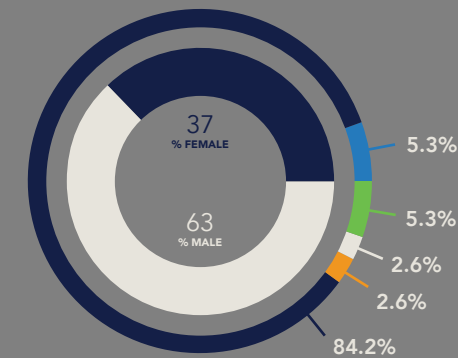
At Benson Hill, we recognize the importance of a performance feedback culture that is rooted in an open and honest exchange of information. In 2022, we updated our performance review process related to team member feedback. Specifically, we moved away from formalized mid-year and year-end reviews and focused on valuable and meaningful feedback with supportive performance on or off-track indicators.

We continue to ensure fairness by conducting frequent calibration sessions with our leaders to ensure consistency and fairness of performance metrics, expectations and behaviors.

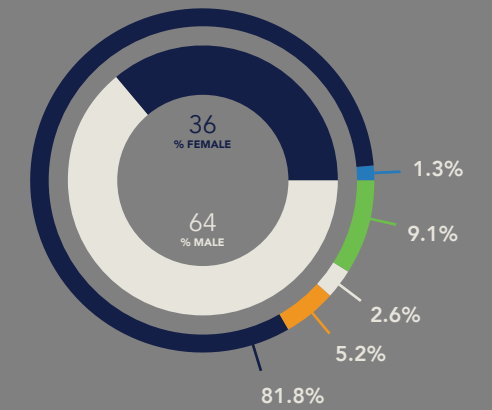
Team members are encouraged to continue learning through formal or informal professional development opportunities such as employee-led seminars or our tuition reimbursement program. Engrained in our culture are transparency and communication, conveyed through a cohesive Code of Conduct, Employee Handbook, training and regular updates. We also have an ESPP (Employee Stock Purchase Program) available. Our headquarters building was designed and built with collaboration, flexibility and inclusion in mind. Lactation rooms, inclusive bathrooms, a fitness center and flexible working spaces are just some examples. When at work, for most of our work locations, unlimited PTO is used as a wellness benefit to encourage true work/life integration and time for personal commitments.



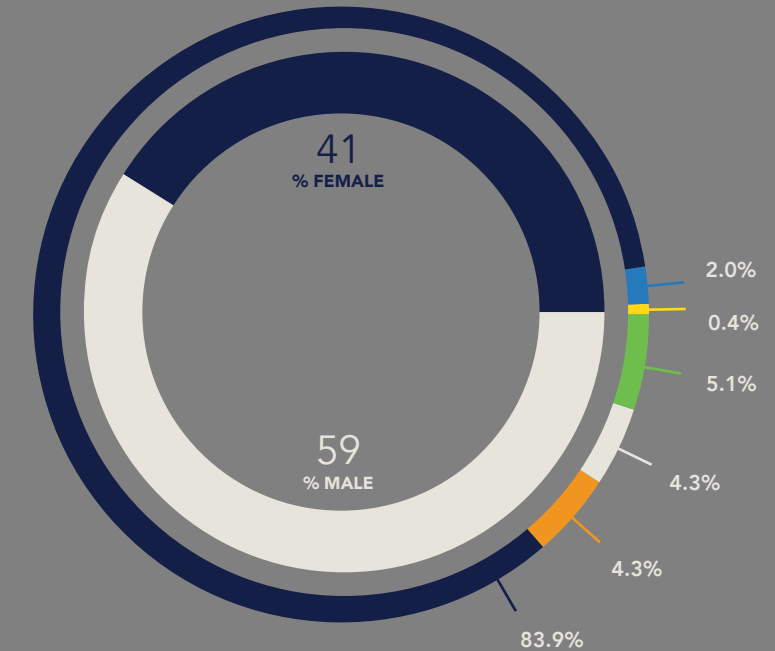
Executive & Senior Leaders



Non-Executive Leaders



Technical Staff & All Other Employees





### OUR TOTAL REWARDS PHILOSOPHY

Benson Hill delivers focused rewards that enable a hyper-performing culture and aggressive business growth in an industry characterized by competitiveness and change. We do this by offering focused investments in our team member's health, wealth and career and by allocating compensation-related rewards based on company and individual performance. Underpinning Total Rewards offerings and administration includes promotion of equity and fairness through transparency and open dialogue between company, leader and team member.

Benson Hill designs and administers compensation programs according to our Core Values and a defined compensation philosophy. We strive to provide total cash compensation that is market competitive to team members who have adequate experience and performance levels. Those with consistent top performance and/or those in critical positions receive base salaries above market.

As part of this philosophy, we have additional diversity metrics to report on the Gender Pay Gap for 2022. Pay gap refers to the mean and median difference in hourly rate of pay between men and women in an organization. Our Pay Gap mean is 8.4% and median is 2.2%.

### RECRUITING TALENT

We endeavor to recruit and attract highly skilled team members who are passionate about our mission and appreciate our team culture. In a tight talent market, the Benson Hill® mission resonates strongly with candidates and team members alike, with over 90% of surveyed team members stating they are proud of the work they do. In addition to targeting industry and educational diversity, as part of our diversity recruiting efforts, we publish our job opportunities to over 40 different job sites targeting a wide range of diversity groups including ethnicity, gender, sexual orientation, socioeconomic and abilities. Candidates experience an inclusive yet nimble interview process that includes one-to-one discussion, panel interview and peer discussions regarding both job and cultural fit through competency-based interview techniques. We build bold, real and inspiring teams to deliver superior customer experiences.



# EMPLOYEE-LED COUNCILS

Our employee-led councils provide our talent with an opportunity to actively shape and guide our culture. Each council is made of employees who lead activities with sponsorship from our Executive Leadership Team.



## Diversity, Equity and Inclusion Council (DE&I)

Built into our core values, we believe different perspectives, backgrounds, cultures, disciplines and capabilities fuel creativity and innovation. Established in mid-2020 and supported by all levels of leadership, this Council's impact can be seen in the 2022 engagement survey results, with 85% of team members stating the company fosters inclusion in our organization.

The council works to build awareness and knowledge through a series of learning and feedback sessions on unconscious bias, inclusive leadership, allyship, etc. The council also hosts a variety of diversity celebrations throughout the year for different ethnicities, religions and sexual orientations in addition to calendar events such as Veterans Day, Juneteenth and National Disability Day.

While many actions have taken place from this work, perhaps the most impactful contribution council members provide is serving as a cultural change agent and resource for their peers to discuss difficult and sometimes controversial topics that are meaningful to the hearts and minds of our team members.



## Engagement Council

Since 2018, we have been contracting with a third-party vendor that gathers, compiles and analyzes team engagement levels and presents the findings to our executive leadership team. Following the annual companywide engagement survey led by HR, the Engagement Council implements a time-bound action plan that is responsive to the engagement drivers and opportunities for Benson Hill®.

### Team Members Stay Because of:

- ① **Personal connection** to mission and purpose
- ② Ability to **solve hard problems**
- ③ **Freedom for authentic self-expression** and openness to diverse perspectives
- ④ **Feeling cared for** by their manager



## Leadership Council

In partnership with other councils and/or the Executive Leadership Team, the Leadership Council is a select group of trusted leaders working together to promote best-in-class leadership practices, leader competencies, learning curriculum and alignment of core talent programs that hire, develop and reward strong Benson Hill leaders.

# A HEALTHY WORKSPACE

## WORKPLACE HEALTH AND SAFETY

We believe in putting people first, as the safety and welfare of our team, contractors, partners and communities is our highest priority. Our Code of Conduct and workplace health and safety regulations comply with local, state and federal standards across all operating sites. We have dedicated Environmental Health and Safety (EHS) leaders at each location implementing policies, addressing health and safety incidents and monitoring incident rates. Mandatory training varies by location and can encompass accident prevention, emergency readiness, cyber security, harassment prevention, company policies and regulatory compliance.

## WASTE MANAGEMENT

At our Headquarters in St. Louis, we participate in recycling and composting programs. In 2022, we diverted approximately 22% of our waste to recycling and approximately 8% to compost.

**TRIR** TOTAL RECORDABLE  
INCIDENCE RATE 3.3

**ZERO** FATALITIES IN 2022





# CONNECTING WITH OUR COMMUNITY

## COMMUNITY ENGAGEMENT

We're honored to collaborate and support local entities within our geographical footprint, advocating for innovation and science as drivers of job creation and regional economic development. Being a Benson Hill team member involves embracing new challenges, continuous learning and turning this into tangible progress. So, we ally with community organizations that enrich diversity, foster change and strive to innovate. For example, we continue to support the St. Louis region as a food and agriculture innovation hub, impacting local and global food systems in collaboration with groups like St. Louis Agribusiness Club and MO-BIO, among others.

We developed a robust tour program, restarted in April 2021, that provides visitors with an immersive understanding of the work we do and the impact we seek to achieve both locally and globally. We're pleased to have hosted 29 tours in 2022 with schools and colleges, government officials, civic organizations, industry groups, customers, farmers and other stakeholders to tour our facilities. We benefit from their feedback and support and will continue to grow our tour outreach.



39°N

39 North Innovation District is a 600-acre innovation district in St. Louis Missouri, founded on the idea of creating an ecosystem where scientists, startups, students, innovators, investors, companies and the community want to be. It is a place designed from the ground up to be synonymous with AgTech and plant science, aided by human and investment capital and supported by physical infrastructure and approximately 50% of the food producers of America's Heartland<sup>1</sup>. In 2022, Benson Hill participated in multiple conversations about the future of 39 North and its effectiveness as part of the St. Louis AgTech ecosystem.

## 39 NORTH INNOVATION DISTRICT

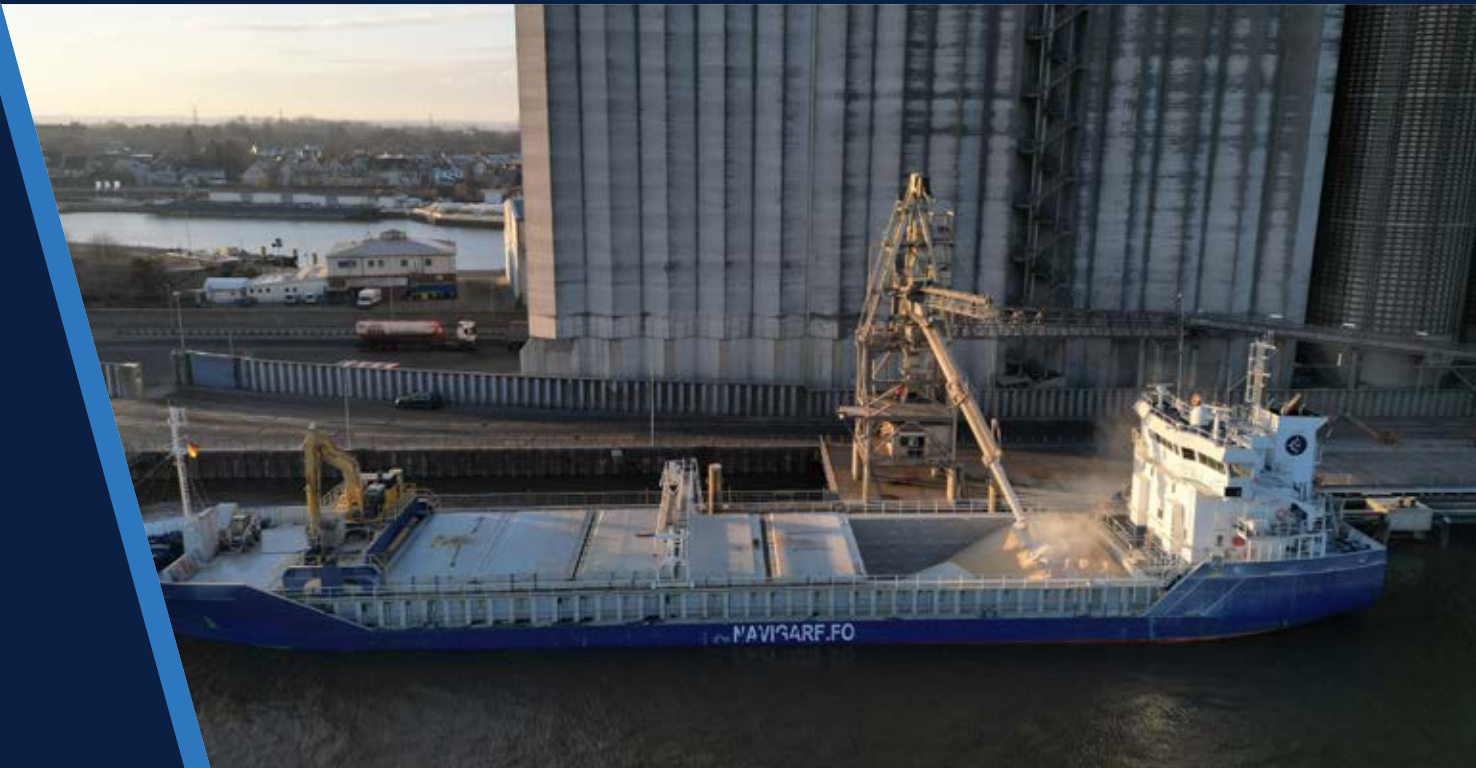
<https://39northstl.org/>

# OUR PROGRESS

“BioMar has made a commitment to reduce the impacts of our feeds, and 97 percent of the carbon footprint comes from the feed ingredients. With our exit last year from the Russian raw material market, it was important for us to find suppliers committed to working with us to ensure we deliver on our responsible sourcing ambitions. Benson Hill’s closed-loop business model, robust U.S. farmer network, and ability to trace back to seed make them an ideal collaborator.”

**Morten Holdorff Møjbæk**

Global Sourcing Director, BioMar Group



# PARTNERS

Benson Hill High Protein Non-GMO soybeans not only have the potential to transform farmers' operations, they are a key ingredient in transforming our food system. Using the CropOS® platform, we believe we can unlock the genetic diversity of plants in ways that increase key attributes like protein and specialty oil while still maintaining robust harvests.

Because our proprietary UHP soybeans are higher in protein right out of the ground, they have the potential to eliminate energy-intensive ingredient and food processing steps, which could save water and reduce greenhouse gas emissions for our food system partners. Here are a few partners that we announced in 2022:



Schnuck Markets, Inc. selected Benson Hill's Veri™ brand cooking oil, sourced from Midwest-grown, proprietary soybeans for more than 100 of its stores across Missouri, Illinois, Indiana and Wisconsin. As part of the grocery retailer's initiative to find more local, more sustainable suppliers, Schnucks now uses Benson Hill's soybean oil across a variety of foodservice applications. "Benson Hill has developed an oil with industry-leading sustainability benefits and a heart-healthy nutritional profile that matches up perfectly with our commitment to nourish people's lives. As a family-owned grocer headquartered in St. Louis, we are excited to be working with another St. Louis company whose values align with our mission. Together we will introduce Veri for use in our prepared foods, while at the same time, maintaining the flavor and top quality our customers have come to know and love." - Geoff Wexler, Vice President of Deli & Prepared Foods for Schnucks



ADM and Benson Hill announced a strategic partnership to scale innovative ultra-high protein soy for North American food ingredient markets, in order to serve the growing demand for alternative protein by leveraging Benson Hill's proprietary Ultra-High Protein Soybeans and ADM's production and commercial capabilities. The partnership will serve a variety of plant-based food and beverage markets to meet savory, sweet and dairy customer needs. "We're excited to launch this collaboration with Benson Hill, building full seed-to-fork capabilities with cutting-edge technologies that will allow us to offer new, innovative products to our alternative protein customers," said Leticia Gonçalves, ADM's president of Global Foods.



Denmark-based BioMar, a global leader in sustainable aquaculture feed solution, plans to leverage Benson Hill soy and further assess its sustainability impact on high-performing aquafeed formulations. Together the companies are assessing how the advantages of Benson Hill ingredients advance BioMar's sustainability program and reduce the impact of aquaculture farming for BioMar customers.

# INDEX

TOPIC	SASB REFERENCE	2022 MEASURE	2021 MEASURE	UN SDG
<b>Greenhouse Gas Emissions</b>				<b>13 Climate Action</b>
Gross global Scope 1 emissions	FB-AG-110a.1	21.9 TMT CO <sub>2</sub> e	6.0 TMT CO <sub>2</sub> e	
Scope 2 emissions		28.8 TMT CO <sub>2</sub> e	8.7 TMT CO <sub>2</sub> e	
Scope 3 emissions		427.9 TMT CO <sub>2</sub> e		
Fleet fuel consumed, percentage renewable	FB-AG-100a.3	3,646 GJ, 0%		
<b>Energy Management</b>				<b>13 Climate Action</b>
(1) Operational energy consumed	FB-AG-130a.1	754,178 GJ	173,142 GJ	
(2) percentage grid electricity	FB-AG-130a.1	100%		
(3) percentage renewable	FB-AG-130a.1	0%		
Energy Intensity per ton of Product Sold		Soy: 1.3 GJ/ton, Pea: 0.5 GJ/ton		
<b>Water Management</b>				<b>13 Climate Action</b>
(1) Total water withdrawn	FB-AG-140a.1	220,703 m <sup>3</sup>	4,853,242 m <sup>3</sup>	
(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-AG-140a.1	28,960 m <sup>3</sup> , <0.01% each	2,919,404 m <sup>3</sup> , 0%	
Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AG-130a.2	pg 22		
Number of incidents of non-compliance associated with water quality permits, standards, and regulations	FB-AG-140a.3	2	0	
Water Intensity per ton of Product Sold		Soy: 0.06 m <sup>3</sup> /ton, Pea: 0.01 m <sup>3</sup> /ton		
<b>Food Safety</b>				<b>3 Good Health and Well-Being</b>
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate	FB-AG-250a.1	0		
(1) Number of recalls issued and	FB-AG-250a.3	0	0	
(2) total amount of food product recalled	FB-AG-250a.3	0 mt	0 mt	
<b>Workforce Health and Safety</b>				<b>3 Good Health and Well-Being</b>
(1) Total recordable incident rate (TRIR) and	FB-AG-320a.1	3.3	1.34	
(2) fatality rate for (a) direct employees and (b) contract employees	FB-AG-320a.1	(a) 0 (b) 0	0	

TOPIC	SASB REFERENCE	2022 MEASURE	2021 MEASURE	UN SDG
<b>Environmental &amp; Social Impacts of Ingredient Supply Chain</b>				<b>12 Responsible Consumption and Production</b>
Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	FB-AG-430a.1	Proprietary Soybean: 100% Non-GMO Project Certified, 9% of agricultural product purchased was ProTerra Certified	Proprietary Soybean: 100% Non-GMO Project Certified	
Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	FB-AG-430a.3	pg 22, 25		
<b>GMO Management</b>				<b>12 Responsible Consumption and Production</b>
Discussion of strategies to manage the use of genetically modified organisms (GMOs)	FB-AG-430b.1	pg 24		
<b>Ingredient Sourcing*</b>				<b>13 Climate Action</b>
Identification of principal crops and description of risks and opportunities presented by climate change	FB-AG-440a.1	pg 24		
<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>				<b>8 Decent Work and Economic Growth</b>
Percentage of gender and racial/ethnic group representation for (1) management	TC-SI-330a.3	Executive/Senior Leaders: 63% Male, 37% Female	All Managers: 60% Male, 40% Female	
	TC-SI-330a.3	Non-Executive Leaders: 64% Male, 36% Female		
	TC-SI-330a.3	Executive/Senior Leaders: Asian 5.3%, Black 2.6%, Hispanic 2.6%, White 84.2%, 2 or more 5.3%		
	TC-SI-330a.3	Non-Executive Leaders: Asian 9.1%, Black 2.6%, Hispanic 5.2%, White 81.8%, 2 or more 1.3%		
(2) technical staff (3) all other employees	TC-SI-330a.3	59% Male, 41% Female	57% Male, 43% Female	
	TC-SI-330a.3	Asian 5.1%, Black 4.3%, Hispanic 4.3%, White 83.9%, 2 or more 2.0%, AI or AK native 0.4%	Asian 12%, Black/African 2%, Hispanic/Latinx 5%, White 78%, Two or more races 1%, Not Disclosed 2%	

TOPIC	SASB REFERENCE	2022 MEASURE	2021 MEASURE	UN SDG
<b>Recruitment and Retention</b>				<b>8 Decent Work and Economic Growth</b>
Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	Net Promotion 77%, Intent to Stay 82%, Response Rate 96% (does not include Creston and Seymour facilities)	Net Promotion 78%, Intent to Stay 83%, Response Rate 93%	
Voluntary and involuntary turnover rate for all employees	HC-BP-330a.2	Executive/Senior Leaders: 2.95% Voluntary, 1.49% Involuntary		
	HC-BP-330a.2	Mid-Level Managers: 8.84% Voluntary, 2.76% Involuntary		
	HC-BP-330a.2	Professionals: 6.71% Voluntary, 2.70% Involuntary		
	HC-BP-330a.2	All Others: 6.41% Voluntary, 2.08% Involuntary		
<b>Activity Metrics</b>				
Number of processing facilities	FB-AG-000.B	5	6	
<b>Data Security</b>				
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	pg 12		

\* An error was discovered related to the 2021 metric regarding Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress. Due to insufficient information, last year's reported number has been removed.



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