

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A	This return/report is for: <div style="display: flex; justify-content: space-between;"> <div> ☐ a multiemployer plan </div> <div> ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) </div> </div>
	☒ a single-employer plan <div style="margin-left: 150px;">☐ a DFE (specify) _____</div>
B	This return/report is: <div style="display: flex; justify-content: space-between;"> <div> ☐ the first return/report ☐ an amended return/report </div> <div> ☐ the final return/report ☐ a short plan year return/report (less than 12 months) </div> </div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div style="display: flex; justify-content: space-between;"> <div> ☒ Form 5558 ☐ special extension (enter description) </div> <div> ☐ automatic extension </div> <div> ☐ the DFVC program </div> </div>
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan <u>ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES</u>
1b	Three-digit plan number (PN) ▶ <u>003</u>
1c	Effective date of plan <u>09/01/1957</u>
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>ARCHER DANIELS MIDLAND COMPANY</u> <u>P.O. BOX 1470</u> <u>DECATUR, IL 62525</u>
2b	Employer Identification Number (EIN) <u>41-0129150</u>
2c	Plan Sponsor's telephone number <u>312-634-8140</u>
2d	Business code (see instructions) <u>311900</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2022	JENNIFER WEBER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

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v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	13947
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	8661
a(2) Total number of active participants at the end of the plan year		6a(2)	8827
b Retired or separated participants receiving benefits.....		6b	237
c Other retired or separated participants entitled to future benefits		6c	1618
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	10682
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	26
f Total. Add lines 6d and 6e		6f	10708
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	875
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B 1C 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☐ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES</u>	B Three-digit plan number (PN) ▶ <u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>ARCHER DANIELS MIDLAND COMPANY</u>	D Employer Identification Number (EIN) <u>41-0129150</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2021</u>	
2 Assets:	
a Market value	2a <u>588047793</u>
b Actuarial value	2b <u>529243014</u>
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants <u>3012</u> (2) Vested Funding Target <u>190531516</u> (3) Total Funding Target <u>190531516</u>
b For terminated vested participants.....	<u>2305</u> <u>52566936</u> <u>52566936</u>
c For active participants	<u>8661</u> <u>151950501</u> <u>156957765</u>
d Total.....	<u>13978</u> <u>395048953</u> <u>400056217</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>5.63</u> %
6 Target normal cost.....	
a Present value of current plan year accruals.....	6a <u>10169711</u>
b Expected plan-related expenses	6b <u>0</u>
c Total (line 6a + line 6b)	6c <u>10169711</u>

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		<u>10/04/2022</u> Date
Signature of actuary		<u>20-05569</u> Most recent enrollment number
<u>JASON M. BRAVO</u> Type or print name of actuary		<u>216-430-4732</u> Telephone number (including area code)
<u>AON CONSULTING, INC.</u> Firm name		
<u>MSC# 17854</u> <u>PO BOX 7505</u> <u>FORT WASHINGTON, PA 19034</u> Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2021
v. 201209

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	95911171
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2259334
9 Amount remaining (line 7 minus line 8)	0	93651837
10 Interest on line 9 using prior year's actual return of <u>18.21</u> %	0	17054000
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.78</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	110705837

Part III Funding Percentages

14 Funding target attainment percentage	14	104.61 %
15 Adjusted funding target attainment percentage	15	132.29 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	102.02 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
4.75 %2nd segment:
5.36 %3rd segment:
6.11 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined☒ Prescribed - separate☐ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6c) **31a** 10169711**b** Excess assets, if applicable, but not greater than line 31a **31b** 10169711**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 0**35** Balances elected for use to offset funding requirement Carryover balance 0 Prefunding balance 0 Total balance 0**36** Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

<div>SCHEDULE D (Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div>		<div>DFE/Participating Plan Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>		<div>OMB No. 1210-0110</div> <div>2021</div> <div>This Form is Open to Public Inspection.</div>	
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021					
A Name of plan ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES				B Three-digit plan number (PN) ▶ 003	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 ARCHER DANIELS MIDLAND COMPANY				D Employer Identification Number (EIN) 41-0129150	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: ADM MASTER RETIREMENT TRUST					
b Name of sponsor of entity listed in (a): ARCHER DANIELS MIDLAND COMPANY					
c EIN-PN 27-1701181-004		d Entity code M		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 336375550	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
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c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
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c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA,	

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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES	B Three-digit plan number (PN) ►	003
C Plan sponsor's name as shown on line 2a of Form 5500 ARCHER DANIELS MIDLAND COMPANY	D Employer Identification Number (EIN) 41-0129150	

Part I	Asset and Liability Statement
---------------	--------------------------------------

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	588047793	336375550
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	588047793 336375550
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	588047793 336375550

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	0
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	0
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	0
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		28320304
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		28320304
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	11803625	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)	266427927	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		278231552
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		0
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		278231552
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		-249911248
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		1760995

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: ERNST & YOUNG LLP

(2) EIN: 34-6565596

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
ADM RETIREMENT PLAN	41-0129150	001	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 439454			

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2021</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 ARCHER DANIELS MIDLAND COMPANY	D Employer Identification Number (EIN) 41-0129150

Part I	Distributions
--------	---------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 36-1561860		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	4189

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
---------	--

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☒ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☒ N/A

Part III	Amendments
----------	------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☒ No
--	-----------------------------------	-----------------------------------	-------------------------------	--

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: 58.5 % Investment-Grade Debt: 39.5 % High-Yield Debt: 1.0 % Real Estate: 0.0 % Other: 1.0 %

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☒ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees
Years Ended December 31, 2021 and 2020
With Report of Independent Auditors

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Financial Statements
(Modified Cash Basis)

Years Ended December 31, 2021 and 2020

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Report of Independent Auditors

The Benefit Plans Committee
ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements

We have performed audits of the financial statements of ADM Retirement Plan and ADM Pension Plan for Hourly-Wage Employees (the Plans), employee benefit plans subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audits). The financial statements comprise the statements of net assets available for benefits (modified cash basis) as of December 31, 2021, and the related statements of changes in net assets available for benefits (modified cash basis) for the year then ended, and the related notes (collectively referred to as the “financial statements”).

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plans (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2021, and for the year then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.



Opinion on the 2021 Financial Statements

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with the modified cash basis of accounting described in Note 2.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plans and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Modified Cash Basis of Accounting

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting as described in Note 2 and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management also is responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's



election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plans, and determining that the Plans' transactions that are presented and disclosed in the financial statements are in conformity with the Plans' provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plans' internal control. Accordingly, no such opinion is expressed.



- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plans' ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of the modified cash basis of accounting described in Note 2.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with the modified cash basis of accounting.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control related matters that we identified during the audits.

Other Matters

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the financial statements (modified cash basis) of the Plans as of and for the year ended December 31, 2020. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the investment information certified by a qualified institution. In our report dated September 15, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on those financial statements, and (b) the form and content of the information included in those financial statements other than that derived from the certified investment information, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Ernst + Young LLP

September 20, 2022

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Statements of Net Assets Available for Benefits
(Modified Cash Basis)

	December 31 , 2021	
	Retirement	
	Plan	Hourly Plan
Assets		
Interest in Master Trust	\$ 777,547,328	\$ 336,375,550
Net assets available for benefits	\$ 777,547,328	\$ 336,375,550

	December 31 , 2020	
	Retirement	
	Plan	Hourly Plan
Assets		
Interest in Master Trust	\$ 1,157,383,980	\$ 588,047,793
Net assets available for benefits	\$ 1,157,383,980	\$ 588,047,793

See accompanying notes.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Statements of Changes in Net Assets Available for Benefits
(Modified Cash Basis)

	Year Ended December 31, 2021	
	Retirement	
	Plan	Hourly Plan
Additions:		
Net investment gain from Master Trust	\$ 70,774,851	\$ 29,569,552
	70,774,851	29,569,552
Deductions:		
Pension benefit payments	11,270,423	11,803,625
Trust fees and commissions	5,123,209	1,249,248
Annuity contracts	435,978,866	266,427,927
	452,372,498	279,480,800
Net decrease before transfers from (to) qualified plans	(381,597,647)	(249,911,248)
Transfer from other qualified plans	1,760,995	-
Transfer to other qualified plans	-	(1,760,995)
Net Decrease	(379,836,652)	(251,672,243)
Net assets available for benefits at beginning of year	1,157,383,980	588,047,793
Net assets available for benefits at end of year	<u>\$ 777,547,328</u>	<u>\$ 336,375,550</u>

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Statements of Changes in Net Assets Available for Benefits
(Modified Cash Basis)

	Year Ended December 31, 2020	
	Retirement	
	Plan	Hourly Plan
Additions:		
Employer contributions	\$ 44,714,000	\$ 13,057,000
Net investment gain from Master Trust	179,228,215	92,202,830
	<u>223,942,215</u>	<u>105,259,830</u>
Deductions:		
Pension benefit payments	30,578,279	20,281,922
Trust fees and commissions	2,789,888	1,456,031
	<u>33,368,167</u>	<u>21,737,953</u>
Net increase before transfers from (to) qualified plans	190,574,048	83,521,877
Transfer from other qualified plans	1,453,520	-
Transfer to other qualified plans	-	(1,453,520)
Net Increase	<u>192,027,568</u>	<u>82,068,357</u>
Net assets available for benefits at beginning of year	965,356,412	505,979,436
Net assets available for benefits at end of year	<u>\$ 1,157,383,980</u>	<u>\$ 588,047,793</u>

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

1. Description of the Plans

The accompanying financial statements comprise the ADM Retirement Plan (the Retirement Plan) and the ADM Pension Plan for Hourly-Wage Employees (the Hourly Plan) (collectively, the Plans) of Archer-Daniels-Midland Company (ADM or the Company) that participate in the Archer Daniels Midland Master Retirement Trust (the Master Trust).

The Company's funding policy with respect to the Plans is to contribute at least the necessary amount each year to meet the minimum amount required by the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Company contributed \$34.8 million in September 2022 which met the ERISA minimum funding requirements for 2021. The Plans also met the ERISA minimum funding requirements in 2020.

The Company is free to terminate the Plans at any time, subject to the provisions of ERISA and the collective bargaining agreements. In the event of the termination of the Plans, the net assets of the Plans shall be allocated to provide benefits in the order of priority prescribed by ERISA. However, the Pension Benefit Guaranty Corporation guarantees the payment of all nonforfeitable basic benefits, subject to certain limitations prescribed by ERISA.

More complete information about the Plans, including vesting and benefit provisions, is contained in the plan documents available from the Company.

On June 25, 2019 the Retirement Plan was amended and offered to pay certain eligible individuals' pension benefit in lump sum. Individuals eligible for the voluntary lump sum payment option were generally Traditional Formula Participants, as defined by the Plan document, who accepted the early retirement window program offered by ADM during the election period, and who retired during the period established under the program. Participants who had a Termination of Employment other than for death on or after February 1, 2019 and prior to the availability of the program, and who would have satisfied all conditions to participate in the program had they continued in employment through June 30, 2019, were also eligible to participate in the program. The 2019 voluntary lump sum payment election period was July 1, 2019 to June 1, 2020. The voluntary lump sum benefits paid from plan assets totaled \$9.6 million in 2020.

The Plans were also amended effective April 1, 2021, to direct the Trustee to purchase a group annuity contract for a certain group of participants. In April 2021, ADM entered into an agreement with American General Life Insurance Company and the United States Life Insurance Company in the City of New York to purchase a group annuity contract for approximately 684 retirees and beneficiaries who satisfied certain conditions and were receiving a monthly benefit from the ADM Pension Plan for Hourly-Wage Employees. Also in April 2021, ADM entered into an agreement with Principal Life Insurance Company to purchase a group annuity contract for approximately 2,895 retirees and beneficiaries who satisfied certain conditions and were receiving a monthly benefit from the ADM Retirement Plan. There was no change to the pension benefits for any Plan participants as a result of these transactions. The purchases of the group annuity contracts were

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

1. Description of the Plans (continued)

funded directly by Plan assets of approximately \$436 million and \$266 million for the ADM Retirement Plan and ADM Pension Plan for Hourly-Wage Employees, respectively, which have been included in the deductions on the statements of changes in net assets available for benefits.

ADM Retirement Plan

The Retirement Plan is a defined benefit plan covering substantially all regular salaried employees of ADM and its participating affiliates.

From time to time, the assets and liabilities of acquired pension plans covering the salaried employees of acquired ADM subsidiaries or locations are merged into the Retirement Plan, as is the policy of ADM.

ADM Pension Plan for Hourly-Wage Employees

The Hourly Plan is a defined benefit plan covering those employees of ADM and its participating affiliates working at participating locations (as described in the plan document) and paid on an hourly rate basis. The Hourly Plan provisions for those locations that are not represented by a collective bargaining agreement, as well as those represented by a collective bargaining agreement, have been modified by the addition of appendices to the Hourly Plan specifying those provisions for the locations that differ from the corresponding provisions of the basic plan provisions.

From time to time, the assets and liabilities of acquired pension plans covering the hourly employees of acquired ADM subsidiaries or locations are merged into the Hourly Plan, as is the policy of ADM.

2. Significant Accounting Policies

Basis of Accounting

The accounting records of the Plans are maintained on a modified cash basis, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Under the modified cash basis, investments are recorded at fair value, and transactions are recorded when cash is received or paid rather than in the time period in which income is earned or expenses are incurred.

Benefits Paid

Benefits are recorded when paid.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

2. Significant Accounting Policies (continued)

Investments

The Plans' investments held in the Master Trust are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Further information regarding the valuation techniques used to measure the fair value of investment assets held in the Master Trust is included in Note 4.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date. Net appreciation includes the Master Trust's gains and losses on investments bought and sold, as well as held, during the year.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note 5) are those estimated future periodic payments, including lump-sum distributions, attributable under the Plans' provisions to services rendered by employees through the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries and (b) present employees or their beneficiaries. Benefits payable under all circumstances, including retirement, death, disability and termination of employment, are included to the extent they are deemed attributable to employee service rendered through the valuation date.

ADM Retirement Plan

Effective January 1, 2009, salaried employees who were vested (five or more years of service before January 1, 2009) continued with the existing traditional pension formula and will continue until December 31, 2021, after which such participants will transition to the cash balance formula, while maintaining their frozen traditional formula accrued benefit. Salaried employees with less than five years of service before January 1, 2009, participate in a point-based cash balance pension formula with a three-year vesting schedule.

Benefits for retired or terminated employees or their beneficiaries, under the traditional pension formula, are based on the employee's highest average monthly salary for 60 consecutive months out of the last 180 consecutive months of credited service. Benefits for retired or terminated employees or their beneficiaries under the cash balance pension formula are based on the employee's cash balance account.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

2. Significant Accounting Policies (continued)

ADM Pension Plan for Hourly-Wage Employees

Effective January 1, 2009, most non-bargaining hourly employees, as well as those represented by a collective bargaining agreement, who were hired prior to January 1, 2009, that have a pension plan at their location continued with the existing traditional pension formula.

Non-bargaining hourly employees who are hired or rehired on or after January 1, 2009, participate in a point-based cash balance pension formula. Employees represented by a collective bargaining agreement who were hired or rehired on or after January 1, 2009, participate in the pension formula applicable to their respective location.

Benefits for retired or terminated employees or their beneficiaries, under the traditional formula, are based on the applicable benefit level and the employees' credited service as determined by hours worked. Benefits for retired or terminated employees or their beneficiaries under the cash balance pension formula are based on the employee's cash balance account.

Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Plan Expenses

All costs and expenses incurred in connection with the operation of the Plans with regard to the purchase and sale of investments, as well as certain professional fees, are paid out of the Master Trust. Other administrative expenses and actuarial and audit fees are paid by ADM, the plan sponsor.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

3. Master Trust Investment Information

Certain investment information disclosed in the accompanying financial statements for the Plans and Master Trust, including investments held at December 31, 2021 and 2020, and net appreciation in fair value of investments, interest, dividends and investment expenses for the years ended December 31, 2021 and 2020, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Northern Trust Company, the custodian.

The Plans' investments are held in the Master Trust established for the investment of assets of the Plans. Each participating retirement plan has an undivided interest in the Master Trust. The Retirement Plan's and Hourly Plan's interest in the net assets of the Master Trust was approximately 70% and 30% at December 31, 2021 and 66% and 34% at December 31, 2020.

Investment income (loss) and expenses are allocated among the Plans based upon each plan's pro rata share in the net assets of the Master Trust.

The following table presents the Master Trust balances and the Plans' interest in the Master Trust balances as of December 31, 2021 and 2020:

	December 31, 2021		
	Master Trust	Retirement Plan Interest in Master Trust Balances	Hourly Plan Interest in Master Trust Balances
Investments at fair value:			
Common stock	\$ 134,603,075	\$ 93,956,470	\$ 40,646,605
Mutual funds	135,415,978	94,523,898	40,892,080
Common collective trust funds	297,217,974	207,465,926	89,752,048
U.S. Treasury instruments	273,479,272	190,895,691	82,583,581
U.S. government agency, state and local government bonds	3,136,781	2,189,555	947,226
Corporate debt instruments	303,581,168	211,907,602	91,673,566
Other	6,392,348	4,462,026	1,930,322
	<u>\$ 1,153,826,596</u>	<u>\$ 805,401,168</u>	<u>\$ 348,425,428</u>
Pending transactions (net purchases and sales)	(42,974,461)	(29,997,299)	(12,977,162)
Income receivable	3,070,743	2,143,459	927,284
	<u>\$ 1,113,922,878</u>	<u>\$ 777,547,328</u>	<u>\$ 336,375,550</u>

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

3. Master Trust Investment Information (continued)

	December 31, 2020		
	Master Trust	Retirement Plan Interest in Master Trust Balances	Hourly Plan Interest in Master Trust Balances
Investments at fair value:			
Common stock	\$ 251,158,527	\$ 166,541,511	\$ 84,617,016
Mutual funds	214,523,359	142,248,981	72,274,378
Common collective trust funds	593,250,065	393,380,084	199,869,981
U.S. Treasury instruments	383,803,679	254,497,610	129,306,069
U.S. government agency, state and local government bonds	13,791,822	9,145,263	4,646,559
Corporate debt instruments	327,052,313	216,866,165	110,186,148
Other	7,098,697	4,707,098	2,391,599
	<u>\$ 1,790,678,462</u>	<u>\$ 1,187,386,712</u>	<u>\$ 603,291,750</u>
Pending transactions (net purchases and sales)	(48,540,924)	(32,187,157)	(16,353,767)
Income receivable	3,294,235	2,184,425	1,109,810
	<u>\$ 1,745,431,773</u>	<u>\$ 1,157,383,980</u>	<u>\$ 588,047,793</u>

Summarized financial information with respect to the Master Trust's net investment income is as follows for the years ended December 31, 2021 and 2020:

	Years Ended December 31	
	2021	2020
Net realized and unrealized appreciation in fair value of investments	\$ 81,828,442	\$ 249,736,084
Interest and dividend income	18,515,961	21,694,961
	<u>\$ 100,344,403</u>	<u>\$ 271,431,045</u>

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

4. Fair Value Measurements

The Master Trust assets are valued at fair value as required by ASC Topic 820. ASC 820 establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurement). The three levels are described below:

Level 1: Inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: Inputs are observable, including Level 1 prices that have been adjusted, quoted prices for similar assets or liabilities, quoted prices in markets that are less active than traded exchanges, and other inputs that are observable or can be substantially corroborated by observable market data.

Level 3: Inputs are unobservable and are supported by little or no market activity and are a significant component of the fair value of the assets or liabilities.

Following is a description of the valuation techniques and inputs used for investments measured at fair value, including the general classification of such investments pursuant to the valuation hierarchy:

Common stock:

Equity securities are valued based on quoted exchange prices and are classified within Level 1 of the valuation hierarchy.

Mutual funds:

Mutual funds are valued at the closing price reported on the active market on which they are traded and are classified within Level 1 of the valuation hierarchy.

Common collective trust (CCT) funds:

The common collective trust funds are valued at net assets value as provided by the issuers and are classified within Level 1 of the valuation hierarchy.

U.S. Treasury instruments:

U.S. Treasury instruments are valued at the closing price reported on the active market on which they are traded and classified within Level 1 of the valuation hierarchy.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

4. Fair Value Measurements (continued)

U.S. government agency, state and local government bonds:

U.S. government agency obligations and state and municipal debt securities are valued using third-party pricing services and are classified within Level 2 of the valuation hierarchy.

Corporate debt instruments:

Corporate debt instruments are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available for comparable securities of issuers with similar credit ratings. These debt instruments are classified within Level 2 of the valuation hierarchy.

Other investments:

Other investments include derivatives, corporate bonds and commercial securities, which are all valued using pricing models maximizing the use of observable inputs for similar investments. This includes basing value on yields currently available for comparable securities of issuers with similar credit ratings. These investments are classified within Level 2 of the valuation hierarchy.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the plan administrator of the Plans believes the valuation methods are appropriate and consistent with other market participants' methods, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Level 3 gains and losses:

There are no assets in the Plans classified as Level 3 in the fair value hierarchy at December 31, 2021 and 2020.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

4. Fair Value Measurements (continued)

The following tables set forth, by level within the fair value hierarchy, the investments included in the Master Trust at fair value as of December 31, 2021 and 2020.

	December 31, 2021			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Common stock	\$ 134,603,075	\$ -	\$ -	\$ 134,603,075
Mutual funds	135,415,978	-	-	135,415,978
Common collective trust funds	297,217,974	-	-	297,217,974
U.S. Treasury instruments	273,479,272	-	-	273,479,272
U.S. government agency, state and local government bonds	-	3,136,781	-	3,136,781
Corporate debt instruments	-	303,581,168	-	303,581,168
Other	-	6,392,348	-	6,392,348
Total assets at fair value	<u>\$ 840,716,299</u>	<u>\$ 313,110,297</u>	<u>\$ -</u>	<u>\$ 1,153,826,596</u>

	December 31, 2020			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Common stock	\$ 251,158,527	\$ -	\$ -	\$ 251,158,527
Mutual funds	214,523,359	-	-	214,523,359
Common collective trust funds	593,250,065	-	-	593,250,065
U.S. Treasury instruments	383,803,679	-	-	383,803,679
U.S. government agency, state and local government bonds	-	13,791,822	-	13,791,822
Corporate debt instruments	-	327,052,313	-	327,052,313
Other	-	7,098,697	-	7,098,697
Total assets at fair value	<u>\$ 1,442,735,630</u>	<u>\$ 347,942,832</u>	<u>\$ -</u>	<u>\$ 1,790,678,462</u>

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

5. Accumulated Plan Benefits

The Plans' consulting actuaries estimate the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements for death, disability, withdrawal or retirement) between the valuation date and the expected payment date.

The present values of accumulated plan benefits were as follows as of December 31, 2020:

	<u>December 31, 2020</u>	
	Retirement Plan	Hourly Plan
Actuarial present value of accumulated plan benefits:		
Participants and other beneficiaries		
currently receiving payments	\$ 268,591,398	\$ 238,160,176
Other participants	973,016,511	334,651,554
	<u>1,241,607,909</u>	<u>572,811,730</u>
Actuarial present value of non-vested benefits	<u>27,393,765</u>	<u>6,948,438</u>
Total actuarial present value of accumulated plan benefits	<u><u>\$ 1,269,001,674</u></u>	<u><u>\$ 579,760,168</u></u>

The following table shows the changes in accumulated plan benefits for the year ended December 31, 2020:

	<u>December 31, 2020</u>	
	Retirement Plan	Hourly Plan
Actuarial present value of accumulated plan benefits, beginning of year	\$ 1,062,754,399	\$ 516,859,467
Increase(decrease) during the year attributable to:		
Interest accumulated	36,037,252	16,623,051
Assumption changes	136,540,434	53,343,034
Benefits paid	(30,578,279)	(20,281,922)
Benefits accumulated and plan experience	<u>64,247,868</u>	<u>13,216,538</u>
Net increase	<u>206,247,275</u>	<u>62,900,701</u>
Actuarial present value of accumulated plan benefits, end of year	<u><u>\$ 1,269,001,674</u></u>	<u><u>\$ 579,760,168</u></u>

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

5. Accumulated Plan Benefits (continued)

The following actuarial assumptions are based on the presumption that the Plans will continue. In the event of a plan termination, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. Significant assumptions underlying actuarial computations are:

Discount rate and cash balance interest rate:

	<u>December 31, 2020</u>	
	Retirement Plan	Hourly Plan
Discount rate	2.84%	2.61%
Cash balance interest rate	1.95%	1.95%

	<u>December 31, 2019</u>	
	Retirement Plan	Hourly Plan
Discount rate	3.44%	3.28%
Cash balance interest rate	2.19%	2.19%

Retirement age:

December 31, 2020 and 2019			
Retirement Plan		Hourly Plan	
<u>Age(s)</u>	<u>Rate</u>	<u>Age(s)</u>	<u>Rate</u>
55-58	3%	55-59	4%
59	6%	60	6%
60	8%	61	12%
61	12%	62	22%
62-64	18%	63	15%
65-69	25%	64	20%
70 and over	100%	65-66	35%
		67-69	25%
		70 and over	100%

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

5. Accumulated Plan Benefits (continued)

Mortality – December 31, 2020:

Disabled lives:	Pri-2012 mortality study projected generationally from 2012 with Scale MP-2021 for the Hourly Plan
Healthy lives:	Pri-2012 mortality study projected generationally from 2012 with Scale MP-2021, with white collar adjustments for the Retirement Plan, and blue collar adjustments for the Hourly Plan

Mortality – December 31, 2019:

Disabled lives:	Pri-2012 mortality study projected generationally from 2012 with Scale MP-2020
Healthy lives:	Pri-2012 mortality study projected generationally from 2012 with Scale MP-2020, with white collar adjustments for the Retirement Plan, and blue collar adjustments for the Hourly Plan

6. Derivatives

In the normal course of operations, the Master Trust investment managers use derivative financial instruments (swaps, forwards and futures) to mitigate the risk of changes in interest rates and foreign currencies impacting the fair values of certain investments held by the Master Trust. These derivatives may involve, in varying degrees, elements of credit and market risks in excess of more traditional investment holdings, such as equity and debt instruments.

The contract or notional amounts disclosed in this note and the amounts of realized and unrealized gains and losses on derivative instruments during the period presented below provide a measure of the involvement in such instruments but are not indicative of potential loss. The Master Trust fiduciaries do not anticipate any material adverse effect on the financial position of the Master Trust resulting from its use of these instruments.

Using derivative financial instruments means assuming counterparty credit risk. Counterparty credit risk relates to the loss the Master Trust would incur if a counterparty were to default on a derivative contract. The amount of counterparty credit exposure is limited to the unrealized gains, if any, on such derivative contracts.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

6. Derivatives (continued)

The fair value of forwards and futures and the realized and unrealized gain or loss on forwards and futures were not material to the Master Trust at December 31, 2021 and 2020, and for the years then ended. The Plan has recorded interest rate swaps in an asset position of \$1,315,350 and \$348,155, and in a liability position of \$1,026,320 and \$265,981 as of December 31, 2021 and 2020, respectively. The fair value of these instruments is included in the investment in Master Trust balance on the statement of net assets available for benefits, and is reflected in the “other” balance in the fair value table in Note 4.

The notional amount represents the contract amount, not the amount at risk. The approximate notional amount of swaps within the Master Trust at December 31, 2021 and 2020, is as follows:

	December 31	
	2021	2020
Swaps	\$ 531,888,508	\$ 679,707,281

The following table presents net loss with respect to swaps. The losses are located on the statements of changes in net assets available for benefits as net investment gain from Master Trust.

	Years Ended December 31	
	2021	2020
Swaps	\$ 525,759	\$ (813,295)

7. Income Tax Status

The Plans have received determination letters from the Internal Revenue Service (IRS) dated June 29, 2021, stating the Plans are qualified under section 401(a) of the Internal Revenue Code (the Code) and, therefore, the Master Trust is exempt from taxation. Subsequent to this determination by the IRS, the Retirement Plan was amended. Once qualified, the Plans are required to operate in conformity with the Code to maintain their qualified status. ADM believes the Plans are being operated in compliance with the applicable requirements of the Code and, therefore, believes the Retirement Plan, as amended, and the Hourly Plan are qualified and the related Master Trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plans and recognize a tax liability if the Plans have taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plans and has concluded that there are no uncertain positions taken or expected to be taken. The Plans are subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

8. Risks and Uncertainties

The Master Trust invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risks associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions are made and the actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the assumptions and estimation process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

10. Subsequent Events

Management evaluated subsequent events for the Plans through September 20, 2022, the date that these financial statements were available to be issued.

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2021

Number of Participants, Average Compensation and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25	312	371	13							
	\$47,376	\$57,792								
	\$402	\$2,247								
25-29	245	581	157	5						
	\$50,175	\$61,047	\$65,623							
	\$455	\$2,799	\$7,204							
30-34	173	519	320	93	4					
	\$50,613	\$61,319	\$68,578	\$74,205						
	\$487	\$2,959	\$8,242	\$7,009						
35-39	143	388	275	128	56	7				
	\$50,239	\$62,299	\$71,477	\$73,831	\$79,160					
	\$506	\$3,058	\$9,288	\$5,711	\$0					
40-44	125	317	217	116	90	54	1			
	\$47,910	\$61,638	\$66,799	\$75,134	\$74,324	\$75,918				
	\$533	\$3,413	\$9,482	\$7,503	\$384	\$802				
45-49	92	271	176	107	138	85	34	5		
	\$50,865	\$62,231	\$68,599	\$69,620	\$72,783	\$76,483	\$78,574			
	\$563	\$3,591	\$9,849	\$7,091	\$162	\$0	\$275			
50-54	84	198	199	116	163	108	48	21		
	\$47,552	\$59,123	\$68,149	\$70,281	\$75,510	\$73,487	\$72,982	\$72,230		
	\$591	\$3,786	\$11,860	\$8,200	\$164	\$222	\$436	\$348		
55-59	60	189	209	138	153	139	64	61	14	2
	\$48,379	\$58,636	\$63,406	\$67,046	\$70,324	\$69,672	\$66,980	\$72,352		
	\$599	\$3,916	\$13,021	\$7,409	\$352	\$352	\$60	\$165		
60-64	20	114	153	92	129	117	56	53	42	40
	\$46,958	\$53,880	\$63,759	\$64,693	\$67,494	\$67,379	\$65,178	\$69,705	\$74,385	\$68,130
	\$695	\$4,562	\$14,406	\$9,504	\$236	\$960	\$0	\$498	\$0	\$0
65-69	5	34	40	24	28	31	14	7	5	13
		\$45,150	\$64,953	\$67,460	\$67,066	\$64,318				
		\$3,065	\$17,532	\$6,540	\$0	\$39				
70+	3	11	12	9	7	8	3	2	1	4

N-8,661

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	4.75%
2nd Segment Rate	5.36%
3rd Segment Rate	6.11%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2020), without regard to interest rate stabilization
1st Segment Rate	2.22%
2nd Segment Rate	3.38%
3rd Segment Rate	3.92%
Salary Increases	
Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1
Cash Balance Interest Crediting Rate	1.95%
Optional Payment Form Election Percentage	Single Participants: 100% life annuity Married Participants: 20% life annuity, 30% joint and 50% survivor annuity, 50% joint and 100% survivor annuity Cash Balance participants: 85% lump sum, 15% life annuity for retirees, and 80% immediate lump sum, 20% deferred to age 61 annuity for terminations
Retirement Age	
Active Participants	See Tables 2–3
Terminated Vested Participants	Age 61
Mortality Rates	
Healthy	2021 static mortality table for annuitants and non- annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-67
Disabled	Revenue Ruling 96-7 mortality table for disability after December 31, 1994

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Withdrawal Rates	See Tables 4–5
Disability Rates	See Table 6
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 70% of males and 70% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2020 Pensionable earnings rolled forward one year with the salary increase assumption
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$230,000 and the IRC section 401(a)(17) compensation limit of \$290,000.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2019 Plan Year	7.25%, limited to 6.11%
2020 Plan Year	7.25%, limited to 5.94%
2021 Plan Year	6.50%, limited to 6.11%
Trust Expenses Included in Target Normal Cost	None
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2021

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	9.00%	45	5.00%
16	9.00%	46	5.00%
17	9.00%	47	5.00%
18	9.00%	48	5.00%
19	9.00%	49	5.00%
20	9.00%	50	5.00%
21	9.00%	51	5.00%
22	9.00%	52	5.00%
23	9.00%	53	5.00%
24	9.00%	54	5.00%
25	7.00%	55	3.00%
26	7.00%	56	3.00%
27	7.00%	57	3.00%
28	7.00%	58	3.00%
29	7.00%	59	3.00%
30	6.50%	60	3.00%
31	6.50%	61	3.00%
32	6.50%	62	3.00%
33	6.50%	63	3.00%
34	6.50%	64	3.00%
35	6.50%	65	3.00%
36	6.50%	66	3.00%
37	6.50%	67	3.00%
38	6.50%	68	3.00%
39	6.50%	69	3.00%
40	5.50%	70+	3.00%
41	5.50%		
42	5.50%		
43	5.50%		
44	5.50%		

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Table 2

Retirement Rates—Non Cash Balance Participants

<u>Age</u>	<u>Rate</u>
55	4.00%
56	4.00%
57	4.00%
58	4.00%
59	4.00%
60	6.00%
61	12.00%
62	22.00%
63	15.00%
64	20.00%
65	35.00%
66	35.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Table 3

Retirement Rates—Cash Balance Participants

<u>Age</u>	<u>Rate</u>
55	7.00%
56	7.00%
57	7.00%
58	7.00%
59	7.00%
60	7.00%
61	15.00%
62	25.00%
63	20.00%
64	25.00%
65	30.00%
66	30.00%
67	15.00%
68	15.00%
69	15.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Table 4

Withdrawal Rates—Non Cash Balance Participants

Age	Rate	Age	Rate
15	0.00%	45	5.00%
16	0.00%	46	5.00%
17	0.00%	47	5.00%
18	0.00%	48	5.00%
19	0.00%	49	5.00%
20	14.00%	50	4.50%
21	13.50%	51	4.50%
22	13.00%	52	4.50%
23	12.50%	53	4.50%
24	12.00%	54	4.50%
25	11.00%	55	4.50%
26	10.50%	56	4.50%
27	10.00%	57	4.50%
28	10.00%	58	4.50%
29	9.50%	59	4.50%
30	9.50%	60	4.50%
31	9.00%	61	4.50%
32	9.00%	62	4.50%
33	8.50%	63	4.50%
34	8.00%	64	4.50%
35	8.00%	65+	0.00%
36	7.50%		
37	7.00%		
38	6.50%		
39	6.50%		
40	6.00%		
41	6.00%		
42	5.50%		
43	5.50%		
44	5.50%		

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Table 5—Page 1 of 2

Withdrawal Rates—Cash Balance Participants

Age	Years of Service			
	0	1	2	3+
15	49.00%	44.00%	32.00%	20.00%
16	47.00%	42.00%	31.00%	20.00%
17	45.00%	40.00%	30.00%	20.00%
18	43.00%	38.00%	29.00%	20.00%
19	41.00%	36.00%	28.00%	20.00%
20	39.00%	34.00%	27.00%	20.00%
21	37.00%	32.00%	26.00%	20.00%
22	35.00%	30.00%	25.00%	20.00%
23	34.50%	29.00%	24.00%	19.50%
24	34.00%	28.00%	23.00%	19.00%
25	33.00%	27.00%	22.00%	19.00%
26	32.50%	26.00%	21.00%	18.50%
27	32.00%	25.00%	20.00%	18.00%
28	31.50%	24.50%	19.50%	17.50%
29	31.00%	24.00%	19.00%	17.00%
30	31.00%	23.00%	19.00%	16.00%
31	30.50%	22.50%	18.50%	15.50%
32	30.00%	22.00%	18.00%	15.00%
33	29.50%	22.00%	17.50%	15.00%
34	29.00%	21.50%	17.00%	14.50%
35	29.00%	21.50%	17.00%	14.50%
36	28.50%	21.00%	16.50%	14.00%
37	28.00%	21.00%	16.00%	14.00%
38	28.00%	21.00%	16.00%	14.00%
39	27.50%	20.50%	15.50%	13.50%
40	27.50%	20.50%	15.50%	13.50%
41	27.00%	20.00%	15.00%	13.00%
42	27.00%	20.00%	15.00%	13.00%
43	27.00%	20.00%	15.00%	13.00%
44	26.50%	19.50%	15.00%	12.50%

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Table 5—Page 2 of 2

Withdrawal Rates—Cash Balance Participants

Age	Years of Service			
	0	1	2	3+
45	26.50%	19.50%	15.00%	12.50%
46	26.00%	19.00%	15.00%	12.00%
47	26.00%	19.00%	15.00%	12.00%
48	25.00%	19.00%	15.00%	12.00%
49	23.50%	18.50%	15.00%	12.00%
50	22.50%	18.50%	15.00%	11.50%
51	21.00%	18.00%	15.00%	11.50%
52	20.00%	18.00%	15.00%	11.50%
53	20.00%	18.00%	15.00%	11.50%
54	20.00%	18.00%	15.00%	11.00%
55	20.00%	18.00%	15.00%	11.00%
56	20.00%	18.00%	15.00%	10.50%
57	20.00%	18.00%	15.00%	10.50%
58	20.00%	18.00%	15.00%	10.50%
59	20.00%	18.00%	15.00%	10.50%
60	20.00%	18.00%	15.00%	10.50%
61	20.00%	18.00%	15.00%	10.50%
62	20.00%	18.00%	15.00%	10.50%
63	20.00%	18.00%	15.00%	10.50%
64	20.00%	18.00%	15.00%	10.50%
65+	0.00%	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Table 6

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.045%	0.045%	45	0.240%	0.360%
16	0.045%	0.045%	46	0.270%	0.405%
17	0.045%	0.045%	47	0.315%	0.450%
18	0.045%	0.045%	48	0.375%	0.495%
19	0.045%	0.045%	49	0.420%	0.540%
20	0.045%	0.045%	50	0.495%	0.600%
21	0.045%	0.045%	51	0.585%	0.660%
22	0.045%	0.045%	52	0.690%	0.735%
23	0.045%	0.045%	53	0.795%	0.810%
24	0.045%	0.045%	54	0.915%	0.885%
25	0.045%	0.045%	55	1.035%	0.960%
26	0.045%	0.045%	56	1.155%	1.035%
27	0.045%	0.045%	57	1.290%	1.110%
28	0.045%	0.060%	58	1.425%	1.200%
29	0.045%	0.060%	59	1.575%	1.275%
30	0.045%	0.060%	60	1.725%	1.350%
31	0.045%	0.075%	61	1.890%	1.440%
32	0.045%	0.075%	62	2.070%	1.515%
33	0.045%	0.090%	63	2.265%	1.575%
34	0.045%	0.090%	64	2.460%	1.635%
35	0.060%	0.105%	65+	0.000%	0.000%
36	0.060%	0.120%			
37	0.075%	0.135%			
38	0.090%	0.150%			
39	0.105%	0.180%			
40	0.120%	0.195%			
41	0.135%	0.225%			
42	0.150%	0.255%			
43	0.180%	0.285%			
44	0.210%	0.330%			

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I Annual Report Identification Information	
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) ____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.▶ ☐	
D Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)	
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.▶ ☐	

Part II Basic Plan Information —enter all requested information		
1a Name of plan ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES	1b Three-digit plan number (PN) ▶	003
1c Effective date of plan 09/01/1957		
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) ARCHER DANIELS MIDLAND COMPANY P.O. BOX 1470 DECATUR IL 62525	2b Employer Identification Number (EIN) 41-0129150 2c Plan Sponsor's telephone number 312-634-8140 2d Business code (see instructions) 311900	

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE		10/10/22	JENNIFER WEBER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	 	 	
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	 	 	
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	13,947
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	8,661
a(2) Total number of active participants at the end of the plan year		6a(2)	8,827
b Retired or separated participants receiving benefits.....		6b	237
c Other retired or separated participants entitled to future benefits		6c	1,618
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	10,682
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	26
f Total. Add lines 6d and 6e		6f	10,708
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	875
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1B 1C 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☐ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

**SCHEDULE SB
(Form 5500)**Department of the Treasury
Internal Revenue Service
Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2021**This Form is Open to Public
Inspection**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES		B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF ARCHER DANIELS MIDLAND COMPANY		D Employer Identification Number (EIN) 41-0129150	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500	

Part I Basic Information

1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2021</u>			
2 Assets:			
a Market value	2a	588,047,793	
b Actuarial value	2b	529,243,014	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	3,012	190,531,516	190,531,516
b For terminated vested participants.....	2,305	52,566,936	52,566,936
c For active participants	8,661	151,950,501	156,957,765
d Total.....	13,978	395,048,953	400,056,217
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5 Effective interest rate	5		5.63%
6 Target normal cost.....			
a Present value of current plan year accruals.....	6a		10,169,711
b Expected plan-related expenses	6b		0
c Total (line 6a + line 6b)	6c		10,169,711

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	<u>Jason M. Bravo</u> Signature of actuary	<u>10/04/2022</u> Date
<u>JASON M. BRAVO</u> Type or print name of actuary		<u>2005569</u> Most recent enrollment number
<u>Aon Consulting, Inc.</u> Firm name		<u>216-430-4732</u> Telephone number (including area code)
<u>MSC# 17854</u> <u>PO Box 7505</u> <u>Fort Washington PA 19034</u> Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2021
v. 201209

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	95,911,171
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2,259,334
9 Amount remaining (line 7 minus line 8)	0	93,651,837
10 Interest on line 9 using prior year's actual return of <u>18.21</u> %	0	17,054,000
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.78</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	110,705,837

Part III Funding Percentages

14 Funding target attainment percentage	14	104.61%
15 Adjusted funding target attainment percentage	15	132.29%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	102.02%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.36 %	3rd segment: 6.11 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	10,169,711	
b Excess assets, if applicable, but not greater than line 31a	31b	10,169,711	
32 Amortization installments:			
a Net shortfall amortization installment	Outstanding Balance	Installment	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:				
a Schedule elected	☐ 2 plus 7 years	☐ 15 years		
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008	☐ 2009	☐ 2010	☐ 2011

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

Cash Balance Participants			
(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	7.00%	1.0000	3.89
56.5	7.00%	0.9300	3.68
57.5	7.00%	0.8649	3.48
58.5	7.00%	0.8044	3.29
59.5	7.00%	0.7481	3.12
60.5	7.00%	0.6957	2.95
61.5	15.00%	0.6470	5.97
62.5	25.00%	0.5499	8.59
63.5	20.00%	0.4125	5.24
64.5	25.00%	0.3300	5.32
65.5	30.00%	0.2475	4.86
66.5	30.00%	0.1732	3.46
67.5	15.00%	0.1213	1.23
68.5	15.00%	0.1031	1.06
69.5	15.00%	0.0876	0.91
70	100.00%	0.0745	5.21
Weighted Average			62.26

Non-Cash Balance Participants			
(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	4.00%	1.0000	2.22
56.5	4.00%	0.9600	2.17
57.5	4.00%	0.9216	2.12
58.5	4.00%	0.8847	2.07
59.5	4.00%	0.8493	2.02
60.5	6.00%	0.8154	2.96
61.5	12.00%	0.7665	5.66
62.5	22.00%	0.6745	9.27
63.5	15.00%	0.5261	5.01
64.5	20.00%	0.4472	5.77
65.5	35.00%	0.3577	8.20
66.5	35.00%	0.2325	5.41
67.5	25.00%	0.1511	2.55
68.5	25.00%	0.1134	1.94
69.5	25.00%	0.0850	1.48
70	100.00%	0.0638	4.46
Weighted Average			63.31

	Average Age	% of Active Participants
Cash Balance Participants	62.26	74.06%
Non-Cash Balance Participants	63.31	25.94%
Weighted Average Retirement Age	62.53	

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	4.75%
2nd Segment Rate	5.36%
3rd Segment Rate	6.11%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2020), without regard to interest rate stabilization
1st Segment Rate	2.22%
2nd Segment Rate	3.38%
3rd Segment Rate	3.92%
Salary Increases	
Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1
Cash Balance Interest Crediting Rate	1.95%
Optional Payment Form Election Percentage	Single Participants: 100% life annuity
	Married Participants: 20% life annuity, 30% joint and 50% survivor annuity, 50% joint and 100% survivor annuity
	Cash Balance participants: 85% lump sum, 15% life annuity for retirees, and 80% immediate lump sum, 20% deferred to age 61 annuity for terminations
Retirement Age	
Active Participants	See Tables 2–3
Terminated Vested Participants	Age 61
Mortality Rates	
Healthy	2021 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-67
Disabled	Revenue Ruling 96-7 mortality table for disability after December 31, 1994

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Withdrawal Rates	See Tables 4–5
Disability Rates	See Table 6
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	It is assumed that 70% of males and 70% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2020 Pensionable earnings rolled forward one year with the salary increase assumption
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$230,000 and the IRC section 401(a)(17) compensation limit of \$290,000.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2019 Plan Year	7.25%, limited to 6.11%
2020 Plan Year	7.25%, limited to 5.94%
2021 Plan Year	6.50%, limited to 6.11%
Trust Expenses Included in Target Normal Cost	None
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2021

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	9.00%	45	5.00%
16	9.00%	46	5.00%
17	9.00%	47	5.00%
18	9.00%	48	5.00%
19	9.00%	49	5.00%
20	9.00%	50	5.00%
21	9.00%	51	5.00%
22	9.00%	52	5.00%
23	9.00%	53	5.00%
24	9.00%	54	5.00%
25	7.00%	55	3.00%
26	7.00%	56	3.00%
27	7.00%	57	3.00%
28	7.00%	58	3.00%
29	7.00%	59	3.00%
30	6.50%	60	3.00%
31	6.50%	61	3.00%
32	6.50%	62	3.00%
33	6.50%	63	3.00%
34	6.50%	64	3.00%
35	6.50%	65	3.00%
36	6.50%	66	3.00%
37	6.50%	67	3.00%
38	6.50%	68	3.00%
39	6.50%	69	3.00%
40	5.50%	70+	3.00%
41	5.50%		
42	5.50%		
43	5.50%		
44	5.50%		

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Table 2

Retirement Rates—Non Cash Balance Participants

<u>Age</u>	<u>Rate</u>
55	4.00%
56	4.00%
57	4.00%
58	4.00%
59	4.00%
60	6.00%
61	12.00%
62	22.00%
63	15.00%
64	20.00%
65	35.00%
66	35.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Table 3

Retirement Rates—Cash Balance Participants

<u>Age</u>	<u>Rate</u>
55	7.00%
56	7.00%
57	7.00%
58	7.00%
59	7.00%
60	7.00%
61	15.00%
62	25.00%
63	20.00%
64	25.00%
65	30.00%
66	30.00%
67	15.00%
68	15.00%
69	15.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Table 4

Withdrawal Rates—Non Cash Balance Participants

Age	Rate	Age	Rate
15	0.00%	45	5.00%
16	0.00%	46	5.00%
17	0.00%	47	5.00%
18	0.00%	48	5.00%
19	0.00%	49	5.00%
20	14.00%	50	4.50%
21	13.50%	51	4.50%
22	13.00%	52	4.50%
23	12.50%	53	4.50%
24	12.00%	54	4.50%
25	11.00%	55	4.50%
26	10.50%	56	4.50%
27	10.00%	57	4.50%
28	10.00%	58	4.50%
29	9.50%	59	4.50%
30	9.50%	60	4.50%
31	9.00%	61	4.50%
32	9.00%	62	4.50%
33	8.50%	63	4.50%
34	8.00%	64	4.50%
35	8.00%	65+	0.00%
36	7.50%		
37	7.00%		
38	6.50%		
39	6.50%		
40	6.00%		
41	6.00%		
42	5.50%		
43	5.50%		
44	5.50%		

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Table 5—Page 1 of 2

Withdrawal Rates—Cash Balance Participants

Age	Years of Service			
	0	1	2	3+
15	49.00%	44.00%	32.00%	20.00%
16	47.00%	42.00%	31.00%	20.00%
17	45.00%	40.00%	30.00%	20.00%
18	43.00%	38.00%	29.00%	20.00%
19	41.00%	36.00%	28.00%	20.00%
20	39.00%	34.00%	27.00%	20.00%
21	37.00%	32.00%	26.00%	20.00%
22	35.00%	30.00%	25.00%	20.00%
23	34.50%	29.00%	24.00%	19.50%
24	34.00%	28.00%	23.00%	19.00%
25	33.00%	27.00%	22.00%	19.00%
26	32.50%	26.00%	21.00%	18.50%
27	32.00%	25.00%	20.00%	18.00%
28	31.50%	24.50%	19.50%	17.50%
29	31.00%	24.00%	19.00%	17.00%
30	31.00%	23.00%	19.00%	16.00%
31	30.50%	22.50%	18.50%	15.50%
32	30.00%	22.00%	18.00%	15.00%
33	29.50%	22.00%	17.50%	15.00%
34	29.00%	21.50%	17.00%	14.50%
35	29.00%	21.50%	17.00%	14.50%
36	28.50%	21.00%	16.50%	14.00%
37	28.00%	21.00%	16.00%	14.00%
38	28.00%	21.00%	16.00%	14.00%
39	27.50%	20.50%	15.50%	13.50%
40	27.50%	20.50%	15.50%	13.50%
41	27.00%	20.00%	15.00%	13.00%
42	27.00%	20.00%	15.00%	13.00%
43	27.00%	20.00%	15.00%	13.00%
44	26.50%	19.50%	15.00%	12.50%

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Withdrawal Rates—Cash Balance Participants

Age	Years of Service			
	0	1	2	3+
45	26.50%	19.50%	15.00%	12.50%
46	26.00%	19.00%	15.00%	12.00%
47	26.00%	19.00%	15.00%	12.00%
48	25.00%	19.00%	15.00%	12.00%
49	23.50%	18.50%	15.00%	12.00%
50	22.50%	18.50%	15.00%	11.50%
51	21.00%	18.00%	15.00%	11.50%
52	20.00%	18.00%	15.00%	11.50%
53	20.00%	18.00%	15.00%	11.50%
54	20.00%	18.00%	15.00%	11.00%
55	20.00%	18.00%	15.00%	11.00%
56	20.00%	18.00%	15.00%	10.50%
57	20.00%	18.00%	15.00%	10.50%
58	20.00%	18.00%	15.00%	10.50%
59	20.00%	18.00%	15.00%	10.50%
60	20.00%	18.00%	15.00%	10.50%
61	20.00%	18.00%	15.00%	10.50%
62	20.00%	18.00%	15.00%	10.50%
63	20.00%	18.00%	15.00%	10.50%
64	20.00%	18.00%	15.00%	10.50%
65+	0.00%	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Table 6

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.045%	0.045%	45	0.240%	0.360%
16	0.045%	0.045%	46	0.270%	0.405%
17	0.045%	0.045%	47	0.315%	0.450%
18	0.045%	0.045%	48	0.375%	0.495%
19	0.045%	0.045%	49	0.420%	0.540%
20	0.045%	0.045%	50	0.495%	0.600%
21	0.045%	0.045%	51	0.585%	0.660%
22	0.045%	0.045%	52	0.690%	0.735%
23	0.045%	0.045%	53	0.795%	0.810%
24	0.045%	0.045%	54	0.915%	0.885%
25	0.045%	0.045%	55	1.035%	0.960%
26	0.045%	0.045%	56	1.155%	1.035%
27	0.045%	0.045%	57	1.290%	1.110%
28	0.045%	0.060%	58	1.425%	1.200%
29	0.045%	0.060%	59	1.575%	1.275%
30	0.045%	0.060%	60	1.725%	1.350%
31	0.045%	0.075%	61	1.890%	1.440%
32	0.045%	0.075%	62	2.070%	1.515%
33	0.045%	0.090%	63	2.265%	1.575%
34	0.045%	0.090%	64	2.460%	1.635%
35	0.060%	0.105%	65+	0.000%	0.000%
36	0.060%	0.120%			
37	0.075%	0.135%			
38	0.090%	0.150%			
39	0.105%	0.180%			
40	0.120%	0.195%			
41	0.135%	0.225%			
42	0.150%	0.255%			
43	0.180%	0.285%			
44	0.210%	0.330%			

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ADM Pension Plan For Hourly-Wage Employees
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Schedule SB, Part V—Summary of Plan Provisions

History of Plan

A separate pension plan for ADM hourly employees was first established effective September 1, 1952. Effective September 1, 1957, a separate plan for employees represented by the American Federation of Grain Millers was established and the Hourly Trust Fund assets were allocated between the continuing hourly plan and the Grain Miller Plan.

The hourly plan provided for monthly benefits upon retirement of \$2.50 for each year of service. At various dates between September 1, 1963, and December 31, 1976, the plan provisions for those employee units (locations) represented by a union have been modified by the addition of an appendix to the plan specifying those provisions for the employee unit that differ from the corresponding provisions of the basic plan.

Effective January 1, 1968, the basic plan was amended and restated. The benefit rate was increased to \$3.00 for each year of service. The concept of modification of provisions via an appendix was maintained.

Effective January 1, 1973, the basic plan was amended for those employee units not covered by a separate appendix. The amendment included the following changes: the benefit rate increased to \$6.00 for each year of service; the minimum disability benefit increased to \$100.00 and the maximum disability benefit of \$100.00 was deleted; eligibility provisions for vesting were liberalized; and reduction factors for early commencement of benefits were liberalized.

Effective January 1, 1976, the basic plan was amended to comply with the Employee Retirement Income Security Act of 1974 (ERISA). These changes included providing for 100% vesting after ten or more years of service, and the introduction of a preretirement surviving spouse's benefit. In addition, the benefit rate of the basic plan was increased to \$8.00.

Effective January 1, 1983, the North Kansas City, Red Wing, Winona and Atkinson plans were merged into the General Hourly Plan.

Effective August 1984, preretirement death benefit coverage was extended to active vested employees on an employer paid basis and to terminated vested employees on an employee paid basis.

Effective January 1, 1989, in accordance with the Tax Reform Act of 1986, a 5-year cliff vesting schedule was adopted.

Effective December 15, 1990, the Pfizer plan was merged into the General Hourly Plan. Benefits for former Pfizer employees continued under Pfizer plan provisions. As of January 1, 1993, the future benefit rate for these employees was frozen at the rate equal to the accrued benefit divided by credited service.

Effective December 31, 1993, the Supreme Sugar, Cedar Rapids, St. Charles, and Fleischmann Hourly plans were merged into the General Hourly Plan.

Effective December 31, 1995, the Premiere and Jackson Hourly plans were merged into the General Hourly Plan.

Effective September 30, 1996, Southern Cellulose hourly employees were merged into the General Hourly Plan.

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Effective February 28, 1997, Grace Cocoa employees from Plan H (Merkens) and Ambrosia were merged into the General Hourly Plan.

Effective May 31, 1997, Benson-Quinn hourly employees were merged into the General Hourly Plan.

Effective October 1, 1997, participation was extended to former ED&F Man employees. Benefits for these participants will be based on a final average pay formula.

Effective February 1, 1998, participation was extended to former Countrymark employees. Benefits for these participants will be calculated based on a cash balance formula.

Effective December 31, 1999, the Moorman Manufacturing Company hourly employees merged into this plan.

Effective January 1, 2000, ADM unpurchased annuities previously purchased from an insurance carrier for former Moorman employees and will now pay these benefits from this plan.

Effective December 31, 2001, the Consolidated Nutrition hourly employees were merged into the plan.

Effective September 30, 2002, the Minnesota Corn Processing employees were acquired.

Effective January 1, 2009, new hires on or after January 1, 2009 in certain locations (date may vary by location and union) are eligible for the cash balance formula. All other employees continue to have benefit calculated under the traditional formula.

Effective December 31, 2011, the Grain Miller Plan was merged into the General Hourly Plan. Benefits for former Grain Miller plan participants continued under Grain Miller plan provisions. Also, effective December 31, 2011, hourly employees of the Golden Peanut Pension Plan were merged into the General Hourly Plan. Benefits for former hourly Golden Peanut plan participants will be calculated under the General Hourly Plan's cash balance formula.

ADM amended the Plan and on March 26, 2021 entered into a binding agreement to purchase a group annuity contract from American General Life Insurance Company ("AGL") and The United States Life Insurance Company in the City of New York ("USL"), irrevocably transferring the future benefit obligations and annuity administration for certain retirees and term vesteds from the Plan to AGL and USL. Retirees and term vesteds living in New York had their benefits transferred to USL and non-New York residents were transferred to AGL. Both USL and AGL are member companies of American International Group ("AIG"). The annuity contract purchase was completed on April 1, 2021. AGL and USL will be responsible for payments to these participants due on and after July 1, 2021.

See separate binder of specific provisions by appendix of the current plan provisions.

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Summary of Plan Provisions

Effective Date

September 1, 1952, revised September 1, 1957.
Amended and restated effective January 1, 1998 (most recent amendment January 1, 2009).

Eligibility for Participation

Employees of a participating employer who are paid on an hourly rate basis, provided that an employee in a bargaining unit shall become a participant only if the plan is approved by the union.

Effective January 1, 2009, the cash balance formula will apply to the following participants:

1. Any eligible employee hired on or after January 1, 2009 (date may vary by location and union);
2. The cash balance formula has been approved by the union.

Eligibility for Benefits (Traditional Formula)

Normal

Age 65.

Early

Ages 55 and 10 years of continuous service.

Disability

Any age after completion of 10 years of continuous service.

Deferred Vested

Any age after completion of five years of continuous service.

Preretirement Surviving Spouse

Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.

Eligibility for Benefits (Cash Balance Formula)

Normal

Age 65.

Deferred Vested

Any age after completion of three years of continuous service.

Preretirement Surviving Spouse

Upon death of employee who was eligible for a deferred vested benefit.

Amount of Benefits (Traditional Formula)

Normal

A monthly amount for life as set forth in each appendix.

Early

The normal benefit reduced by $\frac{1}{3}$ of 1% for each month by which early retirement precedes age 65, unless as specified in appendix.

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Disability A monthly amount for life as set forth in each appendix. Benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.

Deferred Vested The normal benefit accrued to date of termination, payable at age 65. If 10 years of service have been completed, the benefit is reduced $\frac{1}{3}$ of 1% per month if payments commence after age 55 but before age 65, unless as specified in appendix.

Preretirement Surviving Spouse Annuity
Death While Active and Before
Eligible for Early Retirement 50% of the benefit the deceased participant would have received if he had terminated on date of his death, survived to age 55 and retired electing the qualified joint and survivor annuity payable for the surviving spouse's lifetime.

Death While Active and After
Eligible for Early Retirement The benefit amount is determined as if the employee had retired immediately preceding his death and had elected the normal form of payment. The benefit is payable for the surviving spouse's lifetime.

Death While Inactive and
Before Benefit Commencement 50% of the amount the deceased participant would have been entitled to receive if the employee had retired if over 55 or survived to age 55 and then retired the day before death and chose the qualified joint and survivor annuity. This benefit is payable to the spouse for life and may commence no earlier than the participant's attainment of age 55.

Amount of Benefits (Cash Balance Formula)
Initial Cash Balance Account Balance \$0.00.

Pay Credits The cash balance account will be credited with an amount equal to the applicable percentage based the employees points as of the last day of the plan year (see table below) multiplied by compensation.

Points	Percentage
Less than 40	2.00%
At least 40 but less than 50	2.25%
At least 50 but less than 60	2.50%
At least 60 but less than 70	3.00%
At least 70 but less than 80	3.50%
80 or more	4.00%

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Interest Credits	The employee's account shall be credited with interest, based on the beginning of year balance, which is added to the account balance at the end of the year. The credited interest rate is equal to the greater of the average annual interest rate on 30-year Treasury rate for third month prior to the beginning of the plan year or 1.95%.
Death Benefit for Vested Employees	Lump sum or actuarially equivalent life annuity paid to spouse or certified domestic partner. Lump sum for all other beneficiaries.
Forms of Payment	
Normal Form	
Without Spouse	Life annuity.
With Spouse	Actuarially reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.
Optional Forms	Life annuity; 100%, 75%, and 50% joint and survivor. For cash balance formula employees, a single lump-sum payment in addition to the other optional forms listed.

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Summary of Benefit Rates Reflected in Actuarial Valuation

Former General Hourly

Appendix	Benefit Level		Date of Cash Balance Formula ¹
	2017	2018	
001 Elizabeth Plant	Closed	Closed	
002 Decatur West	\$38.00	\$38.00	5/1/2010
003 Fredonia	Closed	Closed	
004 Lincoln Soybean	\$35.00	\$35.00	10/1/2009
005 Minneapolis Soo Elevator	Closed	Closed	
006 Memphis Grain Elevator	\$24.00	\$24.00	8/1/2010
007 Burlington	Closed	Closed	
008 Alton	Closed	Closed	
009 Mankato	\$33.00	\$33.00	6/1/2009
011 Red Wing—Grain Millers	\$31.00	\$31.00	7/1/2011
012 Red Wing—Operating Engineers	Closed	Closed	
013 Granite City	Closed	Closed	
014 Destrehan	Closed	Closed	
015 LaSalle	\$26.00	\$26.00	4/1/2009
016 Arkansas City West Plant	\$31.00	\$31.00	
017 Growmark River Systems, Inc.	\$23.00	\$23.00	
018 Monroe Elevator	Closed	Closed	
020 ARTCO	\$24.00	\$24.00	
021 New Braunfels	\$22.00	\$22.00	5/1/2011
022 Hudson Milling	\$31.50	\$31.50	1/1/2010
024 Little Rock	Closed	Closed	
025 Cordele	Closed	Closed	
026 Natchitoches	Closed	Closed	
028 Greenville	Closed	Closed	
029 Growmark River Systems, Inc.	Closed	Closed	
031 Cheswick	Closed	Closed	
032 Wolcott	\$26.00	\$26.00	
033 Augusta	Closed	Closed	
034 Montgomery	Closed	Closed	
035 Memphis Oilseed	\$28.00	\$28.00	2/1/2011
036 North Little Rock	Closed	Closed	
037 Los Angeles	\$33.00	\$33.00	7/1/2011
038 Portland	Closed	Closed	
039 Spokane Flour Mill	\$33.00	\$33.00	3/1/2011
040 Plains	Closed	Closed	

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Appendix		Benefit Level		Date of Cash Balance Formula ¹
		2017	2018	
041	Clarksdale	Closed	Closed	
042	Wyndotte	Closed	Closed	
043	Spokane Mix Plant	\$30.00	\$30.00	12/1/2010
044	Quannah	Closed	Closed	
045	Lubbock	\$20.00	\$20.00	
046	Sweetwater	Closed	Closed	
047	Lakeville—New York Corn Sweeteners	\$28.00	\$28.00	
048	Spokane Office	Closed	Closed	
049	Columbian Peanut	Closed	Closed	
050	Montezuma Corn Sweeteners	\$31.00	\$31.00	
051	Macon	Closed	Closed	
052	Peoria Alcohol	\$37.00	\$37.00	11/1/2009
054	Kershaw	\$26.00	\$26.00	
055	Byromville, Oglethorpe, DeSoto	Closed	Closed	
060	Corn Sweetener Locations	Closed	Closed	
061	ADM Trucking	\$36.00	\$36.00	8/1/2009
062	Aulander	Closed	Closed	
065	Ozark Shelling	Closed	Closed	
066	Ozark Star	Closed	Closed	
067	Clinton Construction	\$39.00	\$39.00	
068	Steger	Closed	Closed	
070	Peoria Riverside	\$25.00	\$25.00	
071	Cheney Milling	\$33.00	\$33.00	5/1/2010
072	Southern Cotton Oil	\$21.00	\$21.00	
073	Bushnell	\$28.00	\$28.00	
074	Clinton Corn Processing	\$41.00	\$41.00	
075	Buhler & Inman	Closed	Closed	
076	Mexico	\$28.00	\$28.00	
077	Fostoria	\$32.00	\$32.00	3/1/2009
078	Frankfort	\$32.00	\$32.00	1/1/2009
079	Des Moines Soybean	\$30.00	\$30.00	3/1/2010
080	Champaign	Closed	Closed	
081	Carthage	\$31.00	\$31.00	6/1/2009
082	DeLeon, Durant, Carnegie	Closed	Closed	
083	Des Moines Refinery	\$32.00	\$32.00	
084	Plainview	\$24.00	\$24.00	
085	AMA	\$28.00	\$28.00	

¹ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ²
	2017	2018	
086 Growmark River Systems, Inc.—St. Louis	\$26.00	\$25.00	5/1/2011
087 ADM Mason Shop	Closed	Closed	
088 Olathe	Closed	Closed	
089 Havana, IL	\$26.00	\$26.00	2/1/2009
090 Lacon	\$25.00	\$25.00	5/1/2009
091 Hennepin	Closed	Closed	
092 Decatur Co-Generation	\$37.00	\$37.00	3/31/2011
093 Decatur Reconstruction	\$36.00	\$36.00	
094 Milwaukee Milling	Closed	Closed	
095 Taylorville	Closed	Closed	
096 Roberts Rice	Closed	Closed	
098 Valdosta Soybean	\$23.00	\$23.00	1/1/2009
099 Minneapolis/ADM Grain	Closed	Closed	
100 Manitowac	Closed	Closed	
101 West Milwaukee Malting	Closed	Closed	
102 Des Moines Co-Generation	\$33.00	\$33.00	
103 Lincoln Food	Closed	Closed	
104 Lincoln Flour	\$35.00	\$35.00	10/1/2011
105 Lincoln Feed	Closed	Closed	
106 Salina Econo-Flo	\$35.00	\$35.00	
107 Salina Western Star	\$35.00	\$35.00	1/1/2009
108 Dodge City	\$35.00	\$35.00	1/1/2009
109 Crowley Rice Mill	Closed	Closed	
111 Cedar Rapids Co—Generation	\$42.00	\$42.00	
113 Abilene	\$34.00	\$34.00	9/1/2009
114 Decatur ADM Mechanical	\$37.00	\$37.00	
115 Tulane Switch Boat	Closed	Closed	
116 Velva	\$28.00	\$28.00	
117 Fremont Soybean	\$34.00	\$34.00	10/1/2009
119 Hudson Trucking	Closed	Closed	
120 Beech Grove	\$33.00	\$33.00	7/1/2010
122 Charlotte—Flour Mill	\$30.00	\$30.00	11/1/2009
123 Charlotte—Trucking	\$30.00	\$30.00	4/1/2010
124 Decatur Food Ingredient/Decatur Harvest Burger	\$36.00	\$36.00	11/1/2011
125 Mt. Vernon—Milling	\$33.00	\$33.00	1/1/2010
126 North Kansas City Soybean	Closed	Closed	
127 Des Moines Milling	Closed	Closed	

² All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ³
	2017	2018	
128 Havana Barge Terminal	Closed	Closed	
130 Collingwood Grain	\$23.00	\$23.00	
131 Decatur BioProducts	\$38.00	\$38.00	
132 Chicago Flour	\$31.00	\$31.00	1/1/2009
133 Specialty Grains Plant	Closed	Closed	
134 Tulane/Tulane Fleeting	Closed	Closed	
135 Lincoln Reconstruction	\$32.00	\$32.00	
136 Levelland	Closed	Closed	
137 Chattanooga Refinery	Closed	Closed	
138 Camp Hill	\$34.00	\$34.00	2/1/2009
140 Southport	\$36.00	\$36.00	
142 Madera	Closed	Closed	
144 Muleshoe	Closed	Closed	
146 Peoria Marine Service—Deckhands	Closed	Closed	
147 Reidy Terminal	Closed	Closed	
148 Cassville Terminal	\$24.00	\$24.00	
149 ARTCO Fleeting Services	Closed	Closed	
150 New Orleans Shipyard	\$26.00	\$26.00	
151 Altoona and Des Moines Trucking	Closed	Closed	
152 Macon Trucking	Closed	Closed	
155 Arkansas City East Plant	\$29.00	\$29.00	10/1/2009
156 Port Gibson	Closed	Closed	
157 ARTCO Fleeting Services	\$24.00	\$24.00	
160 Peoria Marine Service	\$25.00	\$25.00	1/1/2009
162 St. Louis Flour	\$36.00	\$36.00	8/1/2011
163 Buffalo Milling	\$35.00	\$35.00	10/1/2010
164 Enid Flour Mill	\$35.00	\$35.00	9/1/2009
165 Minneapolis “A” Mill	Closed	Closed	
166 Wellsburg	Closed	Closed	
167 Buffalo Elevator	\$35.00	\$35.00	3/1/2009
168 Winona Barge Fleeting	Closed	Closed	
169 Keokuk	\$33.00	\$33.00	1/1/2009
170 Railcar Repair	Closed	Closed	
171 Terminal Stevedores	\$27.00	\$27.00	
172 Walhalla	\$30.00	\$30.00	
173 Cleveland	\$29.00	\$29.00	
174 Country Elevators	Closed	Closed	

³ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁴
	2017	2018	
175 ADM Fabrication	Closed	Closed	
177 Chattanooga Flour	\$32.00	\$32.00	3/1/2011
178 Madera Masa Plant	Closed	Closed	
179 Destrehan—St. Charles	\$28.00	\$28.00	1/1/2009
180 Supreme Sugar	Closed	Closed	
181 Chicago	Closed	Closed	
182 Minneapolis Malting	Closed	Closed	
183 Red Wing Malting	Closed	Closed	
184 Cedar Rapids	\$43.00	\$43.00	11/1/2010
185 Granite City—Production	Closed	Closed	
186 Granite City—Engineers	Closed	Closed	
188 ADM Spiral Manufacturing	\$36.00	\$36.00	
189 Fremont Elevator	\$23.00	\$23.00	8/1/2010
191 Clinton Municipal Dock	Closed	Closed	
192 Decatur Vitamin E	\$38.00	\$38.00	
193 Enderlin	\$26.00	\$26.00	
194 Goodland	\$23.00	\$23.00	
195 Animal Health & Nutrition	Closed	Closed	
196 Animal Health & Nutrition	Closed	Closed	
199 Jackson	\$27.00	\$27.00	
200 Growmark River Systems, Inc.—St. Paul	\$24.00	\$24.00	
201 ADM/Grain—Tabor Country Locations	\$23.00	\$23.00	
202 Peoria Alcohol Lead Persons	Closed	Closed	
203 Peoria Alcohol Packaging	Closed	Closed	
204 ADM/Grain—Countrymark Locations	\$23.00	\$23.00	
205 Memphis Crude Oils	Closed	Closed	
206 Animal Health & Nutrition—Spokane	Closed	Closed	
207 Animal Health & Nutrition—Des Moines	\$28.00	\$28.00	
208 Animal Health & Nutrition—Effingham & Jerome	\$27.00	\$27.00	
209 Lewisburg	Closed	Closed	
210 Animal Health & Nutrition—Nashville	Closed	Closed	
211 Animal Health & Nutrition—Trucking	Closed	Closed	
212 Decatur Blend Plant/Warehouses	\$25.00	\$25.00	
217 Valdosta Food/Oil	\$24.00	\$24.00	
219 Growmark River Systems, Inc.—Monroe City & Winslow	\$23.00	\$23.00	
220 Valdosta Cottonseed	\$22.00	\$22.00	

⁴ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁵
	2017	2018	
221 Growmark River Systems, Inc.—Mound City	Closed	Closed	
222 Reserve	\$27.00	\$27.00	
223 Southern Cellulose—Chattanooga	\$28.50	\$28.50	9/1/2009
224 ADM Grain Company	\$22.00	\$22.00	
225 Baltimore	Closed	Closed	
226 Beech Grove	\$20.00	\$20.00	3/1/2010
227 Columbus, Ohio	\$23.00	\$23.00	9/1/2009
228 Milwaukee Cocoa	\$31.00	\$31.00	5/1/2011
229 Mansfield Cocoa	\$28.00	\$28.00	
232 Ottawa Lake	\$26.00	\$26.00	3/1/2010
233 Saginaw	Closed	Closed	
234 St. Joseph	Closed	Closed	
235 Savannah	Closed	Closed	
236 Glassboro	\$33.00	\$33.00	
237 Prairie Grain Partners LLC	\$21.00	\$21.00	
238 Mankato Refinery	\$34.00	\$34.00	
239 ADM Railcar Repair	\$32.00	\$32.00	
240 Fresno Blow Molding and PVO Packaging Plant	Closed	Closed	
241 Quincy Soybean Plant and Refinery	\$30.00	\$30.00	
243 Helena	Closed	Closed	
244 ADM Alliance Nutrition	\$23.00	\$23.00	
245 ADM/Moorman Feed-Quincy	\$26.00	\$26.00	
246 ADM Edible Bean Specialties	\$22.00	\$22.00	
248 ADM Grain—Dudley, Gilford, Snover	\$23.00	\$23.00	
249 Growmark River Systems, Inc.—Florence and Livingston	\$24.00	\$24.00	
250 ADM Corn Processing Terminal—Langhorne, PA	\$30.00	\$30.00	
251 FSL/ADM	\$23.00	\$23.00	
252 Decatur Hydroponics	Closed	Closed	
253 Toledo	\$26.00	\$26.00	3/1/2011
255 Corpus Christi	\$24.00	\$24.00	
258 Baring Elevator	\$30.00	\$30.00	
259 Enderlin—Agri Sales	\$26.00	\$26.00	
262 ADM Grain Farmland Locations	\$23.00	\$23.00	
263 Southern Cotton Gins	Closed	Closed	
264 ADM Corn Processing Bulk Terminals	\$31.00	\$31.00	
265 Puyallup	Closed	Closed	

⁵ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁶
	2017	2018	
266 Union City, CA	Closed	Closed	
267 Stanley, WI	\$25.00	\$25.00	4/1/2009
268 ADM Rice—Arbuckle	\$23.00	\$23.00	
269 ADM Corn Processing—Columbus, NE	\$37.00	\$37.00	
270 ADM Corn Processing—Marshall, MN	\$37.00	\$37.00	
271 Galveston	\$25.00	\$25.00	
272 Lincoln AH&N	\$26.00	\$26.00	
273 Quincy Enertia Plant	\$26.00	\$26.00	
274 Cedar Rapids Railcar Repair	\$32.00	\$32.00	
276 Ama ADM Gemini	\$26.00	\$26.00	
277 ADM Development Products	\$25.00	\$25.00	1/1/2009
278 Winona (IMC)	\$34.00	\$34.00	3/1/2010
280 Milwaukee East	\$37.00	\$37.00	1/1/2009
281 Milwaukee Electricians	\$37.00	\$37.00	1/1/2009
282 Clinton PHA Plant	\$41.00	\$41.00	
283 Battle Creek Terminal	\$23.00	\$23.00	
284 ADM Grain FASCO	\$23.00	\$23.00	
286 Decatur Glycols	\$38.00	\$38.00	
287 Langhorne Trucking	\$35.00	\$35.00	
288 Lodi	\$30.00	\$30.00	
289 Clinton Co-Gen	\$41.00	\$41.00	
290 Mendota 12th Street Elevator	\$23.00	\$23.00	
291 Bluffton Feed	\$23.00	\$23.00	
292 Camp Hill	\$23.00	\$23.00	
293 Campbellsville Feed	\$23.00	\$23.00	
294 Columbus Feed	\$23.00	\$23.00	
295 Camanche Feed	\$23.00	\$23.00	
296 Cordele Feed	\$23.00	\$23.00	
297 Cozad	\$23.00	\$23.00	
298 Glencoe	\$23.00	\$23.00	
299 Grand Island	\$23.00	\$23.00	
300 Henderson	\$23.00	\$23.00	
301 Hereford Feed	\$23.00	\$23.00	
302 Hoffman Feed	\$23.00	\$23.00	
303 Hopedale Agri Center	\$23.00	\$23.00	
304 Kasson Feed	\$23.00	\$23.00	
305 Knoxville Feed	\$23.00	\$23.00	
306 Le Mars Feed	\$23.00	\$23.00	

⁶ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁷
	2017	2018	
307	Madison	\$23.00	\$23.00
308	Marlette Warehouse	\$23.00	\$23.00
309	Nappanee Agri Center	\$23.00	\$23.00
310	Nappanee	\$23.00	\$23.00
311	New Hampton	\$23.00	\$23.00
312	Portland	\$23.00	\$23.00
313	Ravenna	\$23.00	\$23.00
314	South Souix City	\$23.00	\$23.00
315	Springfield Feed	\$23.00	\$23.00
316	Springfield	\$23.00	\$23.00
317	Sugarcreek Feed	\$23.00	\$23.00
318	West Plains	\$23.00	\$23.00
319	Animal Health & Nutrition—Jerome	\$28.00	\$28.00
323	Novelty Elevator	\$20.00	\$20.00
326	Rogers Elevator	\$22.00	\$22.00
327	Rogers Fertilizer	\$22.00	\$22.00
328	Underwood	\$22.00	\$22.00
329	Havre—ADM/CHS	\$22.00	\$22.00
330	Auburn Edible Bean Specialties	\$22.00	\$22.00
331	Burlington Edible Bean Specialties	\$21.00	\$21.00
332	Caldwell Edible Bean Specialties	\$21.00	\$21.00
333	Casselton Edible Bean Specialties	\$22.00	\$22.00
334	Cavalier Edible Bean Specialties	\$22.00	\$22.00
335	Fairgrove Edible Bean Specialties	\$22.00	\$22.00
336	Galesburg Edible Bean Specialties	\$22.00	\$22.00
337	Grafton Edible Bean Specialties	\$22.00	\$22.00
338	Kimberly Edible Bean Specialties	\$22.00	\$22.00
340	New Plymouth Edible Bean Specialties	\$21.00	\$21.00
341	Northwood Edible Bean Specialties	\$22.00	\$22.00
342	Olivia Edible Bean Specialties	\$21.00	\$21.00
343	Pinconning Edible Bean Specialties	\$22.00	\$22.00
345	Reese Edible Bean Specialties	\$22.00	\$22.00
346	St Thomas Edible Bean Specialties	\$21.00	\$21.00
347	Twin Falls ADM Edible Bean Specialties	\$22.00	\$22.00
348	Twin Falls Edible Bean Specialties	\$22.00	\$22.00
349	Ubyly Edible Bean Specialties	\$22.00	\$22.00
350	Yuma Edible Bean Specialties	\$21.00	\$21.00
351	Burlington Elevator	\$23.00	\$23.00

⁷ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁸
	2017	2018	
353	Evansville Elevator	\$23.00	\$23.00
354	Evansville First Avenue	\$23.00	\$23.00
356	Helena Elevator	\$23.00	\$23.00
357	Hennepin Elevator	\$24.00	\$24.00
358	Henry Elevator	\$24.00	\$24.00
359	Hereford Elevator	\$24.00	\$24.00
360	Keithsburg Elevator	\$23.00	\$23.00
362	Morris Elevator	\$24.00	\$24.00
363	Morris Elevator	\$24.00	\$24.00
364	Naples Elevator	\$23.00	\$23.00
365	Newburgh Elevator	\$23.00	\$23.00
366	Ottawa Loading Station	\$23.00	\$23.00
367	Ottawa Terminal Services	\$24.00	\$24.00
368	Ottawa-ADM/Growmark	\$23.00	\$23.00
369	Rockport	\$23.00	\$23.00
370	Sioux City Main Elevator	\$24.00	\$24.00
371	Spring Valley Elevator	\$24.00	\$24.00
372	Sullivan Elevator	\$23.00	\$23.00
373	Winona Elevator	\$24.00	\$24.00
374	Grand Ledge Elevator	\$23.00	\$23.00
375	Logansport—Grain	\$23.00	\$23.00
376	Silver Grove Elevator	\$23.00	\$23.00
377	Webberville—Grain	\$23.00	\$23.00
378	Snover Grain	\$24.00	\$24.00
379	Manilla Elevator	\$23.00	\$23.00
380	Hereford—Grain	\$24.00	\$24.00
381	Hutchinson—Grain	\$23.00	\$23.00
382	Copeland (Country Store)	\$23.00	\$23.00
383	Copeland Elevator	\$23.00	\$23.00
384	Cullison Elevator	\$24.00	\$24.00
385	Dodge City Elevator	\$23.00	\$23.00
386	Goodland Elevator	\$23.00	\$23.00
388	Guymon Elevator	\$23.00	\$23.00
389	Hooker Panhandle Elevator	\$23.00	\$23.00
390	Hooker ST Line Elevator	\$23.00	\$23.00
391	Hough Elevator	\$23.00	\$23.00
396	Kinsley Elevator	\$23.00	\$23.00
397	Leoti Elevator	\$23.00	\$23.00
398	Little River Elevator	\$23.00	\$23.00

⁸ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁹
	2017	2018	
399 Lyons Elevator	\$23.00	\$23.00	
400 Montezuma Elevator	\$23.00	\$23.00	
401 Oakley Elevator	\$23.00	\$23.00	
402 Plains Elevator	\$23.00	\$23.00	
404 Sublette Elevator	\$23.00	\$23.00	
406 Trousdale	\$23.00	\$23.00	
407 Tyrone Elevator	\$23.00	\$23.00	
408 Attica Elevator	\$23.00	\$23.00	
409 Brookston Elevator	\$23.00	\$23.00	
410 Clinton (Birkbeck) Elevator	\$23.00	\$23.00	
411 Edgewood Elevator	\$23.00	\$23.00	
412 Farina Elevator	\$23.00	\$23.00	
413 Farmer City	\$23.00	\$23.00	
415 Hoopeston Elevator	\$23.00	\$23.00	
416 Macon Elevator	\$23.00	\$23.00	
417 Mound City Elevator	\$23.00	\$23.00	
418 Mt. Auburn	\$23.00	\$23.00	
419 New Berlin—Curran Elevator	\$24.00	\$24.00	
420 Newman	\$23.00	\$23.00	
421 Niantic Elevator	\$23.00	\$23.00	
422 Oakland	\$23.00	\$23.00	
423 Parr Elevator	\$23.00	\$23.00	
424 Patoka Elevator	\$23.00	\$23.00	
425 Shobonier Elevator	\$23.00	\$23.00	
427 State Line Elevator	\$23.00	\$23.00	
428 Sullivan Elevator	\$23.00	\$23.00	
429 Swanington Elevator	\$23.00	\$23.00	
430 Tab Elevator	\$24.00	\$24.00	
431 Waynesville Elevator	\$23.00	\$23.00	
432 Xenia	\$23.00	\$23.00	
433 Bay Minette Trucking	\$36.00	\$36.00	
434 Birmingham Trucking	\$36.00	\$36.00	
435 Camanche—Trucking	\$36.00	\$36.00	
436 Cedar Rapids—ADM Trucking	\$36.00	\$36.00	
439 Chattanooga Trucking	\$36.00	\$36.00	
440 Chicago—Trucking	\$36.00	\$36.00	
441 Cleveland Trucking	\$36.00	\$36.00	
442 Colton (MCP) Trucking	\$36.00	\$36.00	
443 Columbus—Trucking	\$36.00	\$36.00	

⁹ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ¹⁰
	2017	2018	
444 Dallas (MCP) Trucking	\$36.00	\$36.00	
445 Denver (MCP) Trucking	\$36.00	\$36.00	
446 Des Moines—ADM Trucking	\$36.00	\$36.00	
447 Dixon—ADM Trucking	\$36.00	\$36.00	
448 Effingham Trucking	\$36.00	\$36.00	
449 Evansville ADM Trucking	\$36.00	\$36.00	
450 Hudson—Trucking	\$36.00	\$36.00	
451 Indianapolis Trucking	\$36.00	\$36.00	
452 Lakeville—ADM Trucking	\$36.00	\$36.00	
453 Milwaukee Trucking	\$36.00	\$36.00	
454 Morton ADM Trucking	\$36.00	\$36.00	
455 Mt. Vernon Non-Union Trucking	\$36.00	\$36.00	
456 New Braunfels—Trucking	\$36.00	\$36.00	
458 Portland (MCP) Trucking	\$36.00	\$36.00	
459 Salt Lake City (MCP) Trucking	\$36.00	\$36.00	
460 St. Louis Trucking	\$36.00	\$36.00	
461 Valdosta—ADM Trucking	\$36.00	\$36.00	
462 Lemont (Live On) Non-Supervisory	\$24.00	\$24.00	
463 Lemont Non-Supervisory	\$24.00	\$24.00	
464 Lemont Terminal	\$25.00	\$25.00	
465 Ottawa Barge Fleeting	\$24.00	\$24.00	
466 Ottawa Terminal	\$25.00	\$25.00	
467 Peoria Marine Non-Supervisory	\$24.00	\$24.00	
468 Peru Barge Fleeting	\$24.00	\$24.00	
469 Tulane Fleeting	\$24.00	\$24.00	
471 Caldwell (MCP)—CS	\$31.00	\$31.00	
472 Canby—Burr (MCP)	\$31.00	\$31.00	
473 Cleveland Terminal CS	\$31.00	\$31.00	
474 Colton (MCP)—CS	\$31.00	\$31.00	
475 Denver (MCP)—CS	\$31.00	\$31.00	
476 Dovray (MCP)	\$31.00	\$31.00	
477 Holland (MCP)	\$31.00	\$31.00	
478 Jersey Terminal	\$31.00	\$31.00	
479 Marshall Grain Elevator	\$31.00	\$31.00	
480 River Bend Warehouse CS	\$31.00	\$31.00	
481 Salt Lake City (MCP)—CS	\$31.00	\$31.00	
482 Sanborn Corn Processing	\$31.00	\$31.00	

¹⁰ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ¹¹
	2017	2018	
483 Sanborn Corn Processing	\$31.00	\$31.00	
484 Ashton East Elevator	\$23.00	\$23.00	
485 ADM Grain FASCO—Rochelle	\$23.00	\$23.00	
486 German Valley Elevator	\$24.00	\$24.00	
487 Mendota Elevator—Drivers	\$23.00	\$23.00	
488 Mendota Rail Loader	\$24.00	\$24.00	
489 Seward Elevator	\$23.00	\$23.00	
491 ARTCO—Fleeting Camanche	\$24.00	\$24.00	
492 Cassville Terminal	\$24.00	\$24.00	
493 Clinton Dock—ARTCO	\$25.00	\$25.00	
494 Clinton Municipal Dock—ARTCO	\$25.00	\$25.00	
495 Reidy Terminal	\$25.00	\$25.00	
496 Reidy Terminal—ARTCO	\$24.00	\$24.00	
497 St. Louis Non-Supervisory	\$24.00	\$24.00	
498 Winona ARTCO Fleeting—Hourly	\$24.00	\$24.00	
499 Winona Barge Fleet ARTCO	\$24.00	\$24.00	
500 Decatur Blend Plant	\$25.00	\$25.00	
501 Decatur N 48 Hwy Whse—Protein	\$25.00	\$25.00	
502 Decatur Spec Food Whse	\$25.00	\$25.00	
503 La Belle Elevator	\$30.00	\$30.00	
506 Valdosta Refinery—Sybn	\$25.00	\$25.00	
507 St. Louis—ADM Grain	\$26.00	\$26.00	
509 Velva Biodiesel Specialty Oils	\$28.00	\$28.00	
510 Velva Edible Oil Refinery	\$28.00	\$28.00	
511 Quincy Soybean Plant	\$30.00	\$30.00	
512 Quincy Soybean Refinery	\$31.00	\$31.00	
513 New Cambria Elevator—Grain	\$23.00	\$23.00	
514 Cedar Rapids Dry Mill	\$42.00	\$42.00	
515 Decatur East Plant	\$39.00	\$39.00	
516 Decatur Corn Plant	\$39.00	\$39.00	
517 Nokomis Flour Mill	\$36.00	\$36.00	
518 Atkinson Flour Mill	\$36.00	\$36.00	
520 ADM Trucking-Decatur	\$37.00	\$37.00	
521 AMA ARTCO Condo HRLY	\$26.00	\$26.00	
522 Chattanooga Twtnr Term	\$36.00	\$36.00	
523 Chattanooga TN Trkg	\$36.00	\$36.00	
524 Portland Trucking	\$36.00	\$36.00	

¹¹ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Credited Service

Schedule B

Compensated Hours	Credited Service
1,800 or more	1.00
1,300–1,799	0.75
750–1,299	0.50
Less than 750	0.00

Schedule C

Compensated Hours	Credited Service
1,800 or more	1.00
1,600–1,799	0.9
1,400–1,599	0.8
1,200–1,399	0.7
1,000–1,199	0.6
800–999	0.4
600–799	0.3
400–599	0.2
200–399	0.1
Less than 200	0.0

Schedule D

Compensated Hours	Credited Service
1,500 or more	1.00
1,350–1,499	0.9
1,200–1,349	0.8
1,050–1,199	0.7
900–1,049	0.6
750–899	0.5
600–749	0.4
450–599	0.3
300–449	0.2
150–299	0.1
Less than 150	0.0

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Schedule H

Compensated Hours	Credited Service
1,400 or more	1.0
1,267–1,399	0.9
1,134–1,266	0.8
1,000–1,133	0.7
867–999	0.6
734–866	0.5
600–733	0.4
467–599	0.3
334–466	0.2
200–333	0.1
Less than 200	0.0

Schedule I

Compensated Hours	Credited Service
1,700 or more	1.0
1,530–1,699	0.9
1,360–1,529	0.8
1,190–1,359	0.7
1,020–1,189	0.6
850–1,019	0.5
680–849	0.4
510–679	0.3
340–509	0.2
170–339	0.1
Less than 170	0.0

Note that for purposes of determining Social Security, career earnings, and early retirement eligibility, credited service equals completed months of service.

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Former ADM-AFGM Retirement Plan

Effective Date	September 1, 1957. Amended and restated effective January 1, 1989 (most recent amendment January 1, 2009).
Eligibility for Participation	Employees of the company who are represented by the American Federation of Grain Millers (AFL-CIO).
Eligibility for Benefits	
Normal	Age 65.
Early	Age 55 and 10 years of continuous service.
Disability	Any age after completion of 10 years of continuous service.
Deferred Vested	Any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Amount of Benefits	
Normal	A monthly amount for life of benefit rate times the years of credited service.
Early	The normal benefit reduced by $\frac{1}{3}$ of 1% for each month by which early retirement precedes age 62.
Disability	The normal benefit accrued to date of disability with a minimum per month which varies by location. Benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.
Deferred Vested	The normal benefit accrued to date of termination, payable at age 65. If 10 years of service have been completed, the benefit is reduced $\frac{1}{3}$ of 1% per month if payments commence after age 55 but before age 65.

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Preretirement Surviving Spouse Annuity

Death While Active and Before
Eligible for Early Retirement

One-half of the benefit the deceased participant would have received if he had retired the day before his death and elected the qualified joint and survivor option payable immediately to surviving spouse for life. The reduction for early commencement cannot exceed 48%.

Death While Active and After
Eligible for Early Retirement

The benefit amount is determined as if the employee had retired immediately preceding his death and had elected the normal form of payment. The benefit is payable for the surviving spouse's lifetime.

Death While Inactive and
Before Benefit Commencement

50% of the amount the deceased participant would have been entitled to receive if the employee had retired if over 55 or survived to age 55 and then retired the day before death and chose the qualified joint and survivor annuity. The benefit is payable to the spouse for life and may commence no earlier than the participant's attainment of age 55.

Forms of Payment

Normal Form

Without Spouse

Life annuity.

With Spouse

Already reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.

Optional Form

If employee cancels normal form with spouse, the accrued benefit is not reduced and no benefit is payable to the spouse following the employee's death. 100% joint and survivor annuity, 75% joint and survivor annuity, and Social Security level income option are also available.

Credited Service

Compensated Hours	Credited Service
1,500 or more	1.0
1,350–1,499	0.9
1,200–1,349	0.8
1,050–1,199	0.7
900–1,049	0.6
750–899	0.5
600–749	0.4
450–599	0.3
300–449	0.2
150–299	0.1
Less than 150	0.0

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In addition, disabled employees are credited with sick bank hours after 30 days in a plan year at the rate of eight hours a day up to a maximum of 1,500 hours, for periods of disability after September 1, 1975.

Participating Units

Appendix	Unit	Company	Location
1	Decatur East & Com	10	164, 180
2	North Kansas City Flour	30	372
3	Nokomis Flour Mill	30	316
4	Atkinson Flour Mill	30	311
5	Galesburg	10	207
7	ADM Trucking—Decatur	62	148

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ADM Pension Plan For Hourly-Wage Employees
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Former Golden Peanut Pension Plan—Hourly Employees Only

Provisions Through December 31, 2011

The following plan provisions apply for benefits accrued by Golden Peanut Hourly participants through December 31, 2011. After December 31, 2011, benefits are accrued under the hourly cash balance formula.

Effective Date

Established July 1, 1947 as the Cotton Producers Association Plan. Effective May 1, 2013, the Golden Peanut Pension Plan was spun-off. Most recent restatement effective January 1, 2008.

Eligibility for Participation

Each employee becomes a participant on the first day of the next month following attainment of age 21 and the completion of one year of service.

Eligibility for Benefits

Normal

Age 65.

Early

Age 55.

Disability

Any age after completion of five years of continuous service.

Deferred Vested

Age 55 or any age after completion of five years of continuous service.

Preretirement Surviving Spouse

Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.

Amount of Benefits

Normal

A monthly amount for life of \$11.00 times the years of credited service. The minimum monthly amount is \$36.00.

Early

The normal benefit reduced by $\frac{1}{3}$ of 1% for each month by which early retirement precedes age 65. If an employee's age plus 90-point service totals 90 or more, the benefit is unreduced.

Disability

The normal benefit at date of disability, with credited service continuing to accrue while disabled. The benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.

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Deferred Vested	The normal benefit accrued to date of termination, payable at the later of date of termination or age 55. If terminated at age 55 or older, the benefit is reduced $\frac{1}{3}$ of 1% per month if payments commence after age 55 but before age 65. If terminated prior to age 55, the benefit is actuarially reduced.
Preretirement Surviving Spouse Annuity	One-half of the benefit the deceased participant would have received if he had retired the day before his death and elected the qualified joint and survivor option payable immediately to surviving spouse for life.
Forms of Payment	
Normal Form	
Without Spouse	Life annuity.
With Spouse	Already reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.
Optional Form	If employee cancels normal form with spouse, the accrued benefit is not reduced and no benefit is payable to the spouse following the employee's death. 75% joint and survivor annuity, Life annuity with 120 monthly payments guaranteed, one time lump sum payment and Social Security level income option are also available.
Credited Service	Each year of service with proportionate allowance for fractional years after meeting the eligibility requirements.

Plan Changes Since the Prior Year

The funding valuation reflects the following plan change:

- The legislated increase in the Section 401(a)(17) recognizable pay limit from \$285,000 for 2020 to \$290,000 for 2021.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

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Schedule SB, line 24—Change in Actuarial Assumptions

- The cash balance interest crediting rate was updated from 2.19% (October 2019 30-year Treasury rate) to 1.95% (October 2020 30-year Treasury rate of 1.57%, but not less than 1.95%).
- The expected return on assets was decreased from 7.25% to 6.50%.

The non-prescribed changes were made to better reflect the anticipated plan experience. These changes did not reduce the funding shortfall more than the thresholds stated in Internal Revenue Code Section 430(h)(5), so approval of the Commissioner is not required.

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Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2021

Number of Participants, Average Compensation and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25	312 \$47,376 \$402	371 \$57,792 \$2,247	13							
25-29	245 \$50,175 \$455	581 \$61,047 \$2,799	157 \$65,623 \$7,204	5						
30-34	173 \$50,613 \$487	519 \$61,319 \$2,959	320 \$68,578 \$8,242	93 \$74,205 \$7,009	4					
35-39	143 \$50,239 \$506	388 \$62,299 \$3,058	275 \$71,477 \$9,288	128 \$73,831 \$5,711	56 \$79,160 \$0	7				
40-44	125 \$47,910 \$533	317 \$61,638 \$3,413	217 \$66,799 \$9,482	116 \$75,134 \$7,503	90 \$74,324 \$384	54 \$75,918 \$802	1			
45-49	92 \$50,865 \$563	271 \$62,231 \$3,591	176 \$68,599 \$9,849	107 \$69,620 \$7,091	138 \$72,783 \$162	85 \$76,483 \$0	34 \$78,574 \$275	5		
50-54	84 \$47,552 \$591	198 \$59,123 \$3,786	199 \$68,149 \$11,860	116 \$70,281 \$8,200	163 \$75,510 \$164	108 \$73,487 \$222	48 \$72,982 \$436	21 \$72,230 \$348		
55-59	60 \$48,379 \$599	189 \$58,636 \$3,916	209 \$63,406 \$13,021	138 \$67,046 \$7,409	153 \$70,324 \$352	139 \$69,672 \$352	64 \$66,980 \$60	61 \$72,352 \$165	14	2
60-64	20 \$46,958 \$695	114 \$53,880 \$4,562	153 \$63,759 \$14,406	92 \$64,693 \$9,504	129 \$67,494 \$236	117 \$67,379 \$960	56 \$65,178 \$0	53 \$69,705 \$498	42 \$74,385 \$0	40 \$68,130 \$0
65-69	5 \$45,150 \$3,065	34 \$64,953 \$17,532	40 \$67,460 \$6,540	24 \$67,066 \$0	28 \$64,318 \$39	31 \$64,318 \$39	14	7	5	13
70+	3	11	12	9	7	8	3	2	1	4

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Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

Cash Balance Participants			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	7.00%	1.0000	3.89
56.5	7.00%	0.9300	3.68
57.5	7.00%	0.8649	3.48
58.5	7.00%	0.8044	3.29
59.5	7.00%	0.7481	3.12
60.5	7.00%	0.6957	2.95
61.5	15.00%	0.6470	5.97
62.5	25.00%	0.5499	8.59
63.5	20.00%	0.4125	5.24
64.5	25.00%	0.3300	5.32
65.5	30.00%	0.2475	4.86
66.5	30.00%	0.1732	3.46
67.5	15.00%	0.1213	1.23
68.5	15.00%	0.1031	1.06
69.5	15.00%	0.0876	0.91
70	100.00%	0.0745	5.21
Weighted Average			62.26

Non-Cash Balance Participants			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	4.00%	1.0000	2.22
56.5	4.00%	0.9600	2.17
57.5	4.00%	0.9216	2.12
58.5	4.00%	0.8847	2.07
59.5	4.00%	0.8493	2.02
60.5	6.00%	0.8154	2.96
61.5	12.00%	0.7665	5.66
62.5	22.00%	0.6745	9.27
63.5	15.00%	0.5261	5.01
64.5	20.00%	0.4472	5.77
65.5	35.00%	0.3577	8.20
66.5	35.00%	0.2325	5.41
67.5	25.00%	0.1511	2.55
68.5	25.00%	0.1134	1.94
69.5	25.00%	0.0850	1.48
70	100.00%	0.0638	4.46
Weighted Average			63.31

	Average Age	% of Active Participants
Cash Balance Participants	62.26	74.06%
Non-Cash Balance Participants	63.31	25.94%
Weighted Average Retirement Age	62.53	

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ADM Pension Plan For Hourly-Wage Employees
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Schedule SB, Part V—Summary of Plan Provisions

History of Plan

A separate pension plan for ADM hourly employees was first established effective September 1, 1952. Effective September 1, 1957, a separate plan for employees represented by the American Federation of Grain Millers was established and the Hourly Trust Fund assets were allocated between the continuing hourly plan and the Grain Miller Plan.

The hourly plan provided for monthly benefits upon retirement of \$2.50 for each year of service. At various dates between September 1, 1963, and December 31, 1976, the plan provisions for those employee units (locations) represented by a union have been modified by the addition of an appendix to the plan specifying those provisions for the employee unit that differ from the corresponding provisions of the basic plan.

Effective January 1, 1968, the basic plan was amended and restated. The benefit rate was increased to \$3.00 for each year of service. The concept of modification of provisions via an appendix was maintained.

Effective January 1, 1973, the basic plan was amended for those employee units not covered by a separate appendix. The amendment included the following changes: the benefit rate increased to \$6.00 for each year of service; the minimum disability benefit increased to \$100.00 and the maximum disability benefit of \$100.00 was deleted; eligibility provisions for vesting were liberalized; and reduction factors for early commencement of benefits were liberalized.

Effective January 1, 1976, the basic plan was amended to comply with the Employee Retirement Income Security Act of 1974 (ERISA). These changes included providing for 100% vesting after ten or more years of service, and the introduction of a preretirement surviving spouse's benefit. In addition, the benefit rate of the basic plan was increased to \$8.00.

Effective January 1, 1983, the North Kansas City, Red Wing, Winona and Atkinson plans were merged into the General Hourly Plan.

Effective August 1984, preretirement death benefit coverage was extended to active vested employees on an employer paid basis and to terminated vested employees on an employee paid basis.

Effective January 1, 1989, in accordance with the Tax Reform Act of 1986, a 5-year cliff vesting schedule was adopted.

Effective December 15, 1990, the Pfizer plan was merged into the General Hourly Plan. Benefits for former Pfizer employees continued under Pfizer plan provisions. As of January 1, 1993, the future benefit rate for these employees was frozen at the rate equal to the accrued benefit divided by credited service.

Effective December 31, 1993, the Supreme Sugar, Cedar Rapids, St. Charles, and Fleischmann Hourly plans were merged into the General Hourly Plan.

Effective December 31, 1995, the Premiere and Jackson Hourly plans were merged into the General Hourly Plan.

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Effective September 30, 1996, Southern Cellulose hourly employees were merged into the General Hourly Plan.

Effective February 28, 1997, Grace Cocoa employees from Plan H (Merkens) and Ambrosia were merged into the General Hourly Plan.

Effective May 31, 1997, Benson-Quinn hourly employees were merged into the General Hourly Plan.

Effective October 1, 1997, participation was extended to former ED&F Man employees. Benefits for these participants will be based on a final average pay formula.

Effective February 1, 1998, participation was extended to former Countrymark employees. Benefits for these participants will be calculated based on a cash balance formula.

Effective December 31, 1999, the Moorman Manufacturing Company hourly employees merged into this plan.

Effective January 1, 2000, ADM unpurchased annuities previously purchased from an insurance carrier for former Moorman employees and will now pay these benefits from this plan.

Effective December 31, 2001, the Consolidated Nutrition hourly employees were merged into the plan.

Effective September 30, 2002, the Minnesota Corn Processing employees were acquired.

Effective January 1, 2009, new hires on or after January 1, 2009 in certain locations (date may vary by location and union) are eligible for the cash balance formula. All other employees continue to have benefit calculated under the traditional formula.

Effective December 31, 2011, the Grain Miller Plan was merged into the General Hourly Plan. Benefits for former Grain Miller plan participants continued under Grain Miller plan provisions. Also, effective December 31, 2011, hourly employees of the Golden Peanut Pension Plan were merged into the General Hourly Plan. Benefits for former hourly Golden Peanut plan participants will be calculated under the General Hourly Plan's cash balance formula.

ADM amended the Plan and on March 26, 2021 entered into a binding agreement to purchase a group annuity contract from American General Life Insurance Company ("AGL") and The United States Life Insurance Company in the City of New York ("USL"), irrevocably transferring the future benefit obligations and annuity administration for certain retirees and term vesteds from the Plan to AGL and USL. Retirees and term vesteds living in New York had their benefits transferred to USL and non-New York residents were transferred to AGL. Both USL and AGL are member companies of American International Group ("AIG"). The annuity contract purchase was completed on April 1, 2021. AGL and USL will be responsible for payments to these participants due on and after July 1, 2021.

See separate binder of specific provisions by appendix of the current plan provisions.

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Summary of Plan Provisions

Effective Date	September 1, 1952, revised September 1, 1957. Amended and restated effective January 1, 1998 (most recent amendment January 1, 2009).
Eligibility for Participation	<p>Employees of a participating employer who are paid on an hourly rate basis, provided that an employee in a bargaining unit shall become a participant only if the plan is approved by the union.</p> <p>Effective January 1, 2009, the cash balance formula will apply to the following participants:</p> <ol style="list-style-type: none">1. Any eligible employee hired on or after January 1, 2009 (date may vary by location and union);2. The cash balance formula has been approved by the union.
Eligibility for Benefits (Traditional Formula)	
Normal	Age 65.
Early	Ages 55 and 10 years of continuous service.
Disability	Any age after completion of 10 years of continuous service.
Deferred Vested	Any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Eligibility for Benefits (Cash Balance Formula)	
Normal	Age 65.
Deferred Vested	Any age after completion of three years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was eligible for a deferred vested benefit.
Amount of Benefits (Traditional Formula)	
Normal	A monthly amount for life as set forth in each appendix.
Early	The normal benefit reduced by $\frac{1}{3}$ of 1% for each month by which early retirement precedes age 65, unless as specified in appendix.

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Disability A monthly amount for life as set forth in each appendix. Benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.

Deferred Vested The normal benefit accrued to date of termination, payable at age 65. If 10 years of service have been completed, the benefit is reduced $\frac{1}{3}$ of 1% per month if payments commence after age 55 but before age 65, unless as specified in appendix.

Preretirement Surviving Spouse Annuity
Death While Active and Before
Eligible for Early Retirement 50% of the benefit the deceased participant would have received if he had terminated on date of his death, survived to age 55 and retired electing the qualified joint and survivor annuity payable for the surviving spouse's lifetime.

Death While Active and After
Eligible for Early Retirement The benefit amount is determined as if the employee had retired immediately preceding his death and had elected the normal form of payment. The benefit is payable for the surviving spouse's lifetime.

Death While Inactive and
Before Benefit Commencement 50% of the amount the deceased participant would have been entitled to receive if the employee had retired if over 55 or survived to age 55 and then retired the day before death and chose the qualified joint and survivor annuity. This benefit is payable to the spouse for life and may commence no earlier than the participant's attainment of age 55.

Amount of Benefits (Cash Balance Formula)
Initial Cash Balance Account Balance \$0.00.

Pay Credits The cash balance account will be credited with an amount equal to the applicable percentage based the employees points as of the last day of the plan year (see table below) multiplied by compensation.

Points	Percentage
Less than 40	2.00%
At least 40 but less than 50	2.25%
At least 50 but less than 60	2.50%
At least 60 but less than 70	3.00%
At least 70 but less than 80	3.50%
80 or more	4.00%

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Interest Credits	The employee's account shall be credited with interest, based on the beginning of year balance, which is added to the account balance at the end of the year. The credited interest rate is equal to the greater of the average annual interest rate on 30-year Treasury rate for third month prior to the beginning of the plan year or 1.95%.
Death Benefit for Vested Employees	Lump sum or actuarially equivalent life annuity paid to spouse or certified domestic partner. Lump sum for all other beneficiaries.
Forms of Payment	
Normal Form	
Without Spouse	Life annuity.
With Spouse	Actuarially reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.
Optional Forms	Life annuity; 100%, 75%, and 50% joint and survivor. For cash balance formula employees, a single lump-sum payment in addition to the other optional forms listed.

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Summary of Benefit Rates Reflected in Actuarial Valuation

Former General Hourly

Appendix	Benefit Level		Date of Cash Balance Formula ¹
	2017	2018	
001 Elizabeth Plant	Closed	Closed	
002 Decatur West	\$38.00	\$38.00	5/1/2010
003 Fredonia	Closed	Closed	
004 Lincoln Soybean	\$35.00	\$35.00	10/1/2009
005 Minneapolis Soo Elevator	Closed	Closed	
006 Memphis Grain Elevator	\$24.00	\$24.00	8/1/2010
007 Burlington	Closed	Closed	
008 Alton	Closed	Closed	
009 Mankato	\$33.00	\$33.00	6/1/2009
011 Red Wing—Grain Millers	\$31.00	\$31.00	7/1/2011
012 Red Wing—Operating Engineers	Closed	Closed	
013 Granite City	Closed	Closed	
014 Destrehan	Closed	Closed	
015 LaSalle	\$26.00	\$26.00	4/1/2009
016 Arkansas City West Plant	\$31.00	\$31.00	
017 Growmark River Systems, Inc.	\$23.00	\$23.00	
018 Monroe Elevator	Closed	Closed	
020 ARTCO	\$24.00	\$24.00	
021 New Braunfels	\$22.00	\$22.00	5/1/2011
022 Hudson Milling	\$31.50	\$31.50	1/1/2010
024 Little Rock	Closed	Closed	
025 Cordele	Closed	Closed	
026 Natchitoches	Closed	Closed	
028 Greenville	Closed	Closed	
029 Growmark River Systems, Inc.	Closed	Closed	
031 Cheswick	Closed	Closed	
032 Wolcott	\$26.00	\$26.00	
033 Augusta	Closed	Closed	
034 Montgomery	Closed	Closed	
035 Memphis Oilseed	\$28.00	\$28.00	2/1/2011
036 North Little Rock	Closed	Closed	
037 Los Angeles	\$33.00	\$33.00	7/1/2011
038 Portland	Closed	Closed	
039 Spokane Flour Mill	\$33.00	\$33.00	3/1/2011
040 Plains	Closed	Closed	

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Appendix	Benefit Level		Date of Cash Balance Formula ¹
	2017	2018	
041 Clarksdale	Closed	Closed	
042 Wyndotte	Closed	Closed	
043 Spokane Mix Plant	\$30.00	\$30.00	12/1/2010
044 Quannah	Closed	Closed	
045 Lubbock	\$20.00	\$20.00	
046 Sweetwater	Closed	Closed	
047 Lakeville—New York Corn Sweeteners	\$28.00	\$28.00	
048 Spokane Office	Closed	Closed	
049 Columbian Peanut	Closed	Closed	
050 Montezuma Corn Sweeteners	\$31.00	\$31.00	
051 Macon	Closed	Closed	
052 Peoria Alcohol	\$37.00	\$37.00	11/1/2009
054 Kershaw	\$26.00	\$26.00	
055 Byromville, Oglethorpe, DeSoto	Closed	Closed	
060 Corn Sweetener Locations	Closed	Closed	
061 ADM Trucking	\$36.00	\$36.00	8/1/2009
062 Aulander	Closed	Closed	
065 Ozark Shelling	Closed	Closed	
066 Ozark Star	Closed	Closed	
067 Clinton Construction	\$39.00	\$39.00	
068 Steger	Closed	Closed	
070 Peoria Riverside	\$25.00	\$25.00	
071 Cheney Milling	\$33.00	\$33.00	5/1/2010
072 Southern Cotton Oil	\$21.00	\$21.00	
073 Bushnell	\$28.00	\$28.00	
074 Clinton Corn Processing	\$41.00	\$41.00	
075 Buhler & Inman	Closed	Closed	
076 Mexico	\$28.00	\$28.00	
077 Fostoria	\$32.00	\$32.00	3/1/2009
078 Frankfort	\$32.00	\$32.00	1/1/2009
079 Des Moines Soybean	\$30.00	\$30.00	3/1/2010
080 Champaign	Closed	Closed	
081 Carthage	\$31.00	\$31.00	6/1/2009
082 DeLeon, Durant, Carnegie	Closed	Closed	
083 Des Moines Refinery	\$32.00	\$32.00	
084 Plainview	\$24.00	\$24.00	
085 AMA	\$28.00	\$28.00	

¹ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ²
	2017	2018	
086 Growmark River Systems, Inc.—St. Louis	\$26.00	\$25.00	5/1/2011
087 ADM Mason Shop	Closed	Closed	
088 Olathe	Closed	Closed	
089 Havana, IL	\$26.00	\$26.00	2/1/2009
090 Lacon	\$25.00	\$25.00	5/1/2009
091 Hennepin	Closed	Closed	
092 Decatur Co-Generation	\$37.00	\$37.00	3/31/2011
093 Decatur Reconstruction	\$36.00	\$36.00	
094 Milwaukee Milling	Closed	Closed	
095 Taylorville	Closed	Closed	
096 Roberts Rice	Closed	Closed	
098 Valdosta Soybean	\$23.00	\$23.00	1/1/2009
099 Minneapolis/ADM Grain	Closed	Closed	
100 Manitowac	Closed	Closed	
101 West Milwaukee Malting	Closed	Closed	
102 Des Moines Co-Generation	\$33.00	\$33.00	
103 Lincoln Food	Closed	Closed	
104 Lincoln Flour	\$35.00	\$35.00	10/1/2011
105 Lincoln Feed	Closed	Closed	
106 Salina Econo-Flo	\$35.00	\$35.00	
107 Salina Western Star	\$35.00	\$35.00	1/1/2009
108 Dodge City	\$35.00	\$35.00	1/1/2009
109 Crowley Rice Mill	Closed	Closed	
111 Cedar Rapids Co—Generation	\$42.00	\$42.00	
113 Abilene	\$34.00	\$34.00	9/1/2009
114 Decatur ADM Mechanical	\$37.00	\$37.00	
115 Tulane Switch Boat	Closed	Closed	
116 Velva	\$28.00	\$28.00	
117 Fremont Soybean	\$34.00	\$34.00	10/1/2009
119 Hudson Trucking	Closed	Closed	
120 Beech Grove	\$33.00	\$33.00	7/1/2010
122 Charlotte—Flour Mill	\$30.00	\$30.00	11/1/2009
123 Charlotte—Trucking	\$30.00	\$30.00	4/1/2010
124 Decatur Food Ingredient/Decatur Harvest Burger	\$36.00	\$36.00	11/1/2011
125 Mt. Vernon—Milling	\$33.00	\$33.00	1/1/2010
126 North Kansas City Soybean	Closed	Closed	
127 Des Moines Milling	Closed	Closed	

² All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ³
	2017	2018	
128 Havana Barge Terminal	Closed	Closed	
130 Collingwood Grain	\$23.00	\$23.00	
131 Decatur BioProducts	\$38.00	\$38.00	
132 Chicago Flour	\$31.00	\$31.00	1/1/2009
133 Specialty Grains Plant	Closed	Closed	
134 Tulane/Tulane Fleeting	Closed	Closed	
135 Lincoln Reconstruction	\$32.00	\$32.00	
136 Levelland	Closed	Closed	
137 Chattanooga Refinery	Closed	Closed	
138 Camp Hill	\$34.00	\$34.00	2/1/2009
140 Southport	\$36.00	\$36.00	
142 Madera	Closed	Closed	
144 Muleshoe	Closed	Closed	
146 Peoria Marine Service—Deckhands	Closed	Closed	
147 Reidy Terminal	Closed	Closed	
148 Cassville Terminal	\$24.00	\$24.00	
149 ARTCO Fleeting Services	Closed	Closed	
150 New Orleans Shipyard	\$26.00	\$26.00	
151 Altoona and Des Moines Trucking	Closed	Closed	
152 Macon Trucking	Closed	Closed	
155 Arkansas City East Plant	\$29.00	\$29.00	10/1/2009
156 Port Gibson	Closed	Closed	
157 ARTCO Fleeting Services	\$24.00	\$24.00	
160 Peoria Marine Service	\$25.00	\$25.00	1/1/2009
162 St. Louis Flour	\$36.00	\$36.00	8/1/2011
163 Buffalo Milling	\$35.00	\$35.00	10/1/2010
164 Enid Flour Mill	\$35.00	\$35.00	9/1/2009
165 Minneapolis "A" Mill	Closed	Closed	
166 Wellsburg	Closed	Closed	
167 Buffalo Elevator	\$35.00	\$35.00	3/1/2009
168 Winona Barge Fleeting	Closed	Closed	
169 Keokuk	\$33.00	\$33.00	1/1/2009
170 Railcar Repair	Closed	Closed	
171 Terminal Stevedores	\$27.00	\$27.00	
172 Walhalla	\$30.00	\$30.00	
173 Cleveland	\$29.00	\$29.00	
174 Country Elevators	Closed	Closed	

³ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁴
	2017	2018	
175 ADM Fabrication	Closed	Closed	
177 Chattanooga Flour	\$32.00	\$32.00	3/1/2011
178 Madera Masa Plant	Closed	Closed	
179 Destrehan—St. Charles	\$28.00	\$28.00	1/1/2009
180 Supreme Sugar	Closed	Closed	
181 Chicago	Closed	Closed	
182 Minneapolis Malting	Closed	Closed	
183 Red Wing Malting	Closed	Closed	
184 Cedar Rapids	\$43.00	\$43.00	11/1/2010
185 Granite City—Production	Closed	Closed	
186 Granite City—Engineers	Closed	Closed	
188 ADM Spiral Manufacturing	\$36.00	\$36.00	
189 Fremont Elevator	\$23.00	\$23.00	8/1/2010
191 Clinton Municipal Dock	Closed	Closed	
192 Decatur Vitamin E	\$38.00	\$38.00	
193 Enderlin	\$26.00	\$26.00	
194 Goodland	\$23.00	\$23.00	
195 Animal Health & Nutrition	Closed	Closed	
196 Animal Health & Nutrition	Closed	Closed	
199 Jackson	\$27.00	\$27.00	
200 Growmark River Systems, Inc.—St. Paul	\$24.00	\$24.00	
201 ADM/Grain—Tabor Country Locations	\$23.00	\$23.00	
202 Peoria Alcohol Lead Persons	Closed	Closed	
203 Peoria Alcohol Packaging	Closed	Closed	
204 ADM/Grain—Countrymark Locations	\$23.00	\$23.00	
205 Memphis Crude Oils	Closed	Closed	
206 Animal Health & Nutrition—Spokane	Closed	Closed	
207 Animal Health & Nutrition—Des Moines	\$28.00	\$28.00	
208 Animal Health & Nutrition—Effingham & Jerome	\$27.00	\$27.00	
209 Lewisburg	Closed	Closed	
210 Animal Health & Nutrition—Nashville	Closed	Closed	
211 Animal Health & Nutrition—Trucking	Closed	Closed	
212 Decatur Blend Plant/Warehouses	\$25.00	\$25.00	
217 Valdosta Food/Oil	\$24.00	\$24.00	
219 Growmark River Systems, Inc.—Monroe City & Winslow	\$23.00	\$23.00	
220 Valdosta Cottonseed	\$22.00	\$22.00	

⁴ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁵
	2017	2018	
221 Growmark River Systems, Inc.—Mound City	Closed	Closed	
222 Reserve	\$27.00	\$27.00	
223 Southern Cellulose—Chattanooga	\$28.50	\$28.50	9/1/2009
224 ADM Grain Company	\$22.00	\$22.00	
225 Baltimore	Closed	Closed	
226 Beech Grove	\$20.00	\$20.00	3/1/2010
227 Columbus, Ohio	\$23.00	\$23.00	9/1/2009
228 Milwaukee Cocoa	\$31.00	\$31.00	5/1/2011
229 Mansfield Cocoa	\$28.00	\$28.00	
232 Ottawa Lake	\$26.00	\$26.00	3/1/2010
233 Saginaw	Closed	Closed	
234 St. Joseph	Closed	Closed	
235 Savannah	Closed	Closed	
236 Glassboro	\$33.00	\$33.00	
237 Prairie Grain Partners LLC	\$21.00	\$21.00	
238 Mankato Refinery	\$34.00	\$34.00	
239 ADM Railcar Repair	\$32.00	\$32.00	
240 Fresno Blow Molding and PVO Packaging Plant	Closed	Closed	
241 Quincy Soybean Plant and Refinery	\$30.00	\$30.00	
243 Helena	Closed	Closed	
244 ADM Alliance Nutrition	\$23.00	\$23.00	
245 ADM/Moorman Feed-Quincy	\$26.00	\$26.00	
246 ADM Edible Bean Specialties	\$22.00	\$22.00	
248 ADM Grain—Dudley, Gilford, Snover	\$23.00	\$23.00	
249 Growmark River Systems, Inc.—Florence and Livingston	\$24.00	\$24.00	
250 ADM Corn Processing Terminal—Langhorne, PA	\$30.00	\$30.00	
251 FSL/ADM	\$23.00	\$23.00	
252 Decatur Hydroponics	Closed	Closed	
253 Toledo	\$26.00	\$26.00	3/1/2011
255 Corpus Christi	\$24.00	\$24.00	
258 Baring Elevator	\$30.00	\$30.00	
259 Enderlin—Agri Sales	\$26.00	\$26.00	
262 ADM Grain Farmland Locations	\$23.00	\$23.00	
263 Southern Cotton Gins	Closed	Closed	
264 ADM Corn Processing Bulk Terminals	\$31.00	\$31.00	
265 Puyallup	Closed	Closed	

⁵ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁶
	2017	2018	
266 Union City, CA	Closed	Closed	
267 Stanley, WI	\$25.00	\$25.00	4/1/2009
268 ADM Rice—Arbuckle	\$23.00	\$23.00	
269 ADM Corn Processing—Columbus, NE	\$37.00	\$37.00	
270 ADM Corn Processing—Marshall, MN	\$37.00	\$37.00	
271 Galveston	\$25.00	\$25.00	
272 Lincoln AH&N	\$26.00	\$26.00	
273 Quincy Enertia Plant	\$26.00	\$26.00	
274 Cedar Rapids Railcar Repair	\$32.00	\$32.00	
276 Ama ADM Gemini	\$26.00	\$26.00	
277 ADM Development Products	\$25.00	\$25.00	1/1/2009
278 Winona (IMC)	\$34.00	\$34.00	3/1/2010
280 Milwaukee East	\$37.00	\$37.00	1/1/2009
281 Milwaukee Electricians	\$37.00	\$37.00	1/1/2009
282 Clinton PHA Plant	\$41.00	\$41.00	
283 Battle Creek Terminal	\$23.00	\$23.00	
284 ADM Grain FASCO	\$23.00	\$23.00	
286 Decatur Glycols	\$38.00	\$38.00	
287 Langhorne Trucking	\$35.00	\$35.00	
288 Lodi	\$30.00	\$30.00	
289 Clinton Co-Gen	\$41.00	\$41.00	
290 Mendota 12th Street Elevator	\$23.00	\$23.00	
291 Bluffton Feed	\$23.00	\$23.00	
292 Camp Hill	\$23.00	\$23.00	
293 Campbellsville Feed	\$23.00	\$23.00	
294 Columbus Feed	\$23.00	\$23.00	
295 Camanche Feed	\$23.00	\$23.00	
296 Cordele Feed	\$23.00	\$23.00	
297 Cozad	\$23.00	\$23.00	
298 Glencoe	\$23.00	\$23.00	
299 Grand Island	\$23.00	\$23.00	
300 Henderson	\$23.00	\$23.00	
301 Hereford Feed	\$23.00	\$23.00	
302 Hoffman Feed	\$23.00	\$23.00	
303 Hopedale Agri Center	\$23.00	\$23.00	
304 Kasson Feed	\$23.00	\$23.00	
305 Knoxville Feed	\$23.00	\$23.00	
306 Le Mars Feed	\$23.00	\$23.00	

⁶ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁷
	2017	2018	
307 Madison	\$23.00	\$23.00	
308 Marlette Warehouse	\$23.00	\$23.00	
309 Nappanee Agri Center	\$23.00	\$23.00	
310 Nappanee	\$23.00	\$23.00	
311 New Hampton	\$23.00	\$23.00	
312 Portland	\$23.00	\$23.00	
313 Ravenna	\$23.00	\$23.00	
314 South Souix City	\$23.00	\$23.00	
315 Springfield Feed	\$23.00	\$23.00	
316 Springfield	\$23.00	\$23.00	
317 Sugarcreek Feed	\$23.00	\$23.00	
318 West Plains	\$23.00	\$23.00	
319 Animal Health & Nutrition—Jerome	\$28.00	\$28.00	
323 Novelty Elevator	\$20.00	\$20.00	
326 Rogers Elevator	\$22.00	\$22.00	
327 Rogers Fertilizer	\$22.00	\$22.00	
328 Underwood	\$22.00	\$22.00	
329 Havre—ADM/CHS	\$22.00	\$22.00	
330 Auburn Edible Bean Specialties	\$22.00	\$22.00	
331 Burlington Edible Bean Specialties	\$21.00	\$21.00	
332 Caldwell Edible Bean Specialties	\$21.00	\$21.00	
333 Casselton Edible Bean Specialties	\$22.00	\$22.00	
334 Cavalier Edible Bean Specialties	\$22.00	\$22.00	
335 Fairgrove Edible Bean Specialties	\$22.00	\$22.00	
336 Galesburg Edible Bean Specialties	\$22.00	\$22.00	
337 Grafton Edible Bean Specialties	\$22.00	\$22.00	
338 Kimberly Edible Bean Specialties	\$22.00	\$22.00	
340 New Plymouth Edible Bean Specialties	\$21.00	\$21.00	
341 Northwood Edible Bean Specialties	\$22.00	\$22.00	
342 Olivia Edible Bean Specialties	\$21.00	\$21.00	
343 Pinconning Edible Bean Specialties	\$22.00	\$22.00	
345 Reese Edible Bean Specialties	\$22.00	\$22.00	
346 St Thomas Edible Bean Specialties	\$21.00	\$21.00	
347 Twin Falls ADM Edible Bean Specialties	\$22.00	\$22.00	
348 Twin Falls Edible Bean Specialties	\$22.00	\$22.00	
349 Ubly Edible Bean Specialties	\$22.00	\$22.00	
350 Yuma Edible Bean Specialties	\$21.00	\$21.00	
351 Burlington Elevator	\$23.00	\$23.00	

⁷ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁸
	2017	2018	
353	Evansville Elevator	\$23.00	\$23.00
354	Evansville First Avenue	\$23.00	\$23.00
356	Helena Elevator	\$23.00	\$23.00
357	Hennepin Elevator	\$24.00	\$24.00
358	Henry Elevator	\$24.00	\$24.00
359	Hereford Elevator	\$24.00	\$24.00
360	Keithsburg Elevator	\$23.00	\$23.00
362	Morris Elevator	\$24.00	\$24.00
363	Morris Elevator	\$24.00	\$24.00
364	Naples Elevator	\$23.00	\$23.00
365	Newburgh Elevator	\$23.00	\$23.00
366	Ottawa Loading Station	\$23.00	\$23.00
367	Ottawa Terminal Services	\$24.00	\$24.00
368	Ottawa-ADM/Growmark	\$23.00	\$23.00
369	Rockport	\$23.00	\$23.00
370	Sioux City Main Elevator	\$24.00	\$24.00
371	Spring Valley Elevator	\$24.00	\$24.00
372	Sullivan Elevator	\$23.00	\$23.00
373	Winona Elevator	\$24.00	\$24.00
374	Grand Ledge Elevator	\$23.00	\$23.00
375	Logansport—Grain	\$23.00	\$23.00
376	Silver Grove Elevator	\$23.00	\$23.00
377	Webberville—Grain	\$23.00	\$23.00
378	Snover Grain	\$24.00	\$24.00
379	Manilla Elevator	\$23.00	\$23.00
380	Hereford—Grain	\$24.00	\$24.00
381	Hutchinson—Grain	\$23.00	\$23.00
382	Copeland (Country Store)	\$23.00	\$23.00
383	Copeland Elevator	\$23.00	\$23.00
384	Cullison Elevator	\$24.00	\$24.00
385	Dodge City Elevator	\$23.00	\$23.00
386	Goodland Elevator	\$23.00	\$23.00
388	Guymon Elevator	\$23.00	\$23.00
389	Hooker Panhandle Elevator	\$23.00	\$23.00
390	Hooker ST Line Elevator	\$23.00	\$23.00
391	Hough Elevator	\$23.00	\$23.00
396	Kinsley Elevator	\$23.00	\$23.00
397	Leoti Elevator	\$23.00	\$23.00
398	Little River Elevator	\$23.00	\$23.00

⁸ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ⁹
	2017	2018	
399 Lyons Elevator	\$23.00	\$23.00	
400 Montezuma Elevator	\$23.00	\$23.00	
401 Oakley Elevator	\$23.00	\$23.00	
402 Plains Elevator	\$23.00	\$23.00	
404 Sublette Elevator	\$23.00	\$23.00	
406 Trousdale	\$23.00	\$23.00	
407 Tyrone Elevator	\$23.00	\$23.00	
408 Attica Elevator	\$23.00	\$23.00	
409 Brookston Elevator	\$23.00	\$23.00	
410 Clinton (Birkbeck) Elevator	\$23.00	\$23.00	
411 Edgewood Elevator	\$23.00	\$23.00	
412 Farina Elevator	\$23.00	\$23.00	
413 Farmer City	\$23.00	\$23.00	
415 Hoopeston Elevator	\$23.00	\$23.00	
416 Macon Elevator	\$23.00	\$23.00	
417 Mound City Elevator	\$23.00	\$23.00	
418 Mt. Auburn	\$23.00	\$23.00	
419 New Berlin—Curran Elevator	\$24.00	\$24.00	
420 Newman	\$23.00	\$23.00	
421 Niantic Elevator	\$23.00	\$23.00	
422 Oakland	\$23.00	\$23.00	
423 Parr Elevator	\$23.00	\$23.00	
424 Patoka Elevator	\$23.00	\$23.00	
425 Shobonier Elevator	\$23.00	\$23.00	
427 State Line Elevator	\$23.00	\$23.00	
428 Sullivan Elevator	\$23.00	\$23.00	
429 Swanington Elevator	\$23.00	\$23.00	
430 Tab Elevator	\$24.00	\$24.00	
431 Waynesville Elevator	\$23.00	\$23.00	
432 Xenia	\$23.00	\$23.00	
433 Bay Minette Trucking	\$36.00	\$36.00	
434 Birmingham Trucking	\$36.00	\$36.00	
435 Camanche—Trucking	\$36.00	\$36.00	
436 Cedar Rapids—ADM Trucking	\$36.00	\$36.00	
439 Chattanooga Trucking	\$36.00	\$36.00	
440 Chicago—Trucking	\$36.00	\$36.00	
441 Cleveland Trucking	\$36.00	\$36.00	
442 Colton (MCP) Trucking	\$36.00	\$36.00	
443 Columbus—Trucking	\$36.00	\$36.00	

⁹ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ¹⁰
	2017	2018	
444 Dallas (MCP) Trucking	\$36.00	\$36.00	
445 Denver (MCP) Trucking	\$36.00	\$36.00	
446 Des Moines—ADM Trucking	\$36.00	\$36.00	
447 Dixon—ADM Trucking	\$36.00	\$36.00	
448 Effingham Trucking	\$36.00	\$36.00	
449 Evansville ADM Trucking	\$36.00	\$36.00	
450 Hudson—Trucking	\$36.00	\$36.00	
451 Indianapolis Trucking	\$36.00	\$36.00	
452 Lakeville—ADM Trucking	\$36.00	\$36.00	
453 Milwaukee Trucking	\$36.00	\$36.00	
454 Morton ADM Trucking	\$36.00	\$36.00	
455 Mt. Vernon Non-Union Trucking	\$36.00	\$36.00	
456 New Braunfels—Trucking	\$36.00	\$36.00	
458 Portland (MCP) Trucking	\$36.00	\$36.00	
459 Salt Lake City (MCP) Trucking	\$36.00	\$36.00	
460 St. Louis Trucking	\$36.00	\$36.00	
461 Valdosta—ADM Trucking	\$36.00	\$36.00	
462 Lemont (Live On) Non-Supervisory	\$24.00	\$24.00	
463 Lemont Non-Supervisory	\$24.00	\$24.00	
464 Lemont Terminal	\$25.00	\$25.00	
465 Ottawa Barge Fleeting	\$24.00	\$24.00	
466 Ottawa Terminal	\$25.00	\$25.00	
467 Peoria Marine Non-Supervisory	\$24.00	\$24.00	
468 Peru Barge Fleeting	\$24.00	\$24.00	
469 Tulane Fleeting	\$24.00	\$24.00	
471 Caldwell (MCP)—CS	\$31.00	\$31.00	
472 Canby—Burr (MCP)	\$31.00	\$31.00	
473 Cleveland Terminal CS	\$31.00	\$31.00	
474 Colton (MCP)—CS	\$31.00	\$31.00	
475 Denver (MCP)—CS	\$31.00	\$31.00	
476 Dovray (MCP)	\$31.00	\$31.00	
477 Holland (MCP)	\$31.00	\$31.00	
478 Jersey Terminal	\$31.00	\$31.00	
479 Marshall Grain Elevator	\$31.00	\$31.00	
480 River Bend Warehouse CS	\$31.00	\$31.00	
481 Salt Lake City (MCP)—CS	\$31.00	\$31.00	
482 Sanborn Corn Processing	\$31.00	\$31.00	

¹⁰ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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Appendix	Benefit Level		Date of Cash Balance Formula ¹¹
	2017	2018	
483 Sanborn Corn Processing	\$31.00	\$31.00	
484 Ashton East Elevator	\$23.00	\$23.00	
485 ADM Grain FASCO—Rochelle	\$23.00	\$23.00	
486 German Valley Elevator	\$24.00	\$24.00	
487 Mendota Elevator—Drivers	\$23.00	\$23.00	
488 Mendota Rail Loader	\$24.00	\$24.00	
489 Seward Elevator	\$23.00	\$23.00	
491 ARTCO—Fleeting Camanche	\$24.00	\$24.00	
492 Cassville Terminal	\$24.00	\$24.00	
493 Clinton Dock—ARTCO	\$25.00	\$25.00	
494 Clinton Municipal Dock—ARTCO	\$25.00	\$25.00	
495 Reidy Terminal	\$25.00	\$25.00	
496 Reidy Terminal—ARTCO	\$24.00	\$24.00	
497 St. Louis Non-Supervisory	\$24.00	\$24.00	
498 Winona ARTCO Fleeting—Hourly	\$24.00	\$24.00	
499 Winona Barge Fleet ARTCO	\$24.00	\$24.00	
500 Decatur Blend Plant	\$25.00	\$25.00	
501 Decatur N 48 Hwy Whse—Protein	\$25.00	\$25.00	
502 Decatur Spec Food Whse	\$25.00	\$25.00	
503 La Belle Elevator	\$30.00	\$30.00	
506 Valdosta Refinery—Sybn	\$25.00	\$25.00	
507 St. Louis—ADM Grain	\$26.00	\$26.00	
509 Velva Biodiesel Specialty Oils	\$28.00	\$28.00	
510 Velva Edible Oil Refinery	\$28.00	\$28.00	
511 Quincy Soybean Plant	\$30.00	\$30.00	
512 Quincy Soybean Refinery	\$31.00	\$31.00	
513 New Cambria Elevator—Grain	\$23.00	\$23.00	
514 Cedar Rapids Dry Mill	\$42.00	\$42.00	
515 Decatur East Plant	\$39.00	\$39.00	
516 Decatur Corn Plant	\$39.00	\$39.00	
517 Nokomis Flour Mill	\$36.00	\$36.00	
518 Atkinson Flour Mill	\$36.00	\$36.00	
520 ADM Trucking-Decatur	\$37.00	\$37.00	
521 AMA ARTCO Condo HRLY	\$26.00	\$26.00	
522 Chattanooga Twtnr Term	\$36.00	\$36.00	
523 Chattanooga TN Trkg	\$36.00	\$36.00	
524 Portland Trucking	\$36.00	\$36.00	

¹¹ All non-union participants hired after January 1, 2009 accrue benefits under the cash balance formula.

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ADM Pension Plan For Hourly-Wage Employees
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Credited Service

Schedule B

Compensated Hours	Credited Service
1,800 or more	1.00
1,300–1,799	0.75
750–1,299	0.50
Less than 750	0.00

Schedule C

Compensated Hours	Credited Service
1,800 or more	1.00
1,600–1,799	0.9
1,400–1,599	0.8
1,200–1,399	0.7
1,000–1,199	0.6
800–999	0.4
600–799	0.3
400–599	0.2
200–399	0.1
Less than 200	0.0

Schedule D

Compensated Hours	Credited Service
1,500 or more	1.00
1,350–1,499	0.9
1,200–1,349	0.8
1,050–1,199	0.7
900–1,049	0.6
750–899	0.5
600–749	0.4
450–599	0.3
300–449	0.2
150–299	0.1
Less than 150	0.0

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Schedule H

Compensated Hours	Credited Service
1,400 or more	1.0
1,267–1,399	0.9
1,134–1,266	0.8
1,000–1,133	0.7
867–999	0.6
734–866	0.5
600–733	0.4
467–599	0.3
334–466	0.2
200–333	0.1
Less than 200	0.0

Schedule I

Compensated Hours	Credited Service
1,700 or more	1.0
1,530–1,699	0.9
1,360–1,529	0.8
1,190–1,359	0.7
1,020–1,189	0.6
850–1,019	0.5
680–849	0.4
510–679	0.3
340–509	0.2
170–339	0.1
Less than 170	0.0

Note that for purposes of determining Social Security, career earnings, and early retirement eligibility, credited service equals completed months of service.

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Former ADM-AFGM Retirement Plan

Effective Date	September 1, 1957. Amended and restated effective January 1, 1989 (most recent amendment January 1, 2009).
Eligibility for Participation	Employees of the company who are represented by the American Federation of Grain Millers (AFL-CIO).
Eligibility for Benefits	
Normal	Age 65.
Early	Age 55 and 10 years of continuous service.
Disability	Any age after completion of 10 years of continuous service.
Deferred Vested	Any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Amount of Benefits	
Normal	A monthly amount for life of benefit rate times the years of credited service.
Early	The normal benefit reduced by $\frac{1}{3}$ of 1% for each month by which early retirement precedes age 62.
Disability	The normal benefit accrued to date of disability with a minimum per month which varies by location. Benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.
Deferred Vested	The normal benefit accrued to date of termination, payable at age 65. If 10 years of service have been completed, the benefit is reduced $\frac{1}{3}$ of 1% per month if payments commence after age 55 but before age 65.

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ADM Pension Plan For Hourly-Wage Employees
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Preretirement Surviving Spouse Annuity

Death While Active and Before
Eligible for Early Retirement

One-half of the benefit the deceased participant would have received if he had retired the day before his death and elected the qualified joint and survivor option payable immediately to surviving spouse for life. The reduction for early commencement cannot exceed 48%.

Death While Active and After
Eligible for Early Retirement

The benefit amount is determined as if the employee had retired immediately preceding his death and had elected the normal form of payment. The benefit is payable for the surviving spouse's lifetime.

Death While Inactive and
Before Benefit Commencement

50% of the amount the deceased participant would have been entitled to receive if the employee had retired if over 55 or survived to age 55 and then retired the day before death and chose the qualified joint and survivor annuity. The benefit is payable to the spouse for life and may commence no earlier than the participant's attainment of age 55.

Forms of Payment

Normal Form

Without Spouse

Life annuity.

With Spouse

Already reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.

Optional Form

If employee cancels normal form with spouse, the accrued benefit is not reduced and no benefit is payable to the spouse following the employee's death. 100% joint and survivor annuity, 75% joint and survivor annuity, and Social Security level income option are also available.

Credited Service

Compensated Hours	Credited Service
1,500 or more	1.0
1,350–1,499	0.9
1,200–1,349	0.8
1,050–1,199	0.7
900–1,049	0.6
750–899	0.5
600–749	0.4
450–599	0.3
300–449	0.2
150–299	0.1
Less than 150	0.0

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In addition, disabled employees are credited with sick bank hours after 30 days in a plan year at the rate of eight hours a day up to a maximum of 1,500 hours, for periods of disability after September 1, 1975.

Participating Units

Appendix	Unit	Company	Location
1	Decatur East & Com	10	164, 180
2	North Kansas City Flour	30	372
3	Nokomis Flour Mill	30	316
4	Atkinson Flour Mill	30	311
5	Galesburg	10	207
7	ADM Trucking—Decatur	62	148

Schedule SB Attachment (Form 5500)—2021 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Former Golden Peanut Pension Plan—Hourly Employees Only

Provisions Through December 31, 2011	The following plan provisions apply for benefits accrued by Golden Peanut Hourly participants through December 31, 2011. After December 31, 2011, benefits are accrued under the hourly cash balance formula.
Effective Date	Established July 1, 1947 as the Cotton Producers Association Plan. Effective May 1, 2013, the Golden Peanut Pension Plan was spun-off. Most recent restatement effective January 1, 2008.
Eligibility for Participation	Each employee becomes a participant on the first day of the next month following attainment of age 21 and the completion of one year of service.
Eligibility for Benefits	
Normal	Age 65.
Early	Age 55.
Disability	Any age after completion of five years of continuous service.
Deferred Vested	Age 55 or any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Amount of Benefits	
Normal	A monthly amount for life of \$11.00 times the years of credited service. The minimum monthly amount is \$36.00.
Early	The normal benefit reduced by $\frac{1}{3}$ of 1% for each month by which early retirement precedes age 65. If an employee's age plus 90-point service totals 90 or more, the benefit is unreduced.
Disability	The normal benefit at date of disability, with credited service continuing to accrue while disabled. The benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.

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Deferred Vested	The normal benefit accrued to date of termination, payable at the later of date of termination or age 55. If terminated at age 55 or older, the benefit is reduced $\frac{1}{3}$ of 1% per month if payments commence after age 55 but before age 65. If terminated prior to age 55, the benefit is actuarially reduced.
Preretirement Surviving Spouse Annuity	One-half of the benefit the deceased participant would have received if he had retired the day before his death and elected the qualified joint and survivor option payable immediately to surviving spouse for life.
Forms of Payment	
Normal Form	
Without Spouse	Life annuity.
With Spouse	Already reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.
Optional Form	If employee cancels normal form with spouse, the accrued benefit is not reduced and no benefit is payable to the spouse following the employee's death. 75% joint and survivor annuity, Life annuity with 120 monthly payments guaranteed, one time lump sum payment and Social Security level income option are also available.
Credited Service	Each year of service with proportionate allowance for fractional years after meeting the eligibility requirements.

Plan Changes Since the Prior Year

The funding valuation reflects the following plan change:

- The legislated increase in the Section 401(a)(17) recognizable pay limit from \$285,000 for 2020 to \$290,000 for 2021.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

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Schedule SB, line 24—Change in Actuarial Assumptions

- The cash balance interest crediting rate was updated from 2.19% (October 2019 30-year Treasury rate) to 1.95% (October 2020 30-year Treasury rate of 1.57%, but not less than 1.95%).
- The expected return on assets was decreased from 7.25% to 6.50%.

The non-prescribed changes were made to better reflect the anticipated plan experience. These changes did not reduce the funding shortfall more than the thresholds stated in Internal Revenue Code Section 430(h)(5), so approval of the Commissioner is not required.