

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). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide 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 RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 12/28/1943
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	Filed with authorized/valid electronic signature.	10/01/2025	LEANN HARRIS
	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	10259
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)	8042
a(2) Total number of active participants at the end of the plan year	6a(2)	8460
b Retired or separated participants receiving benefits	6b	492
c Other retired or separated participants entitled to future benefits	6c	1854
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	10806
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	95
f Total. Add lines 6d and 6e	6f	10901
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	338
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:

1A 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
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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
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
▶ 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 RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
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 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	682613192	
b	Actuarial value	2b	742473960	
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	414	123442932	123442932
b	For terminated vested participants	1829	87515139	87515139
c	For active participants	8042	426910316	442092191
d	Total	10285	637868387	653050262
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	5.26 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	20582112	
b	Expected plan-related expenses	6b	0	
c	Target normal cost	6c	20582112	

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	Signature of actuary DANIELLE U. CALABRESE Type or print name of actuary AON CONSULTING, INC. Firm name MSC# 17833 PO BOX 7505 FORT WASHINGTON, PA 19034 Address of the firm	09/26/2025 Date 23-08673 Most recent enrollment number 610-834-2100 Telephone number (including area code)
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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	87459261
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	12089062
9 Amount remaining (line 7 minus line 8)	0	75370199
10 Interest on line 9 using prior year's actual return of <u>11.41</u> %	0	8599740
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>5.41</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	83969939

Part III Funding Percentages

14 Funding target attainment percentage	14	100.83 %
15 Adjusted funding target attainment percentage	15	113.69 %
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	101.02 %
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
09/12/2025	4300000	0			
Totals ▶			18(b)	4300000	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	3941960

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
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %
			☐ 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
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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 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? 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
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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
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)		31a	20582112
b Excess assets, if applicable, but not greater than line 31a		31b	5453759
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		0	0
b Waiver amortization installment			
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	15128353
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	11186393	11186393
36 Additional cash requirement (line 34 minus line 35)		36	3941960
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)		37	3941960
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 the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
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SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan ADM RETIREMENT PLAN				B Three-digit plan number (PN) ▶ 001	
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) 667343240		
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):					
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)		
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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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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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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, 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):					
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):					
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
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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
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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
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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
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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
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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)**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, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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
plan sponsor**c** EIN-PN**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
plan sponsor**c** EIN-PN**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
plan sponsor**c** EIN-PN**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
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan ADM RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 001
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)	682613192	667343240
(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)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(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	682613192	667343240
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	682613192	667343240

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.

Income		(a) Amount	(b) Total
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)		
(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)		

		(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)		886482
(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		886482

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	17009270	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		17009270
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		0
j Total expenses. Add all expense amounts in column (b) and enter total	2j		17009270

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-16122788
l Transfers of assets:			
(1) To this plan	2l(1)		852836
(2) From this plan	2l(2)		

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** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		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?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		☒	
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.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
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.			

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)

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 542642.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation		Retirement Plan Information 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). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan ADM RETIREMENT PLAN				B Three-digit plan number (PN) ▶	001
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	258
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) 2024 v. 240311	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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) and (b):

a Enter the percentage of plan assets held as:

Public Equity: 18.1 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 79.0 %

High-Yield Debt: 1.2 % Real Assets: 0.0 % Cash or Cash Equivalents: 1.7 % Other: 0.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☒ 15 years or more

- 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.....

Part VII IRS Compliance Questions

- 21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

- 21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

- 22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number_____.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees
Years Ended December 31, 2024 and 2023
With Report of Independent Auditors

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Financial Statements
(Modified Cash Basis)

Years Ended December 31, 2024 and 2023

Contents

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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

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, 2024 and 2023, and the related statements of changes in net assets available for benefits (modified cash basis) for the years 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, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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



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- 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

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 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 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.



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with confidence**

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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 audit.
- 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 audit 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.



**Shape the future
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- 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 audits 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.

Ernst & Young LLP

September 25, 2025

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

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

		December 31 , 2024	
		Retirement	
		Plan	Hourly Plan
Assets			
Interest in Master Trust		\$ 667,343,240	\$ 251,249,198
Net assets available for benefits		\$ 667,343,240	\$ 251,249,198
		December 31 , 2023	
		Retirement	
		Plan	Hourly Plan
Assets			
Interest in Master Trust		\$ 682,613,192	\$ 261,625,231
Net assets available for benefits		\$ 682,613,192	\$ 261,625,231

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, 2024	
	Retirement	
	Plan	Hourly Plan
Additions:		
Employer contributions	\$ -	\$ -
Net investment gain from Master Trust	2,282,006	878,644
	<u>2,282,006</u>	<u>878,644</u>
Deductions:		
Pension benefit payments	17,009,270	9,870,181
Trust fees and commissions	1,395,524	531,660
	<u>18,404,794</u>	<u>10,401,841</u>
Net decrease before transfers from (to) qualified plans	(16,122,788)	(9,523,197)
Transfer from other qualified plans	852,836	-
Transfer to other qualified plans	-	(852,836)
Net decrease	<u>(15,269,952)</u>	<u>(10,376,033)</u>
Net assets available for benefits at beginning of year	682,613,192	261,625,231
Net assets available for benefits at end of year	<u>\$ 667,343,240</u>	<u>\$ 251,249,198</u>

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, 2023	
	Retirement	
	Plan	Hourly Plan
Additions:		
Employer contributions	\$ 26,400,000	\$ -
Net investment gain from Master Trust	70,077,708	27,459,434
	<u>96,477,708</u>	<u>27,459,434</u>
Deductions:		
Pension benefit payments	12,827,593	6,730,385
Trust fees and commissions	1,446,604	576,467
	<u>14,274,197</u>	<u>7,306,852</u>
Net increase before transfers from (to) qualified plans	82,203,511	20,152,582
Transfer from other qualified plans	638,588	-
Transfer to other qualified plans	-	(638,799)
Net increase	<u>82,842,099</u>	<u>19,513,783</u>
Net assets available for benefits at beginning of year	<u>599,771,093</u>	<u>242,111,448</u>
Net assets available for benefits at end of year	<u>\$ 682,613,192</u>	<u>\$ 261,625,231</u>

See accompanying notes.

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 Plans have met the minimum funding requirements established by the federal government for the years ended December 31, 2024 and 2023. The Company did not make any contributions in the Plans for the years ended December 31, 2024 and 2023. The Company contributed \$26.4 million in September 2023 for the year ended December 31, 2022.

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.

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.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

1. Description of the Plans (continued)

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.

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/(depreciation) 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
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

2. Significant Accounting Policies (continued)

ADM Retirement Plan

On July 31, 2017, the Company announced that all participants in the Retirement Plan began accruing benefits under the cash balance formula effective January 1, 2022, 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 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.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

2. Significant Accounting Policies (continued)

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.

3. Master Trust Investment Information

The investment information disclosed in the accompanying financial statements for the Plans and Master Trust, including investments held at December 31, 2024 and 2023, and net appreciation/(depreciation) in fair value of investments, interest, dividends and investment expenses for the years then ended, 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 73% and 27%, respectively, at December 31, 2024 and 72% and 28%, respectively, at December 31, 2023.

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.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

3. Master Trust Investment Information (continued)

The following table presents the Master Trust balances and the Plans' interest in the Master Trust balances as of December 31, 2024 and 2023:

	December 31, 2024		
	Master Trust	Retirement Plan Interest in Master Trust Balances	Hourly Plan Interest in Master Trust Balances
Investments at fair value:			
Common stock	\$ 35,769,270	\$ 25,985,823	\$ 9,783,447
Mutual funds	153,868,264	111,782,921	42,085,343
Common collective trust funds	15,874,320	11,532,449	4,341,871
U.S. Treasury instruments	251,035,527	182,373,439	68,662,088
U.S. government agency, state and local government bonds	45,527,189	33,074,801	12,452,388
Corporate debt instruments	511,063,764	371,279,943	139,783,821
Other	29,737,477	21,603,818	8,133,659
	<u>\$ 1,042,875,811</u>	<u>\$ 757,633,194</u>	<u>\$ 285,242,617</u>
Pending transactions (net purchases and sales)	(133,097,798)	(96,693,498)	(36,404,300)
Income receivable	8,814,425	6,403,544	2,410,881
	<u>\$ 918,592,438</u>	<u>\$ 667,343,240</u>	<u>\$ 251,249,198</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, 2023		
	Master Trust	Retirement Plan Interest in Master Trust Balances	Hourly Plan Interest in Master Trust Balances
Investments at fair value:			
Common stock	\$ 36,914,732	\$ 26,686,568	\$ 10,228,164
Mutual funds	55,863,058	40,384,779	15,478,279
Common collective trust funds	105,830,088	76,507,175	29,322,913
U.S. Treasury instruments	298,966,440	216,130,196	82,836,244
U.S. government agency, state and local government bonds	30,297,684	21,902,942	8,394,742
Corporate debt instruments	470,199,321	339,918,656	130,280,665
Other	473,906	342,600	131,306
	<u>\$ 998,545,229</u>	<u>\$ 721,872,916</u>	<u>\$ 276,672,313</u>
Pending transactions (net purchases and sales)	(62,085,656)	(44,883,247)	(17,202,409)
Income receivable	7,778,850	5,623,523	2,155,327
	<u>\$ 944,238,423</u>	<u>\$ 682,613,192</u>	<u>\$ 261,625,231</u>

Summarized financial information with respect to the Master Trust's net investment income (loss) is as follows for the years ended December 31, 2024 and 2023:

	Years Ended December 31	
	2024	2023
Net realized and unrealized appreciation (depreciation) in fair value of investments	\$ (29,313,753)	\$ 71,338,435
Interest and dividend income	32,474,403	26,198,707
	<u>\$ 3,160,650</u>	<u>\$ 97,537,142</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 fair values of the CCT's are valued using net asset value (NAV). The investments in CCT's are comprised of U.S. and international equity, fixed income, and other securities. The investments are valued at NAV provided by administrators of the funds.

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 third-party pricing services and are classified within Level 2 of the valuation hierarchy.

Other investments:

Other investments include cash and cash equivalents which are classified within Level 1 of the valuation hierarchy.

Other investments also include derivatives 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, 2024 and 2023.

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, 2024 and 2023.

	December 31, 2024			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Common stock	\$ 35,769,270	\$ -	\$ -	\$ 35,769,270
Mutual funds	153,868,264	-	-	153,868,264
U.S. Treasury instruments	251,035,527	-	-	251,035,527
U.S. government agency, state and local government bonds	-	45,527,189	-	45,527,189
Corporate debt instruments	-	511,063,764	-	511,063,764
Other	12,447,174	17,290,303	-	29,737,477
	<u>\$ 453,120,235</u>	<u>\$ 573,881,256</u>	<u>\$ -</u>	1,027,001,491
Investments measured at net asset value:				
Common collective trust funds				<u>15,874,320</u>
Total assets at fair value				<u>\$ 1,042,875,811</u>

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

4. Fair Value Measurements (continued)

	December 31, 2023			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Common stock	\$ 36,914,732	\$ -	\$ -	\$ 36,914,732
Mutual funds	55,863,058	-	-	55,863,058
Common collective trust funds	95,313,182	-	-	95,313,182
U.S. Treasury instruments	298,966,440	-	-	298,966,440
U.S. government agency, state and local government bonds	-	30,297,684	-	30,297,684
Corporate debt instruments	-	470,199,321	-	470,199,321
Other	-	473,906	-	473,906
Total assets at fair value	<u>\$ 487,057,412</u>	<u>\$ 500,970,911</u>	<u>\$ -</u>	<u>\$ 988,028,323</u>
Investments measured at net asset value:				
Common collective trust funds				<u>10,516,906</u>
Total assets at fair value				<u>\$ 998,545,229</u>

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.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

5. Accumulated Plan Benefits (continued)

The present values of accumulated plan benefits were as follows as of December 31, 2023:

	<u>December 31, 2023</u>	
	Retirement Plan	Hourly Plan
Actuarial present value of accumulated plan benefits:		
Participants and other beneficiaries		
currently receiving payments	\$ 128,823,523	\$ 64,926,553
Other participants	555,640,723	190,497,371
	<u>684,464,246</u>	<u>255,423,924</u>
Actuarial present value of non-vested benefits	14,777,900	7,587,161
Total actuarial present value of accumulated plan benefits	<u>\$ 699,242,146</u>	<u>\$ 263,011,085</u>

The following table shows the changes in accumulated plan benefits for the year ended December 31, 2023:

	<u>December 31, 2023</u>	
	Retirement Plan	Hourly Plan
Actuarial present value of accumulated plan benefits, beginning of year	\$ 634,925,408	\$ 238,706,328
Increase (decrease) during the year attributable to:		
Interest accumulated	32,309,628	12,004,532
Assumption changes	19,833,734	6,671,665
Plan Amendments	-	51,976
Benefits paid	(12,827,593)	(6,730,385)
Benefits accumulated and plan experience	<u>25,000,969</u>	<u>12,306,969</u>
Net increase	64,316,738	24,304,757
Actuarial present value of accumulated plan benefits, end of year	<u>\$ 699,242,146</u>	<u>\$ 263,011,085</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, 2023</u>	
	Retirement Plan	Hourly Plan
Discount rate	4.96%	4.92%
Cash balance interest rate	4.03%	4.03%

	<u>December 31, 2022</u>	
	Retirement Plan	Hourly Plan
Discount rate	5.14%	5.10%
Cash balance interest rate	3.97%	3.97%

Retirement age:

December 31, 2023			
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	10%
61	12%	62 - 64	15%
62-64	18%	65 - 66	40%
65-69	25%	67 - 69	25%
70 and over	100%	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)

December 31, 2022			
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	10%
61	12%	62 - 64	15%
62-64	18%	65 - 66	40%
65-69	25%	67 - 69	25%
70 and over	100%	70 and over	100%

Mortality – December 31, 2023:

Disabled lives:	Pri-2012 mortality study projected generationally from 2012 with Scale MP-2021
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, 2022:

Disabled lives:	Pri-2012 mortality study projected generationally from 2012 with Scale MP-2021
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

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.

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

6. Derivatives (continued)

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.

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, 2024 and 2023, and for the years then ended. The Plan has recorded interest rate swaps in an asset position of \$5,920,357 and \$6,022,691 and in a liability position of \$3,149,144 and \$4,281,191 as of December 31, 2024 and 2023, 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, 2024 and 2023, is as follows:

	December 31	
	2024	2023
Swaps	\$ 128,725,000	\$ 168,130,000

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

	Years Ended December 31	
	2024	2023
Swaps	\$ 1,567,574	\$ 2,780,019

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Notes to Financial Statements
(Modified Cash Basis)

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 and Hourly Plan were amended. Once qualified, the Plans are required to operate in conformity with the Code to maintain their qualified status. The plan administrator has indicated that it will take the necessary steps, if any, to bring the Plan's operations into compliance with the Code.

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.

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.

9. Subsequent Events

Management evaluated subsequent events for the Plans through September 25, 2025, the date that these financial statements were available to be issued.

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Schedule SB, line 26a — Schedule of Active Participant Data
as of January 1, 2024

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	137	146	2							
	\$71,995	\$75,478								
	\$674	\$2,239								
25-29	151	455	187	5		1				
	\$81,774	\$81,957	\$98,213							
	\$830	\$3,589	\$9,286							
30-34	123	388	285	166	14					
	\$98,086	\$95,873	\$97,266	\$114,397						
	\$909	\$4,549	\$11,457	\$17,376						
35-39	121	352	235	226	197	11				
	\$104,253	\$114,336	\$102,607	\$121,037	\$130,442					
	\$1,108	\$5,525	\$12,829	\$22,478	\$23,503					
40-44	101	341	187	136	207	151	13			
	\$112,180	\$131,344	\$118,587	\$118,674	\$128,014	\$130,340				
	\$1,362	\$6,887	\$16,759	\$22,415	\$29,403	\$8,972				
45-49	65	251	142	88	126	205	128	3		
	\$118,635	\$129,664	\$129,307	\$112,227	\$120,680	\$137,711	\$148,556			
	\$1,525	\$7,519	\$19,250	\$25,399	\$30,047	\$9,362	\$10,672			
50-54	59	237	143	73	100	118	176	66	5	
	\$103,273	\$127,512	\$150,656	\$107,056	\$119,982	\$116,725	\$134,877	\$141,943		
	\$1,277	\$7,919	\$24,378	\$25,760	\$36,595	\$8,543	\$10,188	\$12,001		
55-59	39	194	141	71	81	116	125	99	39	5
	\$102,310	\$132,018	\$140,513	\$114,868	\$112,286	\$110,116	\$117,282	\$138,236	\$157,578	
	\$1,417	\$8,801	\$27,185	\$29,350	\$45,825	\$9,610	\$9,167	\$13,355	\$11,981	
60-64	30	110	102	54	72	78	58	47	36	20
	\$123,031	\$129,601	\$132,481	\$119,735	\$122,744	\$115,099	\$117,789	\$114,997	\$133,771	\$136,297
	\$1,986	\$10,265	\$27,509	\$37,626	\$57,365	\$9,161	\$10,268	\$9,898	\$12,670	\$13,285
65-69	7	25	38	20	27	14	21	11	3	5
		\$126,394	\$146,605	\$126,105	\$98,579		\$95,843			
		\$10,706	\$33,810	\$37,227	\$57,697		\$9,110			
70+		3	8	9	5	2	3			1

N-8,042

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

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

Interest Rates for Minimum Funding Purposes

Based on segment rates with a four-month lookback (as of September 2023), 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	4.87%
3rd Segment Rate	5.59%

Interest Rates for Maximum Tax Purposes

Based on segment rates with a four-month lookback (as of September 2023), without regard to interest rate stabilization

1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%

Salary Increases

Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1

Cash Balance Interest Crediting Rate

2024: 4.94% (average annual rate of interest on 30-year Treasury securities for October 2023)
2025+: 4.03% (end of month annual rate of interest on 30-year Treasury securities for December 2023)

Optional Payment Form Election Percentage

Traditional Plan Participants:
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: Retirement from Active Status: 85% Lump Sum (40% in year of termination and 45% in year following termination), 15% Life Annuity

Retirement from Deferred Status: 85% Lump Sum and 15% Life Annuity

Schedule SB Attachment (Form 5500) —2024 Plan Year

ADM Retirement Plan

EIN: 41-0129150 PN: 001

	Termination: 65% Immediate Lump Sum (45% in year of termination and 20% in year following termination), 35% Deferred
	Golden Peanut Participants without Cash Balance: 75% Lump Sum, 10% Life Annuity, 5% Joint and 50% Survivor Annuity, 10% Joint and 100% Survivor Annuity
Optional Payment Form Conversion Interest Rate	Golden Peanut lump sums are based on segment rates used for minimum funding purposes and maximum tax purposes Conversion rate for all other payment forms is defined in the plan document
Optional Payment Form Conversion Mortality	Golden Peanut lump sums are based on current IRC section 417(e) table. Conversion mortality table for all other payment forms is defined in the plan document
Mortality Rates	2024 generational mortality tables for annuitants and non-annuitants per section 1.430(h)(3)-1(b)
Retirement Rates	See Tables 2-5
Withdrawal Rates	See Tables 6-7
Disability Rates	See Table 8
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 80% of males and 80% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2023 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 \$275,000 and the IRC section 401(a)(17) compensation limit of \$345,000.
Valuation of Plan Assets	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. 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

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

Expected Return on Assets

2022 Plan Year	5.50%
2023 Plan Year	6.50%, limited to 5.74%
2024 Plan Year	6.50%, limited to 5.59%

Trust Expenses Included in Target Normal Cost None

Actuarial Method Standard unit credit cost method

Valuation Date January 1, 2024

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Actuarial Assumptions and Methods

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	18.00%	45	4.50%
16	18.00%	46	4.50%
17	18.00%	47	4.50%
18	18.00%	48	4.50%
19	18.00%	49	4.50%
20	18.00%	50	4.00%
21	18.00%	51	4.00%
22	18.00%	52	4.00%
23	18.00%	53	4.00%
24	18.00%	54	4.00%
25	8.00%	55	3.00%
26	8.00%	56	3.00%
27	8.00%	57	3.00%
28	8.00%	58	3.00%
29	8.00%	59	3.00%
30	7.00%	60	3.00%
31	7.00%	61	3.00%
32	7.00%	62	3.00%
33	7.00%	63	3.00%
34	7.00%	64	3.00%
35	6.50%	65+	3.00%
36	6.50%		
37	6.50%		
38	6.50%		
39	6.50%		
40	5.00%		
41	5.00%		
42	5.00%		
43	5.00%		
44	5.00%		

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Table 2

Retirement Rates — Participants without a 12/31/2021 Frozen FAP Benefit (from Active Status)

Age	Rate
55	5.00%
56	5.00%
57	10.00%
58	10.00%
59	10.00%
60	10.00%
61	10.00%
62	10.00%
63	10.00%
64	10.00%
65	20.00%
66	20.00%
67	20.00%
68	25.00%
69	25.00%
70+	100.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Table 3

Retirement Rates — Participants without a 12/31/2021 Frozen FAP Benefit (from Terminated Vested Status)

Age	Rate
55	20.00%
56	20.00%
57	20.00%
58	20.00%
59	20.00%
60	15.00%
61	15.00%
62	15.00%
63	30.00%
64	30.00%
65+	100.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Table 4

Retirement Rates — Participants with a 12/31/2021 Frozen FAP Benefit (from Active Status)

Age	Rate
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	6.00%
60	8.00%
61	12.00%
62	18.00%
63	18.00%
64	18.00%
65	25.00%
66	25.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Table 5

Retirement Rates — Participants with a 12/31/2021 Frozen FAP Benefit (from Terminated Vested Status)

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	6.00%
61	8.00%
62	10.00%
63	12.00%
64	25.00%
65+	100.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Table 6

Withdrawal Rates — Participants without a 12/31/2021 Frozen FAP Benefit

Age	Years of Service			
	0	1	2	3
20	22.00%	18.70%	18.70%	16.50%
21	22.00%	18.70%	18.70%	16.50%
22	22.00%	18.70%	18.70%	16.50%
23	22.00%	18.70%	18.70%	16.50%
24	22.00%	18.70%	18.70%	16.50%
25	18.50%	15.20%	15.20%	13.00%
26	18.50%	15.20%	15.20%	13.00%
27	18.50%	15.20%	15.20%	13.00%
28	18.50%	15.20%	15.20%	13.00%
29	18.50%	15.20%	15.20%	13.00%
30	15.50%	12.20%	12.20%	10.00%
31	15.50%	12.20%	12.20%	10.00%
32	15.50%	12.20%	12.20%	10.00%
33	15.50%	12.20%	12.20%	10.00%
34	15.50%	12.20%	12.20%	10.00%
35	13.30%	10.00%	10.00%	7.80%
36	13.30%	10.00%	10.00%	7.80%
37	13.30%	10.00%	10.00%	7.80%
38	13.30%	10.00%	10.00%	7.80%
39	13.30%	10.00%	10.00%	7.80%
40	13.30%	10.00%	10.00%	7.80%
41	13.30%	10.00%	10.00%	7.80%
42	13.30%	10.00%	10.00%	7.80%
43	13.30%	10.00%	10.00%	7.80%
44	13.30%	10.00%	10.00%	7.80%

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Table 6 continued

Withdrawal Rates — Participants without a 12/31/2021 Frozen FAP Benefit

Age	Years of Service			
	0	1	2	3
45	13.30%	10.00%	10.00%	7.80%
46	13.30%	10.00%	10.00%	7.80%
47	13.30%	10.00%	10.00%	7.80%
48	13.30%	10.00%	10.00%	7.80%
49	13.30%	10.00%	10.00%	7.80%
50	13.30%	10.00%	10.00%	7.80%
51	13.30%	10.00%	10.00%	7.80%
52	13.30%	10.00%	10.00%	7.80%
53	13.30%	10.00%	10.00%	7.80%
54	13.30%	10.00%	10.00%	7.80%
55	18.50%	15.20%	15.20%	13.00%
56	18.50%	15.20%	15.20%	13.00%
57	18.50%	15.20%	15.20%	13.00%
58	18.50%	15.20%	15.20%	13.00%
59	18.50%	15.20%	15.20%	13.00%
60	20.50%	17.20%	17.20%	15.00%
61	20.50%	17.20%	17.20%	15.00%
62	20.50%	17.20%	17.20%	15.00%
63	20.50%	17.20%	17.20%	15.00%
64	20.50%	17.20%	17.20%	15.00%
65+	0.00%	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Table 7

Withdrawal Rates — Participants with a 12/31/2021 Frozen FAP Benefit

Age	Male	Female	Age
25	7.50%	50	3.00%
26	7.50%	51	3.00%
27	7.50%	52	3.00%
28	7.50%	53	3.00%
29	7.50%	54	3.00%
30	4.00%	55	3.00%
31	4.00%	56	3.00%
32	4.00%	57	3.00%
33	4.00%	58	3.00%
34	4.00%	59	3.00%
35	4.00%	60	3.00%
36	4.00%	61	3.00%
37	4.00%	62	3.00%
38	4.00%	63	3.00%
39	4.00%	64	3.00%
40	3.50%	65+	0.00%
41	3.50%		
42	3.50%		
43	3.50%		
44	3.50%		
45	3.25%		
46	3.25%		
47	3.25%		
48	3.25%		
49	3.25%		

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Table 8

Disability Rates

Age	Male	Female	Age	Male	Female
20	0.02%	0.02%	45	0.11%	0.16%
21	0.02%	0.02%	46	0.12%	0.18%
22	0.02%	0.02%	47	0.14%	0.20%
23	0.02%	0.02%	48	0.17%	0.22%
24	0.02%	0.02%	49	0.19%	0.24%
25	0.02%	0.02%	50	0.22%	0.27%
26	0.02%	0.02%	51	0.26%	0.29%
27	0.02%	0.02%	52	0.31%	0.33%
28	0.02%	0.03%	53	0.36%	0.36%
29	0.02%	0.03%	54	0.41%	0.40%
30	0.02%	0.03%	55	0.46%	0.43%
31	0.02%	0.03%	56	0.52%	0.46%
32	0.02%	0.03%	57	0.58%	0.50%
33	0.02%	0.04%	58	0.64%	0.54%
34	0.02%	0.04%	59	0.70%	0.57%
35	0.03%	0.05%	60	0.77%	0.60%
36	0.03%	0.05%	61	0.84%	0.64%
37	0.03%	0.06%	62	0.92%	0.68%
38	0.04%	0.07%	63	1.01%	0.70%
39	0.05%	0.08%	64	1.10%	0.73%
40	0.05%	0.09%	65	0.00%	0.00%
41	0.06%	0.10%			
42	0.07%	0.11%			
43	0.08%	0.13%			
44	0.09%	0.15%			

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). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide 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 ☐ special extension (enter description) ☐ the DFVC program
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 RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 12/28/1943
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	Signature of plan administrator	12/01/2025 Date	LeAnn Harris 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 10,259
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 8,042 6a(2) 8,460 6b 492 6c 1,854 6d 10,806 6e 95 6f 10,901 6g(1) 6g(2) 6h 338
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: 1A 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
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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
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- ▶ **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 RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
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>2024</u>			
2 Assets:			
a Market value		2a	682,613,192
b Actuarial value		2b	742,473,960
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	414	123,442,932	123,442,932
b For terminated vested participants	1,829	87,515,139	87,515,139
c For active participants	8,042	426,910,316	442,092,191
d Total	10,285	637,868,387	653,050,262
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	5.26%
6 Target normal cost			
a Present value of current plan year accruals		6a	20,582,112
b Expected plan-related expenses		6b	0
c Target normal cost		6c	20,582,112

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	Danielle U. Calabrese <i>DUC</i>	09/26/2025
Signature of actuary		Date
DANIELLE U. CALABRESE		2308673
Type or print name of actuary		Most recent enrollment number
Aon Consulting, Inc.		610-834-2100
Firm name		Telephone number (including area code)
MSC# 17833 PO Box 7505 Fort Washington PA 19034 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 ☐

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	☐ 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 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? 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	20,582,112	
b Excess assets, if applicable, but not greater than line 31a	31b	5,453,759	
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	15,128,353	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	11,186,393	11,186,393
36 Additional cash requirement (line 34 minus line 35).....	36	3,941,960	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	3,941,960	
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 the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
--

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Schedule SB, line 19—Discounted Employer Contributions

Year applied for contributions: 2024

Date	Amount	Days to Discount to 1/1/2024 at 5.26%	Interest Adjusted Contribution
September 12, 2025	<u>4,300,000</u>	620	<u>3,941,960</u>
Total Contribution	\$ 4,300,000		\$ 3,941,960

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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.

Participants without a 12/31/2021 frozen FAP benefit			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	10.00%	0.9025	5.19
58.5	10.00%	0.8123	4.75
59.5	10.00%	0.7310	4.35
60.5	10.00%	0.6579	3.98
61.5	10.00%	0.5921	3.64
62.5	10.00%	0.5329	3.33
63.5	10.00%	0.4796	3.05
64.5	10.00%	0.4317	2.78
65.5	20.00%	0.3885	5.09
66.5	20.00%	0.3108	4.13
67.5	20.00%	0.2486	3.36
68.5	25.00%	0.1989	3.41
69.5	25.00%	0.1492	2.59
70	100.00%	0.1119	7.83
Weighted Average			62.94

Participants with a 12/31/2021 frozen FAP benefit			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	3.00%	1.0000	1.67
56.5	3.00%	0.9700	1.64
57.5	3.00%	0.9409	1.62
58.5	3.00%	0.9127	1.60
59.5	6.00%	0.8853	3.16
60.5	8.00%	0.8322	4.03
61.5	12.00%	0.7656	5.65
62.5	18.00%	0.6737	7.58
63.5	18.00%	0.5525	6.31
64.5	18.00%	0.4530	5.26
65.5	25.00%	0.3715	6.08
66.5	25.00%	0.2786	4.63
67.5	25.00%	0.2090	3.53
68.5	25.00%	0.1567	2.68
69.5	25.00%	0.1175	2.04
70	100.00%	0.0882	6.17
Weighted Average			63.65

	Average Age	% of Active Participants
Participants without a 12/31/2021 frozen FAP benefit	62.94	79.89%
Participants with a 12/31/2021 frozen FAP benefit	63.65	20.11%
Weighted Average Retirement Age	63.08	

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

Interest Rates for Minimum Funding Purposes

Based on segment rates with a four-month lookback (as of September 2023), 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	4.87%
3rd Segment Rate	5.59%

Interest Rates for Maximum Tax Purposes

Based on segment rates with a four-month lookback (as of September 2023), without regard to interest rate stabilization

1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%

Salary Increases

Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1

Cash Balance Interest Crediting Rate

2024: 4.94% (average annual rate of interest on 30-year Treasury securities for October 2023)
2025+: 4.03% (end of month annual rate of interest on 30-year Treasury securities for December 2023)

Optional Payment Form Election Percentage

Traditional Plan Participants:
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: Retirement from Active Status: 85% Lump Sum (40% in year of termination and 45% in year following termination), 15% Life Annuity

Retirement from Deferred Status: 85% Lump Sum and 15% Life Annuity

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	Termination: 65% Immediate Lump Sum (45% in year of termination and 20% in year following termination), 35% Deferred
	Golden Peanut Participants without Cash Balance: 75% Lump Sum, 10% Life Annuity, 5% Joint and 50% Survivor Annuity, 10% Joint and 100% Survivor Annuity
Optional Payment Form Conversion Interest Rate	Golden Peanut lump sums are based on segment rates used for minimum funding purposes and maximum tax purposes Conversion rate for all other payment forms is defined in the plan document
Optional Payment Form Conversion Mortality	Golden Peanut lump sums are based on current IRC section 417(e) table. Conversion mortality table for all other payment forms is defined in the plan document
Mortality Rates	2024 generational mortality tables for annuitants and non-annuitants per section 1.430(h)(3)-1(b)
Retirement Rates	See Tables 2-5
Withdrawal Rates	See Tables 6-7
Disability Rates	See Table 8
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 80% of males and 80% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2023 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 \$275,000 and the IRC section 401(a)(17) compensation limit of \$345,000.
Valuation of Plan Assets	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. 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

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values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

Expected Return on Assets

2022 Plan Year	5.50%
2023 Plan Year	6.50%, limited to 5.74%
2024 Plan Year	6.50%, limited to 5.59%

Trust Expenses Included in Target Normal Cost None

Actuarial Method Standard unit credit cost method

Valuation Date January 1, 2024

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Actuarial Assumptions and Methods

Table 1

Salary Merit Increase Rates

Age	Rate	Age	Rate
15	18.00%	45	4.50%
16	18.00%	46	4.50%
17	18.00%	47	4.50%
18	18.00%	48	4.50%
19	18.00%	49	4.50%
20	18.00%	50	4.00%
21	18.00%	51	4.00%
22	18.00%	52	4.00%
23	18.00%	53	4.00%
24	18.00%	54	4.00%
25	8.00%	55	3.00%
26	8.00%	56	3.00%
27	8.00%	57	3.00%
28	8.00%	58	3.00%
29	8.00%	59	3.00%
30	7.00%	60	3.00%
31	7.00%	61	3.00%
32	7.00%	62	3.00%
33	7.00%	63	3.00%
34	7.00%	64	3.00%
35	6.50%	65+	3.00%
36	6.50%		
37	6.50%		
38	6.50%		
39	6.50%		
40	5.00%		
41	5.00%		
42	5.00%		
43	5.00%		
44	5.00%		

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Table 2

Retirement Rates — Participants without a 12/31/2021 Frozen FAP Benefit (from Active Status)

Age	Rate
55	5.00%
56	5.00%
57	10.00%
58	10.00%
59	10.00%
60	10.00%
61	10.00%
62	10.00%
63	10.00%
64	10.00%
65	20.00%
66	20.00%
67	20.00%
68	25.00%
69	25.00%
70+	100.00%

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Table 3

Retirement Rates — Participants without a 12/31/2021 Frozen FAP Benefit (from Terminated Vested Status)

Age	Rate
55	20.00%
56	20.00%
57	20.00%
58	20.00%
59	20.00%
60	15.00%
61	15.00%
62	15.00%
63	30.00%
64	30.00%
65+	100.00%

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Table 4

Retirement Rates — Participants with a 12/31/2021 Frozen FAP Benefit (from Active Status)

Age	Rate
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	6.00%
60	8.00%
61	12.00%
62	18.00%
63	18.00%
64	18.00%
65	25.00%
66	25.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

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Table 5

Retirement Rates — Participants with a 12/31/2021 Frozen FAP Benefit (from Terminated Vested Status)

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	6.00%
61	8.00%
62	10.00%
63	12.00%
64	25.00%
65+	100.00%

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Table 6

Withdrawal Rates — Participants without a 12/31/2021 Frozen FAP Benefit

Age	Years of Service			
	0	1	2	3
20	22.00%	18.70%	18.70%	16.50%
21	22.00%	18.70%	18.70%	16.50%
22	22.00%	18.70%	18.70%	16.50%
23	22.00%	18.70%	18.70%	16.50%
24	22.00%	18.70%	18.70%	16.50%
25	18.50%	15.20%	15.20%	13.00%
26	18.50%	15.20%	15.20%	13.00%
27	18.50%	15.20%	15.20%	13.00%
28	18.50%	15.20%	15.20%	13.00%
29	18.50%	15.20%	15.20%	13.00%
30	15.50%	12.20%	12.20%	10.00%
31	15.50%	12.20%	12.20%	10.00%
32	15.50%	12.20%	12.20%	10.00%
33	15.50%	12.20%	12.20%	10.00%
34	15.50%	12.20%	12.20%	10.00%
35	13.30%	10.00%	10.00%	7.80%
36	13.30%	10.00%	10.00%	7.80%
37	13.30%	10.00%	10.00%	7.80%
38	13.30%	10.00%	10.00%	7.80%
39	13.30%	10.00%	10.00%	7.80%
40	13.30%	10.00%	10.00%	7.80%
41	13.30%	10.00%	10.00%	7.80%
42	13.30%	10.00%	10.00%	7.80%
43	13.30%	10.00%	10.00%	7.80%
44	13.30%	10.00%	10.00%	7.80%

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Table 6 continued

Withdrawal Rates — Participants without a 12/31/2021 Frozen FAP Benefit

Age	Years of Service			
	0	1	2	3
45	13.30%	10.00%	10.00%	7.80%
46	13.30%	10.00%	10.00%	7.80%
47	13.30%	10.00%	10.00%	7.80%
48	13.30%	10.00%	10.00%	7.80%
49	13.30%	10.00%	10.00%	7.80%
50	13.30%	10.00%	10.00%	7.80%
51	13.30%	10.00%	10.00%	7.80%
52	13.30%	10.00%	10.00%	7.80%
53	13.30%	10.00%	10.00%	7.80%
54	13.30%	10.00%	10.00%	7.80%
55	18.50%	15.20%	15.20%	13.00%
56	18.50%	15.20%	15.20%	13.00%
57	18.50%	15.20%	15.20%	13.00%
58	18.50%	15.20%	15.20%	13.00%
59	18.50%	15.20%	15.20%	13.00%
60	20.50%	17.20%	17.20%	15.00%
61	20.50%	17.20%	17.20%	15.00%
62	20.50%	17.20%	17.20%	15.00%
63	20.50%	17.20%	17.20%	15.00%
64	20.50%	17.20%	17.20%	15.00%
65+	0.00%	0.00%	0.00%	0.00%

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Table 7

Withdrawal Rates — Participants with a 12/31/2021 Frozen FAP Benefit

Age	Male	Female	Age
25	7.50%	50	3.00%
26	7.50%	51	3.00%
27	7.50%	52	3.00%
28	7.50%	53	3.00%
29	7.50%	54	3.00%
30	4.00%	55	3.00%
31	4.00%	56	3.00%
32	4.00%	57	3.00%
33	4.00%	58	3.00%
34	4.00%	59	3.00%
35	4.00%	60	3.00%
36	4.00%	61	3.00%
37	4.00%	62	3.00%
38	4.00%	63	3.00%
39	4.00%	64	3.00%
40	3.50%	65+	0.00%
41	3.50%		
42	3.50%		
43	3.50%		
44	3.50%		
45	3.25%		
46	3.25%		
47	3.25%		
48	3.25%		
49	3.25%		

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Table 8

Disability Rates

Age	Male	Female	Age	Male	Female
20	0.02%	0.02%	45	0.11%	0.16%
21	0.02%	0.02%	46	0.12%	0.18%
22	0.02%	0.02%	47	0.14%	0.20%
23	0.02%	0.02%	48	0.17%	0.22%
24	0.02%	0.02%	49	0.19%	0.24%
25	0.02%	0.02%	50	0.22%	0.27%
26	0.02%	0.02%	51	0.26%	0.29%
27	0.02%	0.02%	52	0.31%	0.33%
28	0.02%	0.03%	53	0.36%	0.36%
29	0.02%	0.03%	54	0.41%	0.40%
30	0.02%	0.03%	55	0.46%	0.43%
31	0.02%	0.03%	56	0.52%	0.46%
32	0.02%	0.03%	57	0.58%	0.50%
33	0.02%	0.04%	58	0.64%	0.54%
34	0.02%	0.04%	59	0.70%	0.57%
35	0.03%	0.05%	60	0.77%	0.60%
36	0.03%	0.05%	61	0.84%	0.64%
37	0.03%	0.06%	62	0.92%	0.68%
38	0.04%	0.07%	63	1.01%	0.70%
39	0.05%	0.08%	64	1.10%	0.73%
40	0.05%	0.09%	65	0.00%	0.00%
41	0.06%	0.10%			
42	0.07%	0.11%			
43	0.08%	0.13%			
44	0.09%	0.15%			

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Schedule SB, Part V — Summary of Plan Provisions

History of Plan

The Archer Daniels Midland Retirement Plan was established effective December 27, 1943, as a group annuity contract with the Equitable Life Assurance Society. Effective September 1, 1952, a separate plan was established for hourly employees.

In December 1954, a change was made in financing the plan from a deposit administrative group annuity contract to a trustee basis. No further contributions were made to the Equitable deposit administration fund. The existing deposit administration contract funds were used to purchase benefits upon retirement and such funds were sufficient to purchase the benefits of all participants who retired prior to July 31, 1963. The Trustee currently is the National City Bank of Minneapolis.

Effective January 1, 1968, the benefit formula was changed from a career average pay formula to a final average pay formula. The final average pay formula adopted was 1% of all pay plus ½% of pay in excess of an average Social Security wage base for all years of service up to 35 years.

Effective January 1, 1973, the method of integrating the benefit formula with Social Security was changed from a step rate basis (a higher benefit rate on pay over a wage base) to an offset basis (same benefit rate on all pay with the plan benefit reduced by some portion of Social Security benefits). The formula adopted was 56% of final average compensation minus 50% of primary Social Security, times the ratio of credited service to 35 years. In addition, a minimum benefit formula of 9.00 times credited service up to 35 years was added, the disability benefit was removed (now covered by an insured long-term disability plan), the retirement death benefit provisions were liberalized, and the eligibility provisions for vesting were liberalized.

Effective January 1, 1976, the plan was amended to comply with the Employee Retirement Income Security Act of 1974 (ERISA). These changes included providing the rule of 45 for vesting.

During 1978, the plan was amended retroactive to January 1, 1976, to increase the minimum benefit to \$9.00 times credited service.

Effective January 1, 1983, the plan was amended to be in accordance with the maximum benefit rules of TEFRA.

The plan was amended effective August 1, 1984, to extend preretirement death coverage to terminated vested employees on an employee paid basis as required by the Retirement Equity Act.

Effective January 1, 1987, the plan was amended to be in accordance with the maximum benefit rules of TRA-86.

Effective January 1, 1989, in accordance with the Tax Reform Act of 1986, a five-year cliff vesting schedule was adopted and the maximum compensation taken into account in determining benefits was limited to \$200,000 subject to future indexing.

During 1990, Collingwood Grain was merged into this plan. The benefit for former Collingwood Grain employees is based on the accrued benefit payable at age 65 as of December 31, 1989 with Collingwood Grain plus service from January 1, 1990 under the ADM Salaried Plan.

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Effective December 15, 1990, Pfizer was merged into this plan. The benefit for former Pfizer employees is based on Pfizer plan provisions.

During 1992, Agri-Trans was merged into this plan. The benefit for former Agri-Trans employees is calculated in accordance with the ADM Salaried Plan.

Effective January 1, 1993, Dixie Portland salaried employees were merged into the plan. The benefit for former Dixie Portland employees is based on the larger of the accrued benefit payable at age 65 as of December 31, 1992, under Dixie Portland plan formula plus service from January 1, 1993, under the ADM Salaried Plan, or the ADM plan formula based on Dixie Portland and ADM service.

Effective January 1, 1993, the benefit for former Pfizer employees was changed to be the larger of the accrued benefit payable at age 65 as of December 31, 1992, under the Pfizer plan formula plus service from January 1, 1993, under the ADM Salaried Plan, or the ADM plan formula based on Pfizer and ADM service.

Effective January 1, 1996, the Premiere salaried employees were merged into the plan. The benefit for former Premiere employees is based on the larger of the accrued benefit payable at age 65 as of October 31, 1994, under the Premiere plan formula plus service from November 1, 1994, under the ADM salaried formula, or the ADM plan formula based on total service.

Effective September 30, 1996, Southern Cellulose salaried employees were merged into the plan. The benefit for former Southern Cellulose employees is based on the accrued benefit payable at age 65 of September 30, 1996 with Southern Cellulose plus the benefit for service from October 1, 1996 under the ADM Salaried Plan.

Effective May 31, 1997, Benson-Quinn employees were merged into the plan. The benefit for former Benson-Quinn employees is based on the accrued benefit payable at age 65 as of May 31, 1998 with Benson-Quinn plus service from June 1, 1998 under the ADM Salaried Plan.

Effective January 1, 1998, the ADM salaried plan benefit formula was changed to an excess step-rate formula of 36% of final average pay up to covered compensation plus 16.5% of final average pay in excess of covered compensation, reduced proportionately for service less the 30 years, plus 0.5% of final average pay times service over 30 years.

Effective December 31, 1999, the Moorman salaried employees and retired employees were merged into the plan. The Moorman salaried employees were granted the ADM salaried plan benefit for all years of service with Moorman and ADM.

Effective January 1, 2000, ADM unpurchased annuities previously purchased from an insurance carrier for former Moorman employees and will now pay trust benefits from the ADM plan. ADM also adopted a 415(d) COLA which increases the maximum benefit payable from a qualified plan and eliminated the two-plan limits from the qualified plan.

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

Effective January 1, 2009, employees who did not have five years of continuous service as of December 31, 2008, and all new hires on or after January 1, 2009 move to the cash balance formula. All other employees continue to have benefits calculated under the traditional formula.

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Effective December 31, 2011, the Golden Peanut Pension Plan salaried group was merged into this plan.

Nonvested participants from CRS who were divested on May 1, 2017 were granted 100% vesting for their Salaried plan benefits.

On July 31, 2017, ADM announced that beginning January 1, 2022 all participants in the Salaried pension plan and the SERP will begin accruing benefits under the cash balance formula. Benefits for participants who were accruing under the final average pay formula froze as of December 31, 2021, including pay and service through that date.

The Company amended the plan and on October 29, 2018 entered into a binding agreement to purchase a group annuity contract from The Prudential Insurance Company of America ("Prudential"), irrevocably transferring the future benefit obligations and annuity administration for 3,841 retirees from the Plan to Prudential. The annuity contract purchase was completed on November 2, 2018. Participants who were in payment as of January 1, 2018 were included in this transaction. Prudential began making payments to these participants on January 1, 2019.

An early retirement window was offered to a group of ADM Salaried employees that were at least age 55 with five years of vesting service as of June 30, 2019. If a participant met those requirements, they were offered the following enhancement for pension benefits:

- For traditional final average pay participants, an additional three years of service was given in the calculation of the retirement benefit and an additional three years of age was given in determining the early retirement subsidy. Additionally, participants are eligible to receive their enhanced benefit as a lump sum option if commencement occurs before June 30, 2020.
- For participants eligible for the early retirement window and included in pay band 28+, their ADM Retirement Plan enhancements will be paid out of the SERP instead of the ADM Retirement Plan.
- For cash balance participants, the account balance as of the retirement date, plus an additional pay credit equal to 40% pay credit was given.

ADM amended the Plan and on March 26, 2021 entered into a binding agreement to purchase a group annuity contract from Principal ("Principal"), irrevocably transferring the future benefit obligations and annuity administration for certain retirees and term vesteds from the Plan to Principal. The annuity contract purchase was completed on April 1, 2021. Principal will be responsible for making payments due to these participants on and after July 1, 2021.

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ADM Retirement Plan
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Summary of Plan Provisions

Effective Date

December 27, 1943. Amended and restated effective January 1, 1998 with certain amendments effective since restatement (most recent amendment 2017)

Eligibility for Participation

Full-time regular salaried employees of ADM or another participating employer are immediately eligible upon hire.

Part-time, seasonal, or temporary salaried employees are eligible to participate after completing one year of eligibility service (i.e. after working 1000 hours during employee's first 12-months of employment or in a subsequent calendar year).

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;
2. Any eligible employee who did not have five years of continuous service as of December 31, 2008.

Effective January 1, 2022, the cash balance formula applies to all participants.

Eligibility for Benefits (Traditional Formula)

Normal

Age 65.

Early

Age 55 and 10 years of continuous service. For former Pfizer employees, age 50 with 10 years credited service and 65 points

Disability

Eligible for long-term disability plan. For former Pfizer employees, five years of continuous service and eligible for long-term disability plan.

Deferred Vested

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.

Disability

Eligible for long-term disability plan.

Deferred Vested

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)

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Normal

A monthly amount equal to:

1. 36% of final average compensation, plus 16.5% of final average compensation in excess of covered compensation reduced proportionately for service less than 30 years; plus
2. 0.5% of final average compensation times service over 30 years.

Service and final average compensation are frozen as of December 31, 2021.

Early

The normal benefit, reduced for payments prior to age 65 based on the following table:

Age	Percentage
65	100.00%
64	97.00%
63	93.00%
62	88.00%
61	83.00%
60	78.00%
59	73.00%
58	68.00%
57	62.00%
56	56.00%
55	50.00%

Disability

The normal benefit payable at 65. Employee assumed to have continued employment to age 65 at same pay when disabled. Social Security is determined as though termination of employment occurred at the end of long-term disability and the participant has attained his normal retirement age.

Deferred Vested

The normal benefit payable at 65 accrued to date of termination. If payments commence prior to age 65, reduction is $6\frac{2}{3}\%$ for each of the first five years and $3\frac{1}{3}\%$ for each additional year. Benefits cannot begin before age 55. For former Pfizer employees, reduction is 4% per year with benefits commencing no earlier than age 50.

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Preretirement Surviving Spouse Annuity

Death While Active and Before
Eligible for Early Retirement

One-half of the vested benefit payable immediately to the surviving spouse until death. For former Pfizer employees, 50% of the amount the deceased participant would have been entitled to receive if the employee had survived to age 50 and then retired the day before death with a 50% 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 50.

Death While Active and After
Eligible for Early Retirement

One-half of the vested benefit payable immediately to the spouse until death.

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. For former Pfizer employees, same as for active deaths.

Amount of Benefits (Cash Balance Formula)

Initial Cash Balance Account Balance

An eligible employee who did not have five years of continuous service as of December 31, 2008 will have an initial account balance established as of January 1, 2009. It will equal the actuarial equivalent lump-sum value of his/her traditional formula accrued benefit as of December 31, 2008.

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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%

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 former Pfizer employees, 100% and 50% joint and survivor, and Social Security level income options. For cash balance formula employees, a single lump-sum payment in addition to the other optional forms listed.

Credited Service

Full years and days of continuous service with a participating employer from date of acquisition. Credited service under the Traditional Formula is frozen as of December 31, 2021.

Schedule SB Attachment (Form 5500) —2024 Plan Year

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Definitions

Continuous Service	Uninterrupted service as an employee of one or more of the participating employers, affiliates and predecessor companies.
Compensation	Base compensation plus salary reduction contributions to the ADM 401(k)/ESOP, pre-tax contributions for medical, dental, vision, life insurance, health care and dependent care spending accounts, and for transportation and parking, overtime pay, sick pay, holiday pay, pay for jury duty and lump-sum payments in lieu of pay increases, vacation pay, excluding any vacation pay that is paid in lieu of time off, commissions and other compensation based on a percentage of sales, pay received directly from ADM during a leave of absence, including short-term disability payments paid directly by ADM and including payments made by ADM during military leave, not to exceed 12 continuous months or end of employment, whichever occurs first.
Covered Compensation	The average of the Social Security wage bases in place during the 35-year period ending with the year of attaining Social Security normal retirement age.
Final Average Compensation	Average monthly compensation for the 60 consecutive months during the last 180 consecutive months of service as a qualified employee that produce the highest average. Final average compensation is frozen as of December 31, 2021.
Primary Social Security Benefit	The primary old-age insurance benefit to which an employee is or would be entitled under the provisions of the Social Security Act then in effect, commencing at normal retirement date, assuming continued employment and pay at date of retirement or termination.

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Former Golden Peanut Pension Plan — Salaried Employees Only

Provisions Through December 31, 2011

The following plan provisions apply for benefits accrued by Golden Peanut Salaried participants through December 31, 2011. After December 31, 2011, benefits are accrued under the salaried cash balance formula if the vesting service as of December 31, 2010 was less than five years; and under the salaried traditional formula if the vesting service as of December 31, 2010 was greater than or equal to five.

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

Employees with at least 30 years of credited service receive a benefit of 50% of final average compensation less 50% of primary Social Security benefit. Benefits are reduced on a pro rata basis for fewer than 30 years of credited service. The minimum monthly pension is \$15.00 for each year of credited service. If an employee's age plus 90-point service totals 90 or more, the 50% of primary Social Security benefit offset above is reduced if the employee is below age 63.

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Early

The normal benefit reduced by 5/12 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.

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 5/12 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.

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Compensation

Gross income including W-2 compensation, employee contributions to 401(k) plan, and salary reductions pursuant to a cafeteria plan, but excluding severance compensation, distributions from a nonqualified deferred compensation plan, and earnings in excess of the section 401(a)(17) recognizable pay limit.

Final Average Compensation

The average of the highest consecutive five years of compensation paid during the final 10 consecutive years of employment.

Primary Social Security Benefit

Estimated amount of employee's primary Social Security benefit based on the law in effect on the date the accrued benefit is determined.

Plan Changes Since the Prior Year

There have been no plan changes since the prior year.

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.

Schedule SB Attachment (Form 5500) —2024 Plan Year
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Schedule SB, line 24—Change in Actuarial Assumptions

- A change in the cash balance interest crediting rate from 3.97% (end of month annual rate of interest on 30-years Treasury securities for December 2022) to 4.94% (average annual rate of interest on 30-year treasure securities for October 2023) for 2024 and 4.03% (end of month annual rate of interest on 30-year Treasury securities to December 2023) for 2025+.

This change was made to better reflect future expectations. This 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.

Schedule SB Attachment (Form 5500) —2024 Plan Year
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Schedule SB, line 26a — Schedule of Active Participant Data
as of January 1, 2024

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	137	146	2							
	\$71,995	\$75,478								
	\$674	\$2,239								
25-29	151	455	187	5		1				
	\$81,774	\$81,957	\$98,213							
	\$830	\$3,589	\$9,286							
30-34	123	388	285	166	14					
	\$98,086	\$95,873	\$97,266	\$114,397						
	\$909	\$4,549	\$11,457	\$17,376						
35-39	121	352	235	226	197	11				
	\$104,253	\$114,336	\$102,607	\$121,037	\$130,442					
	\$1,108	\$5,525	\$12,829	\$22,478	\$23,503					
40-44	101	341	187	136	207	151	13			
	\$112,180	\$131,344	\$118,587	\$118,674	\$128,014	\$130,340				
	\$1,362	\$6,887	\$16,759	\$22,415	\$29,403	\$8,972				
45-49	65	251	142	88	126	205	128	3		
	\$118,635	\$129,664	\$129,307	\$112,227	\$120,680	\$137,711	\$148,556			
	\$1,525	\$7,519	\$19,250	\$25,399	\$30,047	\$9,362	\$10,672			
50-54	59	237	143	73	100	118	176	66	5	
	\$103,273	\$127,512	\$150,656	\$107,056	\$119,982	\$116,725	\$134,877	\$141,943		
	\$1,277	\$7,919	\$24,378	\$25,760	\$36,595	\$8,543	\$10,188	\$12,001		
55-59	39	194	141	71	81	116	125	99	39	5
	\$102,310	\$132,018	\$140,513	\$114,868	\$112,286	\$110,116	\$117,282	\$138,236	\$157,578	
	\$1,417	\$8,801	\$27,185	\$29,350	\$45,825	\$9,610	\$9,167	\$13,355	\$11,981	
60-64	30	110	102	54	72	78	58	47	36	20
	\$123,031	\$129,601	\$132,481	\$119,735	\$122,744	\$115,099	\$117,789	\$114,997	\$133,771	\$136,297
	\$1,986	\$10,265	\$27,509	\$37,626	\$57,365	\$9,161	\$10,268	\$9,898	\$12,670	\$13,285
65-69	7	25	38	20	27	14	21	11	3	5
		\$126,394	\$146,605	\$126,105	\$98,579		\$95,843			
		\$10,706	\$33,810	\$37,227	\$57,697		\$9,110			
70+		3	8	9	5	2	3			1

N-8,042

Schedule SB Attachment (Form 5500) —2024 Plan Year

ADM Retirement Plan

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Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	6,047,872	2,730,212	9,979,950	18,758,034
2025	11,182,733	2,180,666	8,808,149	22,171,548
2026	12,950,503	2,446,510	8,778,414	24,175,427
2027	14,915,233	2,834,610	8,733,988	26,483,831
2028	16,854,872	3,143,812	8,684,927	28,683,611
2029	18,771,461	3,392,333	8,630,970	30,794,764
2030	20,707,861	3,935,594	8,566,471	33,209,926
2031	22,642,569	4,398,696	8,478,600	35,519,865
2032	24,526,339	4,749,213	8,401,098	37,676,650
2033	26,186,786	4,901,914	8,290,710	39,379,410
2034	27,708,632	5,287,543	8,195,394	41,191,569
2035	29,255,848	5,619,214	8,089,888	42,964,950
2036	30,875,407	5,951,770	7,969,374	44,796,551
2037	32,459,711	6,153,911	7,834,134	46,447,756
2038	33,897,727	6,521,020	7,682,661	48,101,408
2039	35,185,430	6,870,107	7,514,078	49,569,615
2040	36,303,651	7,111,655	7,326,128	50,741,434
2041	37,394,584	7,386,957	7,117,225	51,898,766
2042	38,090,820	7,677,824	6,886,685	52,655,329
2043	38,607,682	7,743,254	6,640,216	52,991,152
2044	38,904,133	7,966,302	6,367,438	53,237,873
2045	38,962,694	7,841,812	6,068,489	52,872,995
2046	38,787,529	7,820,146	5,747,414	52,355,089
2047	38,350,614	7,674,514	5,409,635	51,434,763
2048	37,774,175	7,624,099	5,061,375	50,459,649
2049	36,931,469	7,469,777	4,687,255	49,088,501
2050	35,974,143	7,256,252	4,302,998	47,533,393
2051	34,898,982	7,045,982	3,913,673	45,858,637
2052	33,604,108	6,698,652	3,524,852	43,827,612
2053	32,267,570	6,340,664	3,142,272	41,750,506
2054	30,799,216	6,027,699	2,771,576	39,598,491
2055	29,182,755	5,607,497	2,418,000	37,208,252
2056	27,620,813	5,342,483	2,086,059	35,049,355
2057	25,978,941	4,995,168	1,779,397	32,753,506
2058	24,335,325	4,695,910	1,500,628	30,531,863

Schedule SB Attachment (Form 5500) —2024 Plan Year

ADM Retirement Plan

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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2059	22,714,916	4,343,739	1,251,240	28,309,895
2060	21,076,073	4,022,058	1,031,652	26,129,783
2061	19,467,260	3,689,214	841,271	23,997,745
2062	17,903,683	3,389,750	678,703	21,972,136
2063	16,383,998	3,086,941	541,926	20,012,865
2064	14,895,416	2,823,272	428,467	18,147,155
2065	13,487,259	2,568,372	335,640	16,391,271
2066	12,122,464	2,323,699	260,672	14,706,835
2067	10,830,461	2,091,427	200,856	13,122,744
2068	9,619,320	1,870,745	153,683	11,643,748
2069	8,479,985	1,662,488	116,868	10,259,341
2070	7,417,417	1,467,430	88,405	8,973,252
2071	6,436,549	1,286,207	66,579	7,789,335
2072	5,536,324	1,119,279	49,945	6,705,548
2073	4,719,695	966,915	37,332	5,723,942

Schedule SB Attachment (Form 5500) —2024 Plan Year
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Schedule SB, line 19—Discounted Employer Contributions

Year applied for contributions: 2024

Date	Amount	Days to Discount to 1/1/2024 at 5.26%	Interest Adjusted Contribution
September 12, 2025	<u>4,300,000</u>	620	<u>3,941,960</u>
Total Contribution	\$ 4,300,000		\$ 3,941,960

Schedule SB Attachment (Form 5500) —2024 Plan Year
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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.

Participants without a 12/31/2021 frozen FAP benefit			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	10.00%	0.9025	5.19
58.5	10.00%	0.8123	4.75
59.5	10.00%	0.7310	4.35
60.5	10.00%	0.6579	3.98
61.5	10.00%	0.5921	3.64
62.5	10.00%	0.5329	3.33
63.5	10.00%	0.4796	3.05
64.5	10.00%	0.4317	2.78
65.5	20.00%	0.3885	5.09
66.5	20.00%	0.3108	4.13
67.5	20.00%	0.2486	3.36
68.5	25.00%	0.1989	3.41
69.5	25.00%	0.1492	2.59
70	100.00%	0.1119	7.83
Weighted Average			62.94

Participants with a 12/31/2021 frozen FAP benefit			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	3.00%	1.0000	1.67
56.5	3.00%	0.9700	1.64
57.5	3.00%	0.9409	1.62
58.5	3.00%	0.9127	1.60
59.5	6.00%	0.8853	3.16
60.5	8.00%	0.8322	4.03
61.5	12.00%	0.7656	5.65
62.5	18.00%	0.6737	7.58
63.5	18.00%	0.5525	6.31
64.5	18.00%	0.4530	5.26
65.5	25.00%	0.3715	6.08
66.5	25.00%	0.2786	4.63
67.5	25.00%	0.2090	3.53
68.5	25.00%	0.1567	2.68
69.5	25.00%	0.1175	2.04
70	100.00%	0.0882	6.17
Weighted Average			63.65

	Average Age	% of Active Participants
Participants without a 12/31/2021 frozen FAP benefit	62.94	79.89%
Participants with a 12/31/2021 frozen FAP benefit	63.65	20.11%
Weighted Average Retirement Age	63.08	

Schedule SB Attachment (Form 5500) —2024 Plan Year

ADM Retirement Plan

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Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

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2026	12,950,503	2,446,510	8,778,414	24,175,427
2027	14,915,233	2,834,610	8,733,988	26,483,831
2028	16,854,872	3,143,812	8,684,927	28,683,611
2029	18,771,461	3,392,333	8,630,970	30,794,764
2030	20,707,861	3,935,594	8,566,471	33,209,926
2031	22,642,569	4,398,696	8,478,600	35,519,865
2032	24,526,339	4,749,213	8,401,098	37,676,650
2033	26,186,786	4,901,914	8,290,710	39,379,410
2034	27,708,632	5,287,543	8,195,394	41,191,569
2035	29,255,848	5,619,214	8,089,888	42,964,950
2036	30,875,407	5,951,770	7,969,374	44,796,551
2037	32,459,711	6,153,911	7,834,134	46,447,756
2038	33,897,727	6,521,020	7,682,661	48,101,408
2039	35,185,430	6,870,107	7,514,078	49,569,615
2040	36,303,651	7,111,655	7,326,128	50,741,434
2041	37,394,584	7,386,957	7,117,225	51,898,766
2042	38,090,820	7,677,824	6,886,685	52,655,329
2043	38,607,682	7,743,254	6,640,216	52,991,152
2044	38,904,133	7,966,302	6,367,438	53,237,873
2045	38,962,694	7,841,812	6,068,489	52,872,995
2046	38,787,529	7,820,146	5,747,414	52,355,089
2047	38,350,614	7,674,514	5,409,635	51,434,763
2048	37,774,175	7,624,099	5,061,375	50,459,649
2049	36,931,469	7,469,777	4,687,255	49,088,501
2050	35,974,143	7,256,252	4,302,998	47,533,393
2051	34,898,982	7,045,982	3,913,673	45,858,637
2052	33,604,108	6,698,652	3,524,852	43,827,612
2053	32,267,570	6,340,664	3,142,272	41,750,506
2054	30,799,216	6,027,699	2,771,576	39,598,491
2055	29,182,755	5,607,497	2,418,000	37,208,252
2056	27,620,813	5,342,483	2,086,059	35,049,355
2057	25,978,941	4,995,168	1,779,397	32,753,506
2058	24,335,325	4,695,910	1,500,628	30,531,863

Schedule SB Attachment (Form 5500) —2024 Plan Year

ADM Retirement Plan

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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2059	22,714,916	4,343,739	1,251,240	28,309,895
2060	21,076,073	4,022,058	1,031,652	26,129,783
2061	19,467,260	3,689,214	841,271	23,997,745
2062	17,903,683	3,389,750	678,703	21,972,136
2063	16,383,998	3,086,941	541,926	20,012,865
2064	14,895,416	2,823,272	428,467	18,147,155
2065	13,487,259	2,568,372	335,640	16,391,271
2066	12,122,464	2,323,699	260,672	14,706,835
2067	10,830,461	2,091,427	200,856	13,122,744
2068	9,619,320	1,870,745	153,683	11,643,748
2069	8,479,985	1,662,488	116,868	10,259,341
2070	7,417,417	1,467,430	88,405	8,973,252
2071	6,436,549	1,286,207	66,579	7,789,335
2072	5,536,324	1,119,279	49,945	6,705,548
2073	4,719,695	966,915	37,332	5,723,942

Schedule SB Attachment (Form 5500) —2024 Plan Year
ADM Retirement Plan
EIN: 41-0129150 PN: 001

Schedule SB, Part V — Summary of Plan Provisions

History of Plan

The Archer Daniels Midland Retirement Plan was established effective December 27, 1943, as a group annuity contract with the Equitable Life Assurance Society. Effective September 1, 1952, a separate plan was established for hourly employees.

In December 1954, a change was made in financing the plan from a deposit administrative group annuity contract to a trustee basis. No further contributions were made to the Equitable deposit administration fund. The existing deposit administration contract funds were used to purchase benefits upon retirement and such funds were sufficient to purchase the benefits of all participants who retired prior to July 31, 1963. The Trustee currently is the National City Bank of Minneapolis.

Effective January 1, 1968, the benefit formula was changed from a career average pay formula to a final average pay formula. The final average pay formula adopted was 1% of all pay plus ½% of pay in excess of an average Social Security wage base for all years of service up to 35 years.

Effective January 1, 1973, the method of integrating the benefit formula with Social Security was changed from a step rate basis (a higher benefit rate on pay over a wage base) to an offset basis (same benefit rate on all pay with the plan benefit reduced by some portion of Social Security benefits). The formula adopted was 56% of final average compensation minus 50% of primary Social Security, times the ratio of credited service to 35 years. In addition, a minimum benefit formula of 9.00 times credited service up to 35 years was added, the disability benefit was removed (now covered by an insured long-term disability plan), the retirement death benefit provisions were liberalized, and the eligibility provisions for vesting were liberalized.

Effective January 1, 1976, the plan was amended to comply with the Employee Retirement Income Security Act of 1974 (ERISA). These changes included providing the rule of 45 for vesting.

During 1978, the plan was amended retroactive to January 1, 1976, to increase the minimum benefit to \$9.00 times credited service.

Effective January 1, 1983, the plan was amended to be in accordance with the maximum benefit rules of TEFRA.

The plan was amended effective August 1, 1984, to extend preretirement death coverage to terminated vested employees on an employee paid basis as required by the Retirement Equity Act.

Effective January 1, 1987, the plan was amended to be in accordance with the maximum benefit rules of TRA-86.

Effective January 1, 1989, in accordance with the Tax Reform Act of 1986, a five-year cliff vesting schedule was adopted and the maximum compensation taken into account in determining benefits was limited to \$200,000 subject to future indexing.

During 1990, Collingwood Grain was merged into this plan. The benefit for former Collingwood Grain employees is based on the accrued benefit payable at age 65 as of December 31, 1989 with Collingwood Grain plus service from January 1, 1990 under the ADM Salaried Plan.

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Effective December 15, 1990, Pfizer was merged into this plan. The benefit for former Pfizer employees is based on Pfizer plan provisions.

During 1992, Agri-Trans was merged into this plan. The benefit for former Agri-Trans employees is calculated in accordance with the ADM Salaried Plan.

Effective January 1, 1993, Dixie Portland salaried employees were merged into the plan. The benefit for former Dixie Portland employees is based on the larger of the accrued benefit payable at age 65 as of December 31, 1992, under Dixie Portland plan formula plus service from January 1, 1993, under the ADM Salaried Plan, or the ADM plan formula based on Dixie Portland and ADM service.

Effective January 1, 1993, the benefit for former Pfizer employees was changed to be the larger of the accrued benefit payable at age 65 as of December 31, 1992, under the Pfizer plan formula plus service from January 1, 1993, under the ADM Salaried Plan, or the ADM plan formula based on Pfizer and ADM service.

Effective January 1, 1996, the Premiere salaried employees were merged into the plan. The benefit for former Premiere employees is based on the larger of the accrued benefit payable at age 65 as of October 31, 1994, under the Premiere plan formula plus service from November 1, 1994, under the ADM salaried formula, or the ADM plan formula based on total service.

Effective September 30, 1996, Southern Cellulose salaried employees were merged into the plan. The benefit for former Southern Cellulose employees is based on the accrued benefit payable at age 65 of September 30, 1996 with Southern Cellulose plus the benefit for service from October 1, 1996 under the ADM Salaried Plan.

Effective May 31, 1997, Benson-Quinn employees were merged into the plan. The benefit for former Benson-Quinn employees is based on the accrued benefit payable at age 65 as of May 31, 1998 with Benson-Quinn plus service from June 1, 1998 under the ADM Salaried Plan.

Effective January 1, 1998, the ADM salaried plan benefit formula was changed to an excess step-rate formula of 36% of final average pay up to covered compensation plus 16.5% of final average pay in excess of covered compensation, reduced proportionately for service less the 30 years, plus 0.5% of final average pay times service over 30 years.

Effective December 31, 1999, the Moorman salaried employees and retired employees were merged into the plan. The Moorman salaried employees were granted the ADM salaried plan benefit for all years of service with Moorman and ADM.

Effective January 1, 2000, ADM unpurchased annuities previously purchased from an insurance carrier for former Moorman employees and will now pay trust benefits from the ADM plan. ADM also adopted a 415(d) COLA which increases the maximum benefit payable from a qualified plan and eliminated the two-plan limits from the qualified plan.

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

Effective January 1, 2009, employees who did not have five years of continuous service as of December 31, 2008, and all new hires on or after January 1, 2009 move to the cash balance formula. All other employees continue to have benefits calculated under the traditional formula.

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ADM Retirement Plan

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Effective December 31, 2011, the Golden Peanut Pension Plan salaried group was merged into this plan.

Nonvested participants from CRS who were divested on May 1, 2017 were granted 100% vesting for their Salaried plan benefits.

On July 31, 2017, ADM announced that beginning January 1, 2022 all participants in the Salaried pension plan and the SERP will begin accruing benefits under the cash balance formula. Benefits for participants who were accruing under the final average pay formula froze as of December 31, 2021, including pay and service through that date.

The Company amended the plan and on October 29, 2018 entered into a binding agreement to purchase a group annuity contract from The Prudential Insurance Company of America ("Prudential"), irrevocably transferring the future benefit obligations and annuity administration for 3,841 retirees from the Plan to Prudential. The annuity contract purchase was completed on November 2, 2018. Participants who were in payment as of January 1, 2018 were included in this transaction. Prudential began making payments to these participants on January 1, 2019.

An early retirement window was offered to a group of ADM Salaried employees that were at least age 55 with five years of vesting service as of June 30, 2019. If a participant met those requirements, they were offered the following enhancement for pension benefits:

- For traditional final average pay participants, an additional three years of service was given in the calculation of the retirement benefit and an additional three years of age was given in determining the early retirement subsidy. Additionally, participants are eligible to receive their enhanced benefit as a lump sum option if commencement occurs before June 30, 2020.
- For participants eligible for the early retirement window and included in pay band 28+, their ADM Retirement Plan enhancements will be paid out of the SERP instead of the ADM Retirement Plan.
- For cash balance participants, the account balance as of the retirement date, plus an additional pay credit equal to 40% pay credit was given.

ADM amended the Plan and on March 26, 2021 entered into a binding agreement to purchase a group annuity contract from Principal ("Principal"), irrevocably transferring the future benefit obligations and annuity administration for certain retirees and term vesteds from the Plan to Principal. The annuity contract purchase was completed on April 1, 2021. Principal will be responsible for making payments due to these participants on and after July 1, 2021.

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ADM Retirement Plan
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Summary of Plan Provisions

Effective Date

December 27, 1943. Amended and restated effective January 1, 1998 with certain amendments effective since restatement (most recent amendment 2017)

Eligibility for Participation

Full-time regular salaried employees of ADM or another participating employer are immediately eligible upon hire.

Part-time, seasonal, or temporary salaried employees are eligible to participate after completing one year of eligibility service (i.e. after working 1000 hours during employee's first 12-months of employment or in a subsequent calendar year).

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;
2. Any eligible employee who did not have five years of continuous service as of December 31, 2008.

Effective January 1, 2022, the cash balance formula applies to all participants.

Eligibility for Benefits (Traditional Formula)

Normal

Age 65.

Early

Age 55 and 10 years of continuous service. For former Pfizer employees, age 50 with 10 years credited service and 65 points

Disability

Eligible for long-term disability plan. For former Pfizer employees, five years of continuous service and eligible for long-term disability plan.

Deferred Vested

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.

Disability

Eligible for long-term disability plan.

Deferred Vested

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)

Schedule SB Attachment (Form 5500) —2024 Plan Year

ADM Retirement Plan

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Normal

A monthly amount equal to:

1. 36% of final average compensation, plus 16.5% of final average compensation in excess of covered compensation reduced proportionately for service less than 30 years; plus
2. 0.5% of final average compensation times service over 30 years.

Service and final average compensation are frozen as of December 31, 2021.

Early

The normal benefit, reduced for payments prior to age 65 based on the following table:

Age	Percentage
65	100.00%
64	97.00%
63	93.00%
62	88.00%
61	83.00%
60	78.00%
59	73.00%
58	68.00%
57	62.00%
56	56.00%
55	50.00%

Disability

The normal benefit payable at 65. Employee assumed to have continued employment to age 65 at same pay when disabled. Social Security is determined as though termination of employment occurred at the end of long-term disability and the participant has attained his normal retirement age.

Deferred Vested

The normal benefit payable at 65 accrued to date of termination. If payments commence prior to age 65, reduction is $6\frac{2}{3}\%$ for each of the first five years and $3\frac{1}{3}\%$ for each additional year. Benefits cannot begin before age 55. For former Pfizer employees, reduction is 4% per year with benefits commencing no earlier than age 50.

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Preretirement Surviving Spouse Annuity

Death While Active and Before
Eligible for Early Retirement

One-half of the vested benefit payable immediately to the surviving spouse until death. For former Pfizer employees, 50% of the amount the deceased participant would have been entitled to receive if the employee had survived to age 50 and then retired the day before death with a 50% 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 50.

Death While Active and After
Eligible for Early Retirement

One-half of the vested benefit payable immediately to the spouse until death.

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. For former Pfizer employees, same as for active deaths.

Amount of Benefits (Cash Balance Formula)

Initial Cash Balance Account Balance

An eligible employee who did not have five years of continuous service as of December 31, 2008 will have an initial account balance established as of January 1, 2009. It will equal the actuarial equivalent lump-sum value of his/her traditional formula accrued benefit as of December 31, 2008.

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ADM Retirement Plan

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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%

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 former Pfizer employees, 100% and 50% joint and survivor, and Social Security level income options. For cash balance formula employees, a single lump-sum payment in addition to the other optional forms listed.

Credited Service

Full years and days of continuous service with a participating employer from date of acquisition. Credited service under the Traditional Formula is frozen as of December 31, 2021.

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Definitions

Continuous Service	Uninterrupted service as an employee of one or more of the participating employers, affiliates and predecessor companies.
Compensation	Base compensation plus salary reduction contributions to the ADM 401(k)/ESOP, pre-tax contributions for medical, dental, vision, life insurance, health care and dependent care spending accounts, and for transportation and parking, overtime pay, sick pay, holiday pay, pay for jury duty and lump-sum payments in lieu of pay increases, vacation pay, excluding any vacation pay that is paid in lieu of time off, commissions and other compensation based on a percentage of sales, pay received directly from ADM during a leave of absence, including short-term disability payments paid directly by ADM and including payments made by ADM during military leave, not to exceed 12 continuous months or end of employment, whichever occurs first.
Covered Compensation	The average of the Social Security wage bases in place during the 35-year period ending with the year of attaining Social Security normal retirement age.
Final Average Compensation	Average monthly compensation for the 60 consecutive months during the last 180 consecutive months of service as a qualified employee that produce the highest average. Final average compensation is frozen as of December 31, 2021.
Primary Social Security Benefit	The primary old-age insurance benefit to which an employee is or would be entitled under the provisions of the Social Security Act then in effect, commencing at normal retirement date, assuming continued employment and pay at date of retirement or termination.

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Former Golden Peanut Pension Plan — Salaried Employees Only

Provisions Through December 31, 2011

The following plan provisions apply for benefits accrued by Golden Peanut Salaried participants through December 31, 2011. After December 31, 2011, benefits are accrued under the salaried cash balance formula if the vesting service as of December 31, 2010 was less than five years; and under the salaried traditional formula if the vesting service as of December 31, 2010 was greater than or equal to five.

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

Employees with at least 30 years of credited service receive a benefit of 50% of final average compensation less 50% of primary Social Security benefit. Benefits are reduced on a pro rata basis for fewer than 30 years of credited service. The minimum monthly pension is \$15.00 for each year of credited service. If an employee's age plus 90-point service totals 90 or more, the 50% of primary Social Security benefit offset above is reduced if the employee is below age 63.

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Early

The normal benefit reduced by 5/12 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.

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 5/12 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.

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Compensation

Gross income including W-2 compensation, employee contributions to 401(k) plan, and salary reductions pursuant to a cafeteria plan, but excluding severance compensation, distributions from a nonqualified deferred compensation plan, and earnings in excess of the section 401(a)(17) recognizable pay limit.

Final Average Compensation

The average of the highest consecutive five years of compensation paid during the final 10 consecutive years of employment.

Primary Social Security Benefit

Estimated amount of employee's primary Social Security benefit based on the law in effect on the date the accrued benefit is determined.

Plan Changes Since the Prior Year

There have been no plan changes since the prior year.

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

- A change in the cash balance interest crediting rate from 3.97% (end of month annual rate of interest on 30-years Treasury securities for December 2022) to 4.94% (average annual rate of interest on 30-year treasure securities for October 2023) for 2024 and 4.03% (end of month annual rate of interest on 30-year Treasury securities to December 2023) for 2025+.

This change was made to better reflect future expectations. This 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.