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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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.)
- [X] 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:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 09/01/1957

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
ARCHER DANIELS MIDLAND COMPANY

P.O. BOX 1470
DECATUR, IL 62525

2b Employer Identification Number (EIN)
41-0129150

2c Plan Sponsor's telephone number
312-634-8140

2d Business code (see instructions)
311900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2026	EMILY NUNEZ
	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 [X] 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

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	13063
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)**	9781
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	9434
b	Retired or separated participants receiving benefits	**6b**	861
c	Other retired or separated participants entitled to future benefits	**6c**	1960
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	12255
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	161
f	Total. Add lines **6d** and **6e**.	**6f**	12416
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**	1292
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 Characteristic Codes in the instructions:

1B 1C 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] 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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [ ] **C** (Service Provider Information)
- **(5)** [X] **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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

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

A Name of plan
ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
ARCHER DANIELS MIDLAND COMPANY

D Employer Identification Number (EIN)
41-0129150

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	261867215
b Actuarial value	**2b**	266811669

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	772	77567301	77567301
b For terminated vested participants	2510	36409512	36409512
c For active participants	9781	148606691	156620153
d Total	13063	262583504	270596966

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**	5.39 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	13790468
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	13790468

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

09/25/2026
Date

DANIELLE U. CALABRESE
Type or print name of actuary

26-08673
Most recent enrollment number

AON CONSULTING, INC.
Firm name

610-834-2100
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 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	47691830
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	13068395
9	Amount remaining (line 7 minus line 8)	0	34623435
10	Interest on line 9 using prior year's actual return of 0.14 %	0	48473
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		9017022
	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 5.21 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		12624
	c Total available at beginning of current plan year to add to prefunding balance		9029646
	d Portion of (c) to be added to prefunding balance		9029646
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	43701554

Part III Funding Percentages

14	Funding target attainment percentage	14	82.45 %
15	Adjusted funding target attainment percentage	15	82.45 %
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	93.91 %
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
12/30/2025	9000000	0			
			Totals ► 18(b)	9000000	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	8542167

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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
0	0	0	0

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

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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**	13790468
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	47486851	4602307
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**	18392775

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	14143588	14143588

36 Additional cash requirement (line 34 minus line 35)	**36**	4249187
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	8542167

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	4292980
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	4292980
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

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
ARCHER DANIELS MIDLAND COMPANY

D Employer Identification Number (EIN)
41-0129150

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: ADM MASTER RETIREMENT TRUST

b Name of sponsor of entity listed in (a): ARCHER DANIELS MIDLAND COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
27-1701181-004	M	279065419

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)

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

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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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
ARCHER DANIELS MIDLAND COMPANY

D Employer Identification Number (EIN)
41-0129150

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	251249198	279065419
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	251249198	279065419
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	251249198	279065419

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)	20000000	
(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)		20000000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		24006843
(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		44006843
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	15454358	
(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)		15454358
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		15454358
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		28552485
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		736264

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) [X] 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) [X] 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.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)
ADM RETIREMENT PLAN	41-0129150	001

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 583768.

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
ARCHER DANIELS MIDLAND COMPANY

D Employer Identification Number (EIN)
41-0129150

Part I Distributions

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | 1 | 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 36-1561860

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | 3 | 999

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

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: 20.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 77.0 %
High-Yield Debt: 0.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 3.0 % 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, 2025 and 2024
With Report of Independent Auditors

Classification: Confidential

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

Financial Statements
(Modified Cash Basis)

Years Ended December 31, 2025 and 2024

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Classification: Confidential

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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, 2025 and 2024, 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, 2025 and 2024, 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

A member firm of Ernst & Young Global Limited

- 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.

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.

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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.

- 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.

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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

October 7, 2026

A member firm of Ernst & Young Global Limited

ADM Retirement Plan
ADM Pension Plan for Hourly-Wage Employees

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

	December 31 , 2025	
	Retirement Plan	**Hourly Plan**
Assets		
Interest in Master Trust	$ 725,178,115	$ 279,065,419
Net assets available for benefits	$ 725,178,115	$ 279,065,419

	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

See accompanying notes.

Classification: Confidential

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, 2025	
	Retirement Plan	**Hourly Plan**
Additions:		
Employer contributions	$ 20,300,000	$ 20,000,000
Net investment gain from Master Trust	65,129,978	24,577,404
	85,429,978	44,577,404
Deductions:		
Pension benefit payments	26,818,066	15,454,358
Miscellaneous	3,752	1,441
Trust fees and commissions	1,509,549	569,120
	28,331,367	16,024,919
Net increase before transfers from (to) qualified plans	57,098,611	28,552,485
Transfer from other qualified plans	736,264	-
Transfer to other qualified plans	-	(736,264)
Net increase	57,834,875	27,816,221
Net assets available for benefits at beginning of year	667,343,240	251,249,198
Net assets available for benefits at end of year	$ 725,178,115	$ 279,065,419

See accompanying notes.

Classification: Confidential

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
	2,282,006	878,644
Deductions:		
Pension benefit payments	17,009,270	9,870,181
Trust fees and commissions	1,395,524	531,660
	18,404,794	10,401,841
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	(15,269,952)	(10,376,033)
Net assets available for benefits at beginning of year	682,613,192	261,625,231
Net assets available for benefits at end of year	$ 667,343,240	$ 251,249,198

See accompanying notes.

Classification: Confidential

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, 2025 and 2024. The Company contributed $25,000,000 million to the plans in December 2025 for the year ended December 31, 2025. The Company contributed $15,300,000 million in September 2025 for the year ended December 31, 2024.

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.

Certain prior period data has been reclassified in the Financial Statements and accompanying notes to conform to the current period presentation.

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.

Classification: Confidential

1. Description of the Plans (continued)

ADM Pension Plan for Hourly-Wage Employees

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

From time to time, the assets and liabilities of acquired pension plans covering the hourly employees of acquired ADM businesses 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.

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2. Significant Accounting Policies (continued)

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

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.

Classification: Confidential

2. Significant Accounting Policies (continued)

Use of Estimates

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

Plan Expenses

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

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, 2025 and 2024, 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 72% and 28%, respectively, at December 31, 2025 and 73% and 27%, respectively, at December 31, 2024.

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.

Classification: Confidential

3. Master Trust Investment Information (continued)

The following tables present the Master Trust balances and the Plans' interest in the Master Trust balances as of December 31, 2025 and 2024:

	December 31, 2025		
	Master Trust	**Retirement Plan Interest in Master Trust Balances**	**Hourly Plan Interest in Master Trust Balances**
Investments			
Common stock	$ 36,699,145	$ 26,500,959	$ 10,198,186
Mutual funds	64,105,372	46,291,374	17,813,998
Common collective trust funds	139,334,583	100,615,425	38,719,158
U.S. Treasury instruments	245,606,407	177,355,776	68,250,631
U.S. government agency, state and local government bonds	53,023,531	38,289,023	14,734,508
Corporate debt instruments	545,744,737	394,089,806	151,654,931
Other	56,736,823	40,970,443	15,766,380
	$ 1,141,250,598	$ 824,112,806	$ 317,137,792
Pending transactions (net purchases and sales)	(146,409,223)	(105,724,120)	(40,685,103)
Income receivable	9,402,159	6,789,429	2,612,730
	$ 1,004,243,534	$ 725,178,115	$ 279,065,419

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3. Master Trust Investment Information (continued)

	December 31, 2024		
	Master Trust	**Retirement Plan Interest in Master Trust Balances**	**Hourly Plan Interest in Master Trust Balances**
Investments			
Common stock	$ 35,769,270	$ 25,985,823	$ 9,783,447
Mutual funds [(1)]	57,500,695	41,773,369	15,727,326
Common collective trust funds [(1)]	112,241,889	81,542,001	30,699,888
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
	$ 1,042,875,811	$ 757,633,194	$ 285,242,617
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
	$ 918,592,438	$ 667,343,240	$ 251,249,198

[(1)] Certain amounts presented in the prior period as mutual funds have been revised to be presented as common collective trust funds.

Summarized financial information with respect to the Master Trust's net investment income is as follows for the years ended December 31, 2025 and 2024:

	Years Ended December 31	
	2025	**2024**
Net realized and unrealized appreciation (depreciation) in fair value of investments	$ 55,407,620	$ (29,313,753)
Interest and dividend income	34,299,762	32,474,403
	$ 89,707,382	$ 3,160,650

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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 investments in CCTs are comprised of U.S. and international equity, fixed income, and other securities, including certain equity index funds. These investments are generally valued at the net asset value (NAV) provided by the administrators of the funds. To the extent a CCT's NAV is determined and published daily and is the basis for current transactions, the investment is determined to be measured at fair value and classified within Level 1 of the fair value hierarchy. Other CCTs, whose NAV is not considered a readily determinable fair value, are measured using the NAV practical expedient and are therefore not included within the fair value hierarchy.

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

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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, 2025 and 2024.

Classification: Confidential

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, 2025 and 2024.

	December 31, 2025			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Common stock	$ 36,699,145	$ -	$ -	$ 36,699,145
Mutual funds / Common collective trust funds	162,156,309	-	-	162,156,309
U.S. Treasury instruments	245,606,407	-	-	245,606,407
U.S. government agency, state and local government bonds	-	53,023,531	-	53,023,531
Corporate debt instruments	-	545,744,737	-	545,744,737
Other	36,203,027	20,533,796	-	56,736,823
	$ 480,664,888	$ 619,302,064	$ -	$ 1,099,966,952
Investments measured at net asset value:				
Common collective trust funds				41,283,646
Total assets at fair value				$ 1,141,250,598

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4. Fair Value Measurements (continued)

	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 / Common collective trust 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
Total assets at fair value	$ 453,120,235	$ 573,881,256	$ -	$ 1,027,001,491
Investments measured at net asset value:				
Common collective trust funds				15,874,320
Total assets at fair value				$ 1,042,875,811

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.

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5. Accumulated Plan Benefits (continued)

The present values of accumulated plan benefits were as follows as of December 31, 2024:

	December 31, 2024	
	Retirement Plan	**Hourly Plan**
Actuarial present value of accumulated plan benefits:		
Participants and other beneficiaries currently receiving payments	$ 156,259,185	$ 75,104,649
Other participants	508,159,568	178,200,432
	664,418,753	253,305,081
Actuarial present value of non-vested benefits	14,000,682	7,754,209
Total actuarial present value of accumulated plan benefits	$ 678,419,435	$ 261,059,290

The following table shows the changes in accumulated plan benefits for the year ended December 31, 2024:

	December 31, 2024	
	Retirement Plan	**Hourly Plan**
Actuarial present value of accumulated plan benefits, beginning of year	$ 699,242,146	$ 263,011,085
Increase (decrease) during the year attributable to:		
Interest accumulated	34,265,685	12,700,254
Assumption changes	(64,260,305)	(18,809,411)
Plan Amendments	-	129,488
Benefits paid	(17,009,270)	(9,870,181)
Benefits accumulated and plan experience	26,181,179	13,898,055
Net decrease	(20,822,711)	(1,951,795)
Actuarial present value of accumulated plan benefits, end of year	$ 678,419,435	$ 261,059,290

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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:

	December 31, 2024	
	Retirement Plan	**Hourly Plan**
Discount rate	5.69%	5.63%
Cash balance interest rate	4.78%	4.78%

	December 31, 2023	
	Retirement Plan	**Hourly Plan**
Discount rate	4.96%	4.92%
Cash balance interest rate	4.03%	4.03%

Retirement age:

December 31, 2024

Retirement Plan		Hourly Plan	
Age(s)	**Rate**	**Age(s)**	**Rate**
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%

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5. Accumulated Plan Benefits (continued)

December 31, 2023			
Retirement Plan		**Hourly Plan**	
Age(s)	**Rate**	**Age(s)**	**Rate**
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, 2024:

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, 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

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.

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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, 2025 and 2024, and for the years then ended. The Plan has recorded interest rate swaps in an asset position of $3,761,611 and $5,920,357 and in a liability position of $2,413,849 and $3,149,144 as of December 31, 2025 and 2024, 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, 2025 and 2024, is as follows:

	December 31	
	2025	**2024**
Swaps	$ 344,858,000	$ 128,725,000

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	
	2025	**2024**
Swaps	$ 1,437,944	$ 1,567,574

Classification: Confidential

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 October 7, 2026, the date that these financial statements were available to be issued.

Classification: Confidential

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

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	541 $56,969 $538	479 $69,459 $2,713	6							
25-29	399 $58,509 $586	603 $73,003 $3,597	197 $80,845 $8,807	2						
30-34	372 $59,027 $575	580 $73,575 $3,652	300 $84,457 $10,128	81 $84,449 $16,470						
35-39	316 $64,151 $513	492 $73,558 $3,602	284 $82,892 $10,873	132 $86,432 $18,159	17					
40-44	338 $71,366 $440	339 $72,054 $3,844	241 $83,843 $11,359	137 $85,142 $19,277	25 $92,687 $21,268	1	1			
45-49	319 $75,546 $372	286 $74,263 $4,278	186 $80,674 $12,344	108 $81,481 $20,123	38 $90,728 $18,903	9	13			
50-54	381 $79,689 $282	212 $72,692 $4,486	169 $83,158 $13,111	106 $79,266 $21,545	21 $84,881 $20,154	14	7		1	
55-59	400 $79,507 $160	151 $66,760 $4,532	148 $78,748 $14,563	116 $75,355 $24,512	39 $83,287 $26,403	9	7	5		
60-64	368 $75,869 $151	130 $64,648 $4,779	133 $75,256 $15,143	136 $72,659 $26,349	19	13	6	3	1	1
65-69	113 $75,222 $152	28 $55,590 $5,254	55 $65,683 $14,987	47 $64,415 $30,221	7	3	2	3	2	3
70+	31 $78,237 $0	10	13	18	4	1	1	2		

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Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	
Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1
Cash Balance Interest Crediting Rate	2025: 4.37% (average annual rate of interest on 30-year Treasury securities for October 2024) 2026+: 4.78% (end of month annual rate of interest on 30-year Treasury securities for December 2024)
Optional Payment Form Election Percentage	Traditional Plan participants: Single Participants: 100% life annuity Married Participants: 20% life annuity, 25% joint and 50% survivor annuity, 55% joint and 100% survivor annuity Cash Balance participants: Retirement: 85% lump sum, 15% life annuity Termination: 65% Immediate lump sum (40% in year of termination and 25% in year following termination), 35% Deferred
Retirement Age	See Tables 2–5

Mortality Rates	
Healthy	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b) (1) (iii)
Disabled	Revenue Ruling 96-7 mortality table for disability after December 31, 1994
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 70% of males and 70% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2024 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 $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
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 values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Expected Return on Assets

2023 Plan Year	6.50%, limited to 5.74%
2024 Plan Year	6.50%, limited to 5.59%
2025 Plan Year	6.50%, limited to 5.50%
Trust Expenses Included in Target Normal Cost	None
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Table 1

Salary Merit Increase Rates

Age	Rate
15-24	9.00%
25-29	6.00%
30-34	5.00%
35-39	4.50%
40-44	4.50%
45-49	4.50%
50-54	4.00%
55-59	3.00%
60-64	3.00%
65-69	3.00%

Table 2

Retirement Rates — Traditional Participants (from Active Status)

Age	Rate
55	4.00%
56	4.00%
57	4.00%
58	4.00%
59	4.00%
60	6.00%
61	10.00%
62	15.00%
63	15.00%
64	15.00%
65	40.00%
66	40.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

Table 3

Retirement Rates — Traditional Participants (from Terminated Vested Status)

Age	Rate
55	10.00%
56	10.00%
57	10.00%
58	10.00%
59	10.00%
60	10.00%
61	20.00%
62	30.00%
63	20.00%
64	20.00%
65+	100.00%

Table 4

Retirement Rates — Cash Balance Participants (from Active Status)

Age	Rate
55	7.00%
56	15.00%
57	7.00%
58	10.00%
59	15.00%
60	10.00%
61	15.00%
62	20.00%
63	10.00%
64	23.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	15.00%
70+	100.00%

Table 5

Retirement Rates — Cash Balance Participants (from Terminated Vested Status)

Age	Rate
55	10.00%
56	7.50%
57	7.50%
58	7.50%
59	7.50%
60	15.00%
61	15.00%
62	20.00%
63	20.00%
64	50.00%
65+	100.00%

Table 6

Withdrawal Rates — Traditional Participants

Age	Rate	Age	Rate
20	5.00%	45	5.00%
21	5.00%	46	5.00%
22	5.00%	47	5.00%
23	5.00%	48	5.00%
24	5.00%	49	5.00%
25	12.00%	50	3.00%
26	12.00%	51	3.00%
27	12.00%	52	3.00%
28	12.00%	53	3.00%
29	12.00%	54	3.00%
30	6.00%	55	6.00%
31	6.00%	56	6.00%
32	6.00%	57	6.00%
33	6.00%	58	6.00%
34	6.00%	59	6.00%
35	7.00%	60	8.00%
36	7.00%	61	8.00%
37	7.00%	62	8.00%
38	7.00%	63	8.00%
39	7.00%	64	8.00%
40	6.00%	65+	0.00%
41	6.00%		
42	6.00%		
43	6.00%		
44	6.00%		

Table 7

Withdrawal Rates — Cash Balance Participants

	Years of Service			
Age	**0**	**1**	**2**	**3+**
20	38.00%	33.00%	26.00%	24.00%
21	38.00%	33.00%	26.00%	24.00%
22	38.00%	33.00%	26.00%	24.00%
23	38.00%	33.00%	26.00%	24.00%
24	38.00%	33.00%	26.00%	24.00%
25	37.00%	28.00%	23.00%	20.00%
26	37.00%	28.00%	23.00%	20.00%
27	37.00%	28.00%	23.00%	20.00%
28	37.00%	28.00%	23.00%	20.00%
29	37.00%	28.00%	23.00%	20.00%
30	33.00%	25.00%	21.00%	17.00%
31	33.00%	25.00%	21.00%	17.00%
32	33.00%	25.00%	21.00%	17.00%
33	33.00%	25.00%	21.00%	17.00%
34	33.00%	25.00%	21.00%	17.00%
35	34.00%	24.00%	22.00%	16.00%
36	34.00%	24.00%	22.00%	16.00%
37	34.00%	24.00%	22.00%	16.00%
38	34.00%	24.00%	22.00%	16.00%
39	34.00%	24.00%	22.00%	16.00%
40	27.00%	21.00%	19.00%	14.00%
41	27.00%	21.00%	19.00%	14.00%
42	27.00%	21.00%	19.00%	14.00%
43	27.00%	21.00%	19.00%	14.00%
44	27.00%	21.00%	19.00%	14.00%

Table 7 continued

Withdrawal Rates — Cash Balance Participants

	Years of Service			
Age	**0**	**1**	**2**	**3+**
45	33.00%	23.00%	14.00%	13.00%
46	33.00%	23.00%	14.00%	13.00%
47	33.00%	23.00%	14.00%	13.00%
48	33.00%	23.00%	14.00%	13.00%
49	33.00%	23.00%	14.00%	13.00%
50	29.00%	21.00%	13.00%	12.00%
51	29.00%	21.00%	13.00%	12.00%
52	29.00%	21.00%	13.00%	12.00%
53	29.00%	21.00%	13.00%	12.00%
54	29.00%	21.00%	13.00%	12.00%
55	23.00%	18.00%	16.00%	10.00%
56	23.00%	18.00%	16.00%	10.00%
57	23.00%	18.00%	16.00%	10.00%
58	23.00%	18.00%	16.00%	10.00%
59	23.00%	18.00%	16.00%	10.00%
60	29.00%	18.00%	15.00%	11.00%
61	29.00%	18.00%	15.00%	11.00%
62	29.00%	18.00%	15.00%	11.00%
63	29.00%	18.00%	15.00%	11.00%
64	29.00%	18.00%	15.00%	11.00%
65+	0.00%	0.00%	0.00%	0.00%

Table 8

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.06%	0.06%	45	0.32%	0.48%
16	0.06%	0.06%	46	0.36%	0.54%
17	0.06%	0.06%	47	0.42%	0.60%
18	0.06%	0.06%	48	0.50%	0.66%
19	0.06%	0.06%	49	0.56%	0.72%
20	0.06%	0.06%	50	0.33%	0.40%
21	0.06%	0.06%	51	0.39%	0.44%
22	0.06%	0.06%	52	0.46%	0.49%
23	0.06%	0.06%	53	0.53%	0.54%
24	0.06%	0.06%	54	0.61%	0.59%
25	0.06%	0.06%	55	0.69%	0.64%
26	0.06%	0.06%	56	0.77%	0.69%
27	0.06%	0.06%	57	0.86%	0.74%
28	0.06%	0.08%	58	0.95%	0.80%
29	0.06%	0.08%	59	1.05%	0.85%
30	0.06%	0.08%	60	1.15%	0.90%
31	0.06%	0.10%	61	1.26%	0.96%
32	0.06%	0.10%	62	1.38%	1.01%
33	0.06%	0.12%	63	1.51%	1.05%
34	0.06%	0.12%	64	1.64%	1.09%
35	0.08%	0.14%	65+	0.000%	0.000%
36	0.08%	0.16%			
37	0.10%	0.18%			
38	0.12%	0.20%			
39	0.14%	0.24%			
40	0.16%	0.26%			
41	0.18%	0.30%			
42	0.20%	0.34%			
43	0.24%	0.38%			
44	0.28%	0.44%			

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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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.)
- [X] 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:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 09/01/1957

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)

ARCHER DANIELS MIDLAND COMPANY

P.O. BOX 1470

DECATUR IL 62525

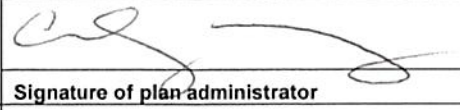
2b Employer Identification Number (EIN) 41-0129150

2c Plan Sponsor's telephone number 312-634-8140

2d Business code (see instructions) 311900

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

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

SIGN HERE		10/09/2026	Emily Nunez
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	

5	Total number of participants at the beginning of the plan year	**5**	13,063
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)**	9,781
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	9,434
b	Retired or separated participants receiving benefits	**6b**	861
c	Other retired or separated participants entitled to future benefits	**6c**	1,960
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	12,255
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	161
f	Total. Add lines **6d** and **6e**.	**6f**	12,416
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**	1,292
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 Characteristic Codes in the instructions:
1B 1C 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) ☐	Insurance	**(1)** ☐	Insurance
(2) ☐	Code section 412(e)(3) insurance contracts	**(2)** ☐	Code section 412(e)(3) insurance contracts
(3) ☒	Trust	**(3)** ☒	Trust
(4) ☐	General assets of the sponsor	**(4)** ☐	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** ☒ **R** (Retirement Plan Information)
- **(2)** ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** ☒ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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

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

A Name of plan
ADM PENSION PLAN FOR HOURLY-WAGE EMPLOYEES

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
ARCHER DANIELS MIDLAND COMPANY

D Employer Identification Number (EIN)
41-0129150

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	261,867,215
b Actuarial value	**2b**	266,811,669

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	772	77,567,301	77,567,301
b For terminated vested participants	2,510	36,409,512	36,409,512
c For active participants	9,781	148,606,691	156,620,153
d Total	13,063	262,583,504	270,596,966

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**	5.39%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	13,790,468
b Expected plan-related expenses	**6b**	0
c Target normal cost	**6c**	13,790,468

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 DUC
Signature of actuary

09/25/2026
Date

DANIELLE U. CALABRESE
Type or print name of actuary

2608673
Most recent enrollment number

Aon Consulting, Inc.
Firm name

610-834-2100
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 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	47,691,830
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	13,068,395
9	Amount remaining (line 7 minus line 8)	0	34,623,435
10	Interest on line 9 using prior year's actual return of 0.14%	0	48,473
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		9,017,022
	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 5.21%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		12,624
	c Total available at beginning of current plan year to add to prefunding balance		9,029,646
	d Portion of (c) to be added to prefunding balance		9,029,646
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	43,701,554

Part III Funding Percentages

14	Funding target attainment percentage	14	82.45%
15	Adjusted funding target attainment percentage	15	82.45%
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	93.91%
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
12/30/2025	9,000,000	0			
			Totals ► 18(b)	9,000,000	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	8,542,167

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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
0	0	0	0

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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**	13,790,468
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	47,486,851	4,602,307
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**	18,392,775

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	14,143,588	14,143,588

36 Additional cash requirement (line 34 minus line 35)	**36**	4,249,187
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	8,542,167

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	4,292,980
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	4,292,980
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

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

Date	Amount	Days to Discount to 1/1/2025 at 5.39%	Interest Adjusted Contribution
December 30, 2025	$ 9,000,000	363	$ 8,542,167
Total Contribution	$ 9,000,000		$ 8,542,167

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

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

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

Cash Balance Participants			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	7.00%	1.0000	3.89
56.5	15.00%	0.9300	7.88
57.5	7.00%	0.7905	3.18
58.5	10.00%	0.7352	4.30
59.5	15.00%	0.6616	5.91
60.5	10.00%	0.5624	3.40
61.5	15.00%	0.5062	4.67
62.5	20.00%	0.4302	5.38
63.5	10.00%	0.3442	2.19
64.5	23.00%	0.3098	4.60
65.5	30.00%	0.2385	4.69
66.5	30.00%	0.1670	3.33
67.5	30.00%	0.1169	2.37
68.5	30.00%	0.0818	1.68
69.5	15.00%	0.0573	0.60
70	100.00%	0.0487	3.41
		Weighted Average	61.48

Non-Cash Balance Participants			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	4.00%	1.0000	2.22
56.5	4.00%	0.9600	2.17
57.5	4.00%	0.9216	2.12
58.5	4.00%	0.8847	2.07
59.5	4.00%	0.8493	2.02
60.5	6.00%	0.8154	2.96
61.5	10.00%	0.7665	4.71
62.5	15.00%	0.6898	6.47
63.5	15.00%	0.5863	5.58
64.5	15.00%	0.4984	4.82
65.5	40.00%	0.4236	11.10
66.5	40.00%	0.2542	6.76
67.5	25.00%	0.1525	2.57
68.5	25.00%	0.1144	1.96
69.5	25.00%	0.0858	1.49
70	100.00%	0.0643	4.50
		Weighted Average	63.52

	Average Age	% of Active Participants
Cash Balance Participants	61.48	86.17%
Non-Cash Balance Participants	63.52	13.83%
Weighted Average Retirement Age	61.76	

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	
Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1
Cash Balance Interest Crediting Rate	2025: 4.37% (average annual rate of interest on 30-year Treasury securities for October 2024) 2026+: 4.78% (end of month annual rate of interest on 30-year Treasury securities for December 2024)
Optional Payment Form Election Percentage	Traditional Plan participants: Single Participants: 100% life annuity Married Participants: 20% life annuity, 25% joint and 50% survivor annuity, 55% joint and 100% survivor annuity Cash Balance participants: Retirement: 85% lump sum, 15% life annuity Termination: 65% Immediate lump sum (40% in year of termination and 25% in year following termination), 35% Deferred
Retirement Age	See Tables 2–5

Mortality Rates	
Healthy	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b) (1) (iii)
Disabled	Revenue Ruling 96-7 mortality table for disability after December 31, 1994
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 70% of males and 70% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2024 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 $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
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 values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

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Expected Return on Assets

2023 Plan Year	6.50%, limited to 5.74%
2024 Plan Year	6.50%, limited to 5.59%
2025 Plan Year	6.50%, limited to 5.50%
Trust Expenses Included in Target Normal Cost	None
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Table 1

Salary Merit Increase Rates

Age	Rate
15-24	9.00%
25-29	6.00%
30-34	5.00%
35-39	4.50%
40-44	4.50%
45-49	4.50%
50-54	4.00%
55-59	3.00%
60-64	3.00%
65-69	3.00%

Table 2

Retirement Rates — Traditional Participants (from Active Status)

Age	Rate
55	4.00%
56	4.00%
57	4.00%
58	4.00%
59	4.00%
60	6.00%
61	10.00%
62	15.00%
63	15.00%
64	15.00%
65	40.00%
66	40.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

Table 3

Retirement Rates — Traditional Participants (from Terminated Vested Status)

Age	Rate
55	10.00%
56	10.00%
57	10.00%
58	10.00%
59	10.00%
60	10.00%
61	20.00%
62	30.00%
63	20.00%
64	20.00%
65+	100.00%

Table 4

Retirement Rates — Cash Balance Participants (from Active Status)

Age	Rate
55	7.00%
56	15.00%
57	7.00%
58	10.00%
59	15.00%
60	10.00%
61	15.00%
62	20.00%
63	10.00%
64	23.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	15.00%
70+	100.00%

Table 5

Retirement Rates — Cash Balance Participants (from Terminated Vested Status)

Age	Rate
55	10.00%
56	7.50%
57	7.50%
58	7.50%
59	7.50%
60	15.00%
61	15.00%
62	20.00%
63	20.00%
64	50.00%
65+	100.00%

Table 6

Withdrawal Rates — Traditional Participants

Age	Rate	Age	Rate
20	5.00%	45	5.00%
21	5.00%	46	5.00%
22	5.00%	47	5.00%
23	5.00%	48	5.00%
24	5.00%	49	5.00%
25	12.00%	50	3.00%
26	12.00%	51	3.00%
27	12.00%	52	3.00%
28	12.00%	53	3.00%
29	12.00%	54	3.00%
30	6.00%	55	6.00%
31	6.00%	56	6.00%
32	6.00%	57	6.00%
33	6.00%	58	6.00%
34	6.00%	59	6.00%
35	7.00%	60	8.00%
36	7.00%	61	8.00%
37	7.00%	62	8.00%
38	7.00%	63	8.00%
39	7.00%	64	8.00%
40	6.00%	65+	0.00%
41	6.00%		
42	6.00%		
43	6.00%		
44	6.00%		

Table 7

Withdrawal Rates — Cash Balance Participants

	Years of Service			
Age	**0**	**1**	**2**	**3+**
20	38.00%	33.00%	26.00%	24.00%
21	38.00%	33.00%	26.00%	24.00%
22	38.00%	33.00%	26.00%	24.00%
23	38.00%	33.00%	26.00%	24.00%
24	38.00%	33.00%	26.00%	24.00%
25	37.00%	28.00%	23.00%	20.00%
26	37.00%	28.00%	23.00%	20.00%
27	37.00%	28.00%	23.00%	20.00%
28	37.00%	28.00%	23.00%	20.00%
29	37.00%	28.00%	23.00%	20.00%
30	33.00%	25.00%	21.00%	17.00%
31	33.00%	25.00%	21.00%	17.00%
32	33.00%	25.00%	21.00%	17.00%
33	33.00%	25.00%	21.00%	17.00%
34	33.00%	25.00%	21.00%	17.00%
35	34.00%	24.00%	22.00%	16.00%
36	34.00%	24.00%	22.00%	16.00%
37	34.00%	24.00%	22.00%	16.00%
38	34.00%	24.00%	22.00%	16.00%
39	34.00%	24.00%	22.00%	16.00%
40	27.00%	21.00%	19.00%	14.00%
41	27.00%	21.00%	19.00%	14.00%
42	27.00%	21.00%	19.00%	14.00%
43	27.00%	21.00%	19.00%	14.00%
44	27.00%	21.00%	19.00%	14.00%

Table 7 continued

Withdrawal Rates — Cash Balance Participants

	Years of Service			
Age	**0**	**1**	**2**	**3+**
45	33.00%	23.00%	14.00%	13.00%
46	33.00%	23.00%	14.00%	13.00%
47	33.00%	23.00%	14.00%	13.00%
48	33.00%	23.00%	14.00%	13.00%
49	33.00%	23.00%	14.00%	13.00%
50	29.00%	21.00%	13.00%	12.00%
51	29.00%	21.00%	13.00%	12.00%
52	29.00%	21.00%	13.00%	12.00%
53	29.00%	21.00%	13.00%	12.00%
54	29.00%	21.00%	13.00%	12.00%
55	23.00%	18.00%	16.00%	10.00%
56	23.00%	18.00%	16.00%	10.00%
57	23.00%	18.00%	16.00%	10.00%
58	23.00%	18.00%	16.00%	10.00%
59	23.00%	18.00%	16.00%	10.00%
60	29.00%	18.00%	15.00%	11.00%
61	29.00%	18.00%	15.00%	11.00%
62	29.00%	18.00%	15.00%	11.00%
63	29.00%	18.00%	15.00%	11.00%
64	29.00%	18.00%	15.00%	11.00%
65+	0.00%	0.00%	0.00%	0.00%

Table 8

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.06%	0.06%	45	0.32%	0.48%
16	0.06%	0.06%	46	0.36%	0.54%
17	0.06%	0.06%	47	0.42%	0.60%
18	0.06%	0.06%	48	0.50%	0.66%
19	0.06%	0.06%	49	0.56%	0.72%
20	0.06%	0.06%	50	0.33%	0.40%
21	0.06%	0.06%	51	0.39%	0.44%
22	0.06%	0.06%	52	0.46%	0.49%
23	0.06%	0.06%	53	0.53%	0.54%
24	0.06%	0.06%	54	0.61%	0.59%
25	0.06%	0.06%	55	0.69%	0.64%
26	0.06%	0.06%	56	0.77%	0.69%
27	0.06%	0.06%	57	0.86%	0.74%
28	0.06%	0.08%	58	0.95%	0.80%
29	0.06%	0.08%	59	1.05%	0.85%
30	0.06%	0.08%	60	1.15%	0.90%
31	0.06%	0.10%	61	1.26%	0.96%
32	0.06%	0.10%	62	1.38%	1.01%
33	0.06%	0.12%	63	1.51%	1.05%
34	0.06%	0.12%	64	1.64%	1.09%
35	0.08%	0.14%	65+	0.000%	0.000%
36	0.08%	0.16%			
37	0.10%	0.18%			
38	0.12%	0.20%			
39	0.14%	0.24%			
40	0.16%	0.26%			
41	0.18%	0.30%			
42	0.20%	0.34%			
43	0.24%	0.38%			
44	0.28%	0.44%			

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Schedule SB, Part V — Summary of Plan Provisions

History of Plan

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Effective January 1, 2009, the cash balance formula applies to participants part of certain unions and new hires. (Date and age/service requirements may vary by location and union.) All other employees continue to have benefit calculated under the traditional formula.

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

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

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

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Summary of Plan Provisions

Effective Date	September 1, 1952, revised September 1, 1957. Amended and restated effective January 1, 1998 (most recent amendment January 1, 2009).
Eligibility for Participation	Full-time regular hourly 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 (date may vary by location and union); 2. The cash balance formula has been approved by the union (date may vary by location and union).
Eligibility for Benefits (Traditional Formula)	
Normal	Age 65.
Early	Ages 55 and 10 years of continuous service.
Disability	Any age after completion of 10 years of continuous service.
Deferred Vested	Any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Eligibility for Benefits (Cash Balance Formula)	
Normal	Age 65.
Deferred Vested	Any age after completion of three years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was eligible for a deferred vested benefit.
Amount of Benefits (Traditional Formula)	
Normal	A monthly amount for life as set forth in each appendix.
Early	The normal benefit reduced by ⅓ of 1% for each month by which early retirement precedes age 65, unless as specified in appendix.

Disability	A monthly amount for life as set forth in each appendix. Benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.
Deferred Vested	The normal benefit accrued to date of termination, payable at age 65. If 10 years of service have been completed, the benefit is reduced ⅓ of 1% per month if payments commence after age 55 but before age 65, unless as specified in appendix.

Preretirement Surviving Spouse Annuity

Death While Active and Before Eligible for Early Retirement	50% of the benefit the deceased participant would have received if he had terminated on date of his death, survived to age 55 and retired electing the qualified joint and survivor annuity payable for the surviving spouse's lifetime.
Death While Active and After Eligible for Early Retirement	The benefit amount is determined as if the employee had retired immediately preceding his death and had elected the normal form of payment. The benefit is payable for the surviving spouse's lifetime.
Death While Inactive and Before Benefit Commencement	50% of the amount the deceased participant would have been entitled to receive if the employee had retired if over 55 or survived to age 55 and then retired the day before death and chose the qualified joint and survivor annuity. This benefit is payable to the spouse for life and may commence no earlier than the participant's attainment of age 55.

Amount of Benefits (Cash Balance Formula)

Initial Cash Balance Account Balance	$0.00.
Pay Credits	The cash balance account will be credited with an amount equal to the applicable percentage based the employees points as of the last day of the plan year (see table below) multiplied by compensation.

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

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.
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.
Forms of Payment	
Normal Form	
Without Spouse	Life annuity.
With Spouse	Actuarially reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.

Optional Forms	Life annuity; 100%, 75%, and 50% joint and survivor. For cash balance formula employees, a single lump-sum payment in addition to the other optional forms listed.

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Summary of Benefit Rates Reflected in Actuarial Valuation

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
001	Elizabeth Plant	Closed	Closed	
002	Decatur West	$ 38.00	$ 39.00	5/1/2010
003	Fredonia	Closed	Closed	
004	Lincoln Soybean	$ 35.00	$ 35.00	10/1/2009
005	Minneapolis Soo Elevator	Closed	Closed	
006	Memphis Grain Elevator	$ 24.00	$ 24.00	8/1/2010
007	Burlington	Closed	Closed	
008	Alton	Closed	Closed	
009	Mankato	$ 33.00	$ 33.00	6/1/2009
011	Red Wing—Grain Millers	$ 31.00	$ 31.00	7/1/2011
012	Red Wing—Operating Engineers	Closed	Closed	
013	Granite City	Closed	Closed	
014	Destrehan	Closed	Closed	
015	LaSalle	$ 26.00	$ 26.00	4/1/2009
016	Arkansas City West Plant	$ 31.00	$ 31.00	
017	Growmark River Systems, Inc.	$ 23.00	$ 23.00	
018	Monroe Elevator	Closed	Closed	
020	ARTCO	$ 24.00	$ 24.00	
021	New Braunfels	$ 22.00	$ 22.00	5/1/2011
022	Hudson Milling	$ 31.50	$ 31.50	1/1/2010
024	Little Rock	Closed	Closed	
025	Cordele	Closed	Closed	
026	Natchitoches	Closed	Closed	
028	Greenville	Closed	Closed	
029	Growmark River Systems, Inc.	Closed	Closed	
031	Cheswick	Closed	Closed	
032	Wolcott	$ 26.00	$ 26.00	
033	Augusta	Closed	Closed	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
034	Montgomery	Closed	Closed	
035	Memphis Oilseed	$ 28.00	$ 28.00	2/1/2011
036	North Little Rock	Closed	Closed	
037	Los Angeles	$ 33.00	$ 33.00	7/1/2011
038	Portland	Closed	Closed	
039	Spokane Flour Mill	$ 33.00	$ 33.00	3/1/2011
040	Plains	Closed	Closed	
041	Clarksdale	Closed	Closed	
042	Wyndotte	Closed	Closed	
043	Spokane Mix Plant	$ 30.00	$ 30.00	12/1/2010
044	Quanah	Closed	Closed	
045	Lubbock	$ 20.00	$ 20.00	
046	Sweetwater	Closed	Closed	
047	Lakeville—New York Corn Sweeteners	$ 28.00	$ 28.00	
048	Spokane Office	Closed	Closed	
049	Columbian Peanut	Closed	Closed	
050	Montezuma Corn Sweeteners	$ 31.00	$ 31.00	
051	Macon	Closed	Closed	
052	Peoria Alcohol	$ 37.00	$ 37.00	11/1/2009
054	Kershaw	$ 26.00	$ 26.00	
055	Byromville, Oglethorpe, DeSoto	Closed	Closed	
060	Corn Sweetener Locations	Closed	Closed	
061	ADM Trucking	$ 36.00	$ 36.00	8/1/2009
062	Aulander	Closed	Closed	
065	Ozark Shelling	Closed	Closed	
066	Ozark Star	Closed	Closed	
067	Clinton Construction	$ 39.00	$ 39.00	
068	Steger	Closed	Closed	
070	Peoria Riverside	$ 25.00	$ 25.00	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
071	Cheney Milling	$ 33.00	$ 33.00	5/1/2010
072	Southern Cotton Oil	$ 21.00	$ 21.00	
073	Bushnell	$ 28.00	$ 28.00	
074	Clinton Corn Processing	$ 41.00	$ 41.00	
075	Buhler & Inman	Closed	Closed	
076	Mexico	$ 28.00	$ 28.00	
077	Fostoria	$ 32.00	$ 32.00	3/1/2009
078	Frankfort	$ 32.00	$ 32.00	1/1/2009
079	Des Moines Soybean	$ 30.00	$ 30.00	3/1/2010
080	Champaign	Closed	Closed	
081	Carthage	$ 31.00	$ 31.00	6/1/2009
082	DeLeon, Durant, Carnegie	Closed	Closed	
083	Des Moines Refinery	$ 32.00	$ 32.00	
084	Plainview	$ 24.00	$ 24.00	
085	AMA	$ 28.00	$ 28.00	
086	Growmark River Systems, Inc.—St. Louis	$ 25.00	$ 25.00	5/1/2011
087	ADM Mason Shop	Closed	Closed	
088	Olathe	Closed	Closed	
089	Havana, IL	$ 26.00	$ 26.00	2/1/2009
090	Lacon	$ 25.00	$ 25.00	5/1/2009
091	Hennepin	Closed	Closed	
092	Decatur Co-Generation	$ 39.00	$ 39.00	3/31/2011
093	Decatur Reconstruction	$ 36.00	$ 36.00	
094	Milwaukee Milling	Closed	Closed	
095	Taylorville	Closed	Closed	
096	Roberts Rice	Closed	Closed	
098	Valdosta Soybean	$ 23.00	$ 23.00	1/1/2009
099	Minneapolis/ADM Grain	Closed	Closed	
100	Manitowac	Closed	Closed	
101	West Milwaukee Malting	Closed	Closed	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
102	Des Moines Co-Generation	$ 33.00	$ 33.00	
103	Lincoln Food	Closed	Closed	
104	Lincoln Flour	$ 35.00	$ 35.00	10/1/2011
105	Lincoln Feed	Closed	Closed	
106	Salina Econo-Flo	$ 35.00	$ 35.00	
107	Salina Western Star	$ 35.00	$ 35.00	1/1/2009
108	Dodge City	$ 35.00	$ 35.00	1/1/2009
109	Crowley Rice Mill	Closed	Closed	
111	Cedar Rapids Co—Generation	$ 42.00	$ 42.00	
113	Abilene	$ 34.00	$ 34.00	9/1/2009
114	Decatur ADM Mechanical	$ 37.00	$ 37.00	
115	Tulane Switch Boat	Closed	Closed	
116	Velva	$ 28.00	$ 28.00	
117	Fremont Soybean	$ 34.00	$ 34.00	10/1/2009
119	Hudson Trucking	Closed	Closed	
120	Beech Grove	$ 33.00	$ 33.00	7/1/2010
122	Charlotte—Flour Mill	$ 30.00	$ 30.00	11/1/2009
123	Charlotte—Trucking	$ 30.00	$ 30.00	4/1/2010
124	Decatur Food Ingredient/Decatur Harvest Burger	$ 37.00	$ 39.00	11/1/2011
125	Mt. Vernon—Milling	$ 33.00	$ 33.00	1/1/2010
126	North Kansas City Soybean	Closed	Closed	
127	Des Moines Milling	Closed	Closed	
128	Havana Barge Terminal	Closed	Closed	
130	Collingwood Grain	$ 23.00	$ 23.00	
131	Decatur BioProducts	$ 38.00	$ 38.00	
132	Chicago Flour	$ 31.00	$ 31.00	1/1/2009
133	Specialty Grains Plant	Closed	Closed	
134	Tulane/Tulane Fleeting	Closed	Closed	
135	Lincoln Reconstruction	$ 32.00	$ 32.00	
136	Levelland	Closed	Closed	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
137	Chattanooga Refinery	Closed	Closed	
138	Camp Hill	$ 34.00	$ 34.00	2/1/2009
140	Southport	$ 36.00	$ 36.00	
142	Madera	Closed	Closed	
144	Muleshoe	Closed	Closed	
146	Peoria Marine Service—Deckhands	Closed	Closed	
147	Reidy Terminal	Closed	Closed	
148	Cassville Terminal	$ 24.00	$ 24.00	
149	ARTCO Fleeting Services	Closed	Closed	
150	New Orleans Shipyard	$ 26.00	$ 26.00	
151	Altoona and Des Moines Trucking	Closed	Closed	
152	Macon Trucking	Closed	Closed	
155	Arkansas City East Plant	$ 29.00	$ 29.00	10/1/2009
156	Port Gibson	Closed	Closed	
157	ARTCO Fleeting Services	$ 24.00	$ 24.00	
160	Peoria Marine Service	$ 25.00	$ 25.00	1/1/2009
162	St. Louis Flour	$ 36.00	$ 36.00	8/1/2011
163	Buffalo Milling	$ 35.00	$ 35.00	10/1/2010
164	Enid Flour Mill	$ 35.00	$ 35.00	9/1/2009
165	Minneapolis “A” Mill	Closed	Closed	
166	Wellsburg	Closed	Closed	
167	Buffalo Elevator	$ 35.00	$ 35.00	3/1/2009
168	Winona Barge Fleeting	Closed	Closed	
169	Keokuk	$ 33.00	$ 33.00	1/1/2009
170	Railcar Repair	Closed	Closed	
171	Terminal Stevedores	$ 27.00	$ 27.00	
172	Walhalla	$ 30.00	$ 30.00	
173	Cleveland	$ 29.00	$ 29.00	
174	Country Elevators	Closed	Closed	
175	ADM Fabrication	Closed	Closed	
177	Chattanooga Flour	$ 32.00	$ 32.00	3/1/2011

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
178	Madera Masa Plant	Closed	Closed	
179	Destrehan—St. Charles	$ 28.00	$ 28.00	1/1/2009
180	Supreme Sugar	Closed	Closed	
181	Chicago	Closed	Closed	
182	Minneapolis Malting	Closed	Closed	
183	Red Wing Malting	Closed	Closed	
184	Cedar Rapids	$ 43.00	$ 43.00	11/1/2010
185	Granite City—Production	Closed	Closed	
186	Granite City—Engineers	Closed	Closed	
188	ADM Spiral Manufacturing	$ 36.00	$ 36.00	
189	Fremont Elevator	$ 23.00	$ 23.00	8/1/2010
191	Clinton Municipal Dock	Closed	Closed	
192	Decatur Vitamin E	$ 38.00	$ 38.00	
193	Enderlin	$ 26.00	$ 26.00	
194	Goodland	$ 23.00	$ 23.00	
195	Animal Health & Nutrition	Closed	Closed	
196	Animal Health & Nutrition	Closed	Closed	
199	Jackson	$ 27.00	$ 27.00	
200	Growmark River Systems, Inc.—St. Paul	$ 24.00	$ 24.00	
201	ADM/Grain—Tabor Country Locations	$ 23.00	$ 23.00	
202	Peoria Alcohol Lead Persons	Closed	Closed	
203	Peoria Alcohol Packaging	Closed	Closed	
204	ADM/Grain—Countrymark Locations	$ 23.00	$ 23.00	
205	Memphis Crude Oils	Closed	Closed	
206	Animal Health & Nutrition—Spokane	Closed	Closed	
207	Animal Health & Nutrition—Des Moines	$ 28.00	$ 28.00	
208	Animal Health & Nutrition—Effingham & Jerome	$ 27.00	$ 27.00	
209	Lewisburg	Closed	Closed	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
210	Animal Health & Nutrition—Nashville	Closed	Closed	
211	Animal Health & Nutrition—Trucking	Closed	Closed	
212	Decatur Blend Plant/Warehouses	$ 25.00	$ 25.00	
217	Valdosta Food/Oil	$ 24.00	$ 24.00	
219	Growmark River Systems, Inc.—Monroe City & Winslow	$ 23.00	$ 23.00	
220	Valdosta Cottonseed	$ 22.00	$ 22.00	
221	Growmark River Systems, Inc.—Mound City	Closed	Closed	
222	Reserve	$ 27.00	$ 27.00	
223	Southern Cellulose—Chattanooga	$ 28.50	$ 28.50	9/1/2009
224	ADM Grain Company	$ 22.00	$ 22.00	
225	Baltimore	Closed	Closed	
226	Beech Grove	$ 20.00	$ 20.00	3/1/2010
227	Columbus, Ohio	$ 23.00	$ 23.00	9/1/2009
228	Milwaukee Cocoa	$ 31.00	$ 31.00	5/1/2011
229	Mansfield Cocoa	$ 28.00	$ 28.00	
232	Ottawa Lake	$ 26.00	$ 26.00	3/1/2010
233	Saginaw	Closed	Closed	
234	St. Joseph	Closed	Closed	
235	Savannah	Closed	Closed	
236	Glassboro	$ 33.00	$ 33.00	
237	Prairie Grain Partners LLC	$ 21.00	$ 21.00	
238	Mankato Refinery	$ 34.00	$ 34.00	
239	ADM Railcar Repair	$ 32.00	$ 32.00	
240	Fresno Blow Molding and PVO Packaging Plant	Closed	Closed	
241	Quincy Soybean Plant and Refinery	$ 30.00	$ 30.00	
243	Helena	Closed	Closed	
244	ADM Alliance Nutrition	$ 23.00	$ 23.00	
245	ADM/Moorman Feed-Quincy	$ 26.00	$ 26.00	

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

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
246	ADM Edible Bean Specialties	$ 22.00	$ 22.00	
248	ADM Grain—Dudley, Gilford, Snover	$ 23.00	$ 23.00	
249	Growmark River Systems, Inc.—Florence and Livingston	$ 24.00	$ 24.00	
250	ADM Corn Processing Terminal—Langhorne, PA	$ 30.00	$ 30.00	
251	FSL/ADM	$ 23.00	$ 23.00	
252	Decatur Hydroponics	Closed	Closed	
253	Toledo	$ 26.00	$ 26.00	3/1/2011
255	Corpus Christi	$ 24.00	$ 24.00	
258	Baring Elevator	$ 30.00	$ 30.00	
259	Enderlin—Agri Sales	$ 26.00	$ 26.00	
262	ADM Grain Farmland Locations	$ 23.00	$ 23.00	
263	Southern Cotton Gins	Closed	Closed	
264	ADM Corn Processing Bulk Terminals	$ 31.00	$ 31.00	
265	Puyallup	Closed	Closed	
266	Union City, CA	Closed	Closed	
267	Stanley, WI	$ 25.00	$ 25.00	4/1/2009
268	ADM Rice—Arbuckle	$ 23.00	$ 23.00	
269	ADM Corn Processing—Columbus, NE	$ 37.00	$ 37.00	
270	ADM Corn Processing—Marshall, MN	$ 37.00	$ 37.00	
271	Galveston	$ 25.00	$ 25.00	
272	Lincoln AH&N	$ 26.00	$ 26.00	
273	Quincy Enertia Plant	$ 26.00	$ 26.00	
274	Cedar Rapids Railcar Repair	$ 32.00	$ 32.00	
276	Ama ADM Gemini	$ 26.00	$ 26.00	
277	ADM Development Products	$ 25.00	$ 25.00	1/1/2009
278	Winona (IMC)	$ 34.00	$ 34.00	3/1/2010

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
280	Milwaukee East	$ 37.00	$ 37.00	1/1/2009
281	Milwaukee Electricians	$ 37.00	$ 37.00	1/1/2009
282	Clinton PHA Plant	$ 41.00	$ 41.00	
283	Battle Creek Terminal	$ 23.00	$ 23.00	
284	ADM Grain FASCO	$ 23.00	$ 23.00	
286	Decatur Glycols	$ 38.00	$ 38.00	
287	Langhorne Trucking	$ 35.00	$ 35.00	
288	Lodi	$ 30.00	$ 30.00	
289	Clinton Co-Gen	$ 41.00	$ 41.00	
290	Mendota 12th Street Elevator	$ 23.00	$ 23.00	
291	Bluffton Feed	$ 23.00	$ 23.00	
292	Camp Hill	$ 23.00	$ 23.00	
293	Campbellsville Feed	$ 23.00	$ 23.00	
294	Columbus Feed	$ 23.00	$ 23.00	
295	Camanche Feed	$ 23.00	$ 23.00	
296	Cordele Feed	$ 23.00	$ 23.00	
297	Cozad	$ 23.00	$ 23.00	
298	Glencoe	$ 23.00	$ 23.00	
299	Grand Island	$ 23.00	$ 23.00	
300	Henderson	$ 23.00	$ 23.00	
301	Hereford Feed	$ 23.00	$ 23.00	
302	Hoffman Feed	$ 23.00	$ 23.00	
303	Hopedale Agri Center	$ 23.00	$ 23.00	
304	Kasson Feed	$ 23.00	$ 23.00	
305	Knoxville Feed	$ 23.00	$ 23.00	
306	Le Mars Feed	$ 23.00	$ 23.00	
307	Madison	$ 23.00	$ 23.00	
308	Marlette Warehouse	$ 23.00	$ 23.00	
309	Nappanee Agri Center	$ 23.00	$ 23.00	
310	Nappanee	$ 23.00	$ 23.00	

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
311	New Hampton	$ 23.00	$ 23.00	
312	Portland	$ 23.00	$ 23.00	
313	Ravenna	$ 23.00	$ 23.00	
314	South Souix City	$ 23.00	$ 23.00	
315	Springfield Feed	$ 23.00	$ 23.00	
316	Springfield	$ 23.00	$ 23.00	
317	Sugarcreek Feed	$ 23.00	$ 23.00	
318	West Plains	$ 23.00	$ 23.00	
319	Animal Health & Nutrition—Jerome	$ 28.00	$ 28.00	
323	Novelty Elevator	$ 20.00	$ 20.00	
326	Rogers Elevator	$ 22.00	$ 22.00	
327	Rogers Fertilizer	$ 22.00	$ 22.00	
328	Underwood	$ 22.00	$ 22.00	
329	Havre—ADM/CHS	$ 22.00	$ 22.00	
330	Auburn Edible Bean Specialties	$ 22.00	$ 22.00	
331	Burlington Edible Bean Specialties	$ 21.00	$ 21.00	
332	Caldwell Edible Bean Specialties	$ 21.00	$ 21.00	
333	Casselton Edible Bean Specialties	$ 22.00	$ 22.00	
334	Cavalier Edible Bean Specialties	$ 22.00	$ 22.00	
335	Fairgrove Edible Bean Specialties	$ 22.00	$ 22.00	
336	Galesburg Edible Bean Specialties	$ 22.00	$ 22.00	
337	Grafton Edible Bean Specialties	$ 22.00	$ 22.00	
338	Kimberly Edible Bean Specialties	$ 22.00	$ 22.00	
340	New Plymouth Edible Bean Specialties	$ 21.00	$ 21.00	
341	Northwood Edible Bean Specialties	$ 22.00	$ 22.00	
342	Olivia Edible Bean Specialties	$ 21.00	$ 21.00	
343	Pinconning Edible Bean Specialties	$ 22.00	$ 22.00	
345	Reese Edible Bean Specialties	$ 22.00	$ 22.00	
346	St Thomas Edible Bean Specialties	$ 21.00	$ 21.00	

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
347	Twin Falls ADM Edible Bean Specialties	$ 22.00	$ 22.00	
348	Twin Falls Edible Bean Specialties	$ 22.00	$ 22.00	
349	Ubly Edible Bean Specialties	$ 22.00	$ 22.00	
350	Yuma Edible Bean Specialties	$ 21.00	$ 21.00	
351	Burlington Elevator	$ 23.00	$ 23.00	
353	Evansville Elevator	$ 23.00	$ 23.00	
354	Evansville First Avenue	$ 23.00	$ 23.00	
356	Helena Elevator	$ 23.00	$ 23.00	
357	Hennepin Elevator	$ 24.00	$ 24.00	
358	Henry Elevator	$ 24.00	$ 24.00	
359	Hereford Elevator	$ 24.00	$ 24.00	
360	Keithsburg Elevator	$ 23.00	$ 23.00	
362	Morris Elevator	$ 24.00	$ 24.00	
363	Morris Elevator	$ 24.00	$ 24.00	
364	Naples Elevator	$ 23.00	$ 23.00	
365	Newburgh Elevator	$ 23.00	$ 23.00	
366	Ottawa Loading Station	$ 23.00	$ 23.00	
367	Ottawa Terminal Services	$ 24.00	$ 24.00	
368	Ottawa-ADM/Growmark	$ 23.00	$ 23.00	
369	Rockport	$ 23.00	$ 23.00	
370	Sioux City Main Elevator	$ 24.00	$ 24.00	
371	Spring Valley Elevator	$ 24.00	$ 24.00	
372	Sullivan Elevator	$ 23.00	$ 23.00	
373	Winona Elevator	$ 24.00	$ 24.00	
374	Grand Ledge Elevator	$ 23.00	$ 23.00	
375	Logansport—Grain	$ 23.00	$ 23.00	
376	Silver Grove Elevator	$ 23.00	$ 23.00	
377	Webberville—Grain	$ 23.00	$ 23.00	
378	Snover Grain	$ 24.00	$ 24.00	
379	Manilla Elevator	$ 23.00	$ 23.00	

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
380	Hereford—Grain	$ 24.00	$ 24.00	
381	Hutchinson—Grain	$ 23.00	$ 23.00	
382	Copeland (Country Store)	$ 23.00	$ 23.00	
383	Copeland Elevator	$ 23.00	$ 23.00	
384	Cullison Elevator	$ 24.00	$ 24.00	
385	Dodge City Elevator	$ 23.00	$ 23.00	
386	Goodland Elevator	$ 23.00	$ 23.00	
388	Guymon Elevator	$ 23.00	$ 23.00	
389	Hooker Panhandle Elevator	$ 23.00	$ 23.00	
390	Hooker ST Line Elevator	$ 23.00	$ 23.00	
391	Hough Elevator	$ 23.00	$ 23.00	
396	Kinsley Elevator	$ 23.00	$ 23.00	
397	Leoti Elevator	$ 23.00	$ 23.00	
398	Little River Elevator	$ 23.00	$ 23.00	
399	Lyons Elevator	$ 23.00	$ 23.00	
400	Montezuma Elevator	$ 23.00	$ 23.00	
401	Oakley Elevator	$ 23.00	$ 23.00	
402	Plains Elevator	$ 23.00	$ 23.00	
404	Sublette Elevator	$ 23.00	$ 23.00	
406	Trousdale	$ 23.00	$ 23.00	
407	Tyrone Elevator	$ 23.00	$ 23.00	
408	Attica Elevator	$ 23.00	$ 23.00	
409	Brookston Elevator	$ 23.00	$ 23.00	
410	Clinton (Birkbeck) Elevator	$ 23.00	$ 23.00	
411	Edgewood Elevator	$ 23.00	$ 23.00	
412	Farina Elevator	$ 23.00	$ 23.00	
413	Farmer City	$ 23.00	$ 23.00	
415	Hoopeston Elevator	$ 23.00	$ 23.00	
416	Macon Elevator	$ 23.00	$ 23.00	
417	Mound City Elevator	$ 23.00	$ 23.00	
418	Mt. Auburn	$ 23.00	$ 23.00	

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
419	New Berlin—Curran Elevator	$ 23.00	$ 23.00	
420	Newman	$ 23.00	$ 23.00	
421	Niantic Elevator	$ 23.00	$ 23.00	
422	Oakland	$ 23.00	$ 23.00	
423	Parr Elevator	$ 23.00	$ 23.00	
424	Patoka Elevator	$ 23.00	$ 23.00	
425	Shobonier Elevator	$ 23.00	$ 23.00	
427	State Line Elevator	$ 23.00	$ 23.00	
428	Sullivan Elevator	$ 23.00	$ 23.00	
429	Swanington Elevator	$ 23.00	$ 23.00	
430	Tab Elevator	$ 24.00	$ 24.00	
431	Waynesville Elevator	$ 23.00	$ 23.00	
432	Xenia	$ 23.00	$ 23.00	
433	Bay Minette Trucking	$ 36.00	$ 36.00	
434	Birmingham Trucking	$ 36.00	$ 36.00	
435	Camanche—Trucking	$ 36.00	$ 36.00	
436	Cedar Rapids—ADM Trucking	$ 36.00	$ 36.00	
439	Chattanooga Trucking	$ 36.00	$ 36.00	
440	Chicago—Trucking	$ 36.00	$ 36.00	
441	Cleveland Trucking	$ 36.00	$ 36.00	
442	Colton (MCP) Trucking	$ 36.00	$ 36.00	
443	Columbus—Trucking	$ 36.00	$ 36.00	
444	Dallas (MCP) Trucking	$ 36.00	$ 36.00	
445	Denver (MCP) Trucking	$ 36.00	$ 36.00	
446	Des Moines—ADM Trucking	$ 36.00	$ 36.00	
447	Dixon—ADM Trucking	$ 36.00	$ 36.00	
448	Effingham Trucking	$ 36.00	$ 36.00	
449	Evansville ADM Trucking	$ 36.00	$ 36.00	
450	Hudson—Trucking	$ 36.00	$ 36.00	
451	Indianapolis Trucking	$ 36.00	$ 36.00	
452	Lakeville—ADM Trucking	$ 36.00	$ 36.00	

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
453	Milwaukee Trucking	$ 36.00	$ 36.00	
454	Morton ADM Trucking	$ 36.00	$ 36.00	
455	Mt. Vernon Non-Union Trucking	$ 36.00	$ 36.00	
456	New Braunfels—Trucking	$ 36.00	$ 36.00	
458	Portland (MCP) Trucking	$ 36.00	$ 36.00	
459	Salt Lake City (MCP) Trucking	$ 36.00	$ 36.00	
460	St. Louis Trucking	$ 36.00	$ 36.00	
461	Valdosta—ADM Trucking	$ 36.00	$ 36.00	
462	Lemont (Live On) Non-Supervisory	$ 24.00	$ 24.00	
463	Lemont Non-Supervisory	$ 24.00	$ 24.00	
464	Lemont Terminal	$ 25.00	$ 25.00	
465	Ottawa Barge Fleeting	$ 24.00	$ 24.00	
466	Ottawa Terminal	$ 25.00	$ 25.00	
467	Peoria Marine Non-Supervisory	$ 24.00	$ 24.00	
468	Peru Barge Fleeting	$ 24.00	$ 24.00	
469	Tulane Fleeting	$ 24.00	$ 24.00	
471	Caldwell (MCP)—CS	$ 31.00	$ 31.00	
472	Canby—Burr (MCP)	$ 31.00	$ 31.00	
473	Cleveland Terminal CS	$ 31.00	$ 31.00	
474	Colton (MCP)—CS	$ 31.00	$ 31.00	
475	Denver (MCP)—CS	$ 31.00	$ 31.00	
476	Dovray (MCP)	$ 31.00	$ 31.00	
477	Holland (MCP)	$ 31.00	$ 31.00	
478	Jersey Terminal	$ 31.00	$ 31.00	
479	Marshall Grain Elevator	$ 31.00	$ 31.00	
480	River Bend Warehouse CS	$ 31.00	$ 31.00	
481	Salt Lake City (MCP)—CS	$ 31.00	$ 31.00	
482	Sanborn Corn Processing	$ 31.00	$ 31.00	
483	Sanborn Corn Processing	$ 31.00	$ 31.00	
484	Ashton East Elevator	$ 23.00	$ 23.00	
485	ADM Grain FASCO—Rochelle	$ 23.00	$ 23.00	

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
486	German Valley Elevator	$ 24.00	$ 24.00	
487	Mendota Elevator—Drivers	$ 23.00	$ 23.00	
488	Mendota Rail Loader	$ 24.00	$ 24.00	
489	Seward Elevator	$ 23.00	$ 23.00	
491	ARTCO—Fleeting Camanche	$ 24.00	$ 24.00	
492	Cassville Terminal	$ 24.00	$ 24.00	
493	Clinton Dock—ARTCO	$ 25.00	$ 25.00	
494	Clinton Municipal Dock—ARTCO	$ 25.00	$ 25.00	
495	Reidy Terminal	$ 25.00	$ 25.00	
496	Reidy Terminal—ARTCO	$ 24.00	$ 24.00	
497	St. Louis Non-Supervisory	$ 24.00	$ 24.00	
498	Winona ARTCO Fleeting—Hourly	$ 24.00	$ 24.00	
499	Winona Barge Fleet ARTCO	$ 24.00	$ 24.00	
500	Decatur Blend Plant	$ 25.00	$ 25.00	
501	Decatur N 48 Hwy Whse—Protein	$ 25.00	$ 25.00	
502	Decatur Spec Food Whse	$ 25.00	$ 25.00	
503	La Belle Elevator	$ 30.00	$ 30.00	
506	Valdosta Refinery—Sybn	$ 25.00	$ 25.00	
507	St. Louis—ADM Grain	$ 26.00	$ 26.00	
509	Velva Biodiesel Specialty Oils	$ 28.00	$ 28.00	
510	Velva Edible Oil Refinery	$ 28.00	$ 28.00	
511	Quincy Soybean Plant	$ 30.00	$ 30.00	
512	Quincy Soybean Refinery	$ 31.00	$ 31.00	
513	New Cambria Elevator—Grain	$ 23.00	$ 23.00	
514	Cedar Rapids Dry Mill	$ 42.00	$ 42.00	
515	Decatur East Plant	$ 39.00	$ 39.00	
516	Decatur Corn Plant	$ 39.00	$ 39.00	
517	Nokomis Flour Mill	$ 36.00	$ 36.00	
518	Atkinson Flour Mill	$ 36.00	$ 36.00	
520	ADM Trucking-Decatur	$ 37.00	$ 37.00	
521	AMA ARTCO Condo HRLY	$ 26.00	$ 26.00	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
522	Chattanooga Twtnr Term	$ 36.00	$ 36.00	
523	Chattanooga TN Trkg	$ 36.00	$ 36.00	
524	Portland Trucking	$ 36.00	$ 36.00	

Credited Service

Schedule B

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

Schedule C

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

Schedule D

Compensated Hours	Credited Service
1,500 or more	1.00
1,350–1,499	0.9
1,200–1,349	0.8
1,050–1,199	0.7
900–1,049	0.6
750–899	0.5
600–749	0.4
450–599	0.3

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

300–449	0.2
150–299	0.1
Less than 150	0.0

Schedule H

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

Schedule I

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

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

Former ADM - AFGM Retirement Plan

Effective Date	September 1, 1957. Amended and restated effective January 1, 1989 (most recent amendment January 1, 2009).
Eligibility for Participation	Employees of the company who are represented by the American Federation of Grain Millers (AFL-CIO).
Eligibility for Benefits	
Normal	Age 65.
Early	Age 55 and 10 years of continuous service.
Disability	Any age after completion of 10 years of continuous service.
Deferred Vested	Any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Amount of Benefits	
Normal	A monthly amount for life of benefit rate times the years of credited service.
Early	The normal benefit reduced by ⅓ of 1% for each month by which early retirement precedes age 62.
Disability	The normal benefit accrued to date of disability with a minimum per month which varies by location. Benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.
Deferred Vested	The normal benefit accrued to date of termination, payable at age 65. If 10 years of service have been completed, the benefit is reduced ⅓ of 1% per month if payments commence after age 55 but before age 65.
Preretirement Surviving Spouse Annuity	
Death While Active and Before Eligible for Early Retirement	One-half of the benefit the deceased participant would have received if he had retired the day before his death and elected the qualified joint and survivor option payable immediately to surviving spouse for life. The reduction for early commencement cannot exceed 48%.

Death While Active and After Eligible for Early Retirement	The benefit amount is determined as if the employee had retired immediately preceding his death and had elected the normal form of payment. The benefit is payable for the surviving spouse's lifetime.
Death While Inactive and Before Benefit Commencement	50% of the amount the deceased participant would have been entitled to receive if the employee had retired if over 55 or survived to age 55 and then retired the day before death and chose the qualified joint and survivor annuity. The benefit is payable to the spouse for life and may commence no earlier than the participant's attainment of age 55.

Forms of Payment

Normal Form	
Without Spouse	Life annuity.
With Spouse	Already reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.
Optional Form	If employee cancels normal form with spouse, the accrued benefit is not reduced and no benefit is payable to the spouse following the employee's death. 100% joint and survivor annuity, 75% joint and survivor annuity, and Social Security level income option are also available.

Credited Service

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

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

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Participating Units

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

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Former Golden Peanut Pension Plan — Hourly Employees Only

Provisions Through December 31, 2011	The following plan provisions apply for benefits accrued by Golden Peanut Hourly participants through December 31, 2011. After December 31, 2011, benefits are accrued under the hourly cash balance formula.
Effective Date	Established July 1, 1947 as the Cotton Producers Association Plan. Effective May 1, 2013, the Golden Peanut Pension Plan was spun-off. Most recent restatement effective January 1, 2008.
Eligibility for Participation	Each employee becomes a participant on the first day of the next month following attainment of age 21 and the completion of one year of service.
Eligibility for Benefits	
Normal	Age 65.
Early	Age 55.
Disability	Any age after completion of five years of continuous service.
Deferred Vested	Age 55 or any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Amount of Benefits	
Normal	A monthly amount for life of $11.00 times the years of credited service. The minimum monthly amount is $36.00.
Early	The normal benefit reduced by ⅓ 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 ⅓ of 1% per month if payments commence after age 55 but before age 65. If terminated prior to age 55, the benefit is actuarially reduced.
Preretirement Surviving Spouse Annuity	One-half of the benefit the deceased participant would have received if he had retired the day before his death and elected the qualified joint and survivor option payable immediately to surviving spouse for life.
Forms of Payment	
Normal Form	
Without Spouse	Life annuity.
With Spouse	Already reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.
Optional Form	If employee cancels normal form with spouse, the accrued benefit is not reduced and no benefit is payable to the spouse following the employee's death. 75% joint and survivor annuity, Life annuity with 120 monthly payments guaranteed, one time lump sum payment and Social Security level income option are also available.
Credited Service	Each year of service with proportionate allowance for fractional years after meeting the eligibility requirements.

Plan Changes Since the Prior Year

The benefit level for Decatur West was increased from $38 to $39 effective February 1, 2024.

The benefit level for Decatur Food Ingredient was increased from $36 to $37 effective May 1, 2023, from $37 to $38 effective May 1, 2024, and from $38 to $39 effective May 1, 2025.

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) —2025 Plan Year
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Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the cash balance interest crediting rate from 4.03% (end of month annual rate of interest on 30-year Treasury securities for December 2023) to 4.37% (average annual rate of interest on 30-year Treasury securities for October 2024) for 2025 and 4.78% (end of month annual rate of interest on 30-year Treasury securities for December 2024) for 2026+.

This change was made to better reflect future expectations. This change did not reduce the funding shortfall more than the thresholds stated in Internal Revenue Code Section 430(h)(5), so approval of the Commissioner is not required.

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Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

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	541 $56,969 $538	479 $69,459 $2,713	6							
25-29	399 $58,509 $586	603 $73,003 $3,597	197 $80,845 $8,807	2						
30-34	372 $59,027 $575	580 $73,575 $3,652	300 $84,457 $10,128	81 $84,449 $16,470						
35-39	316 $64,151 $513	492 $73,558 $3,602	284 $82,892 $10,873	132 $86,432 $18,159	17					
40-44	338 $71,366 $440	339 $72,054 $3,844	241 $83,843 $11,359	137 $85,142 $19,277	25 $92,687 $21,268	1	1			
45-49	319 $75,546 $372	286 $74,263 $4,278	186 $80,674 $12,344	108 $81,481 $20,123	38 $90,728 $18,903	9	13			
50-54	381 $79,689 $282	212 $72,692 $4,486	169 $83,158 $13,111	106 $79,266 $21,545	21 $84,881 $20,154	14	7		1	
55-59	400 $79,507 $160	151 $66,760 $4,532	148 $78,748 $14,563	116 $75,355 $24,512	39 $83,287 $26,403	9	7	5		
60-64	368 $75,869 $151	130 $64,648 $4,779	133 $75,256 $15,143	136 $72,659 $26,349	19	13	6	3	1	1
65-69	113 $75,222 $152	28 $55,590 $5,254	55 $65,683 $14,987	47 $64,415 $30,221	7	3	2	3	2	3
70+	31 $78,237 $0	10	13	18	4	1	1	2		

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Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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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
2025	5,766,052	2,284,795	7,792,897	15,843,744
2026	8,006,783	1,226,274	6,049,041	15,282,098
2027	8,385,396	1,378,477	5,992,035	15,755,908
2028	8,754,034	1,412,037	5,927,222	16,093,293
2029	9,054,592	1,550,550	5,855,440	16,460,582
2030	9,340,546	1,619,649	5,779,360	16,739,555
2031	9,681,582	1,720,508	5,698,066	17,100,156
2032	9,786,656	1,843,350	5,615,604	17,245,610
2033	9,945,008	1,939,573	5,525,543	17,410,124
2034	10,164,803	2,003,469	5,426,244	17,594,516
2035	10,351,844	2,088,207	5,320,943	17,760,994
2036	10,469,290	2,216,553	5,201,957	17,887,800
2037	10,542,938	2,351,113	5,076,059	17,970,110
2038	10,623,861	2,411,890	4,938,658	17,974,409
2039	10,772,455	2,524,326	4,787,739	18,084,520
2040	10,833,630	2,599,865	4,627,020	18,060,515
2041	10,908,432	2,664,556	4,452,938	18,025,926
2042	10,907,847	2,730,171	4,266,733	17,904,751
2043	10,892,001	2,808,470	4,065,835	17,766,306
2044	10,870,712	2,822,491	3,852,388	17,545,591
2045	10,814,823	2,890,813	3,628,660	17,334,296
2046	10,737,155	2,943,828	3,396,533	17,077,516
2047	10,585,493	3,027,825	3,151,059	16,764,377
2048	10,446,847	3,004,488	2,898,631	16,349,966
2049	10,189,193	3,010,401	2,642,058	15,841,652
2050	9,862,231	3,020,620	2,384,663	15,267,514
2051	9,692,632	2,925,097	2,130,087	14,747,816
2052	9,347,911	2,885,636	1,882,101	14,115,648
2053	8,900,533	2,830,067	1,644,364	13,374,964
2054	8,545,167	2,694,829	1,420,162	12,660,158
2055	8,131,982	2,573,758	1,212,225	11,917,965
2056	7,632,902	2,378,058	1,022,595	11,033,555
2057	7,079,454	2,201,657	852,541	10,133,652
2058	6,630,601	2,105,379	702,550	9,438,530
2059	6,075,192	1,912,239	572,386	8,559,817

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	5,585,226	1,723,976	461,208	7,770,410
2061	5,154,016	1,576,780	367,711	7,098,507
2062	4,630,379	1,411,949	290,256	6,332,584
2063	4,157,097	1,266,111	227,014	5,650,222
2064	3,744,562	1,151,790	176,078	5,072,430
2065	3,281,174	1,021,775	135,577	4,438,526
2066	2,903,648	918,507	103,756	3,925,911
2067	2,527,756	837,286	79,021	3,444,063
2068	2,206,629	754,269	59,974	3,020,872
2069	1,925,261	688,912	45,417	2,659,590
2070	1,658,958	626,843	34,357	2,320,158
2071	1,435,053	568,169	25,985	2,029,207
2072	1,245,969	512,995	19,660	1,778,624
2073	1,079,898	461,368	14,882	1,556,148
2074	930,359	413,273	11,268	1,354,900

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 21,653,281	January 1, 2023	13	$ 2,225,430
Shortfall	$ (7,219,093)	January 1, 2024	14	$ (704,968)
Shortfall	$ 33,052,663	January 1, 2025	15	$ 3,081,845

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Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

Date	Amount	Days to Discount to 1/1/2025 at 5.39%	Interest Adjusted Contribution
December 30, 2025	$ 9,000,000	363	$ 8,542,167
Total Contribution	$ 9,000,000		$ 8,542,167

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Schedule SB, line 22 — Description of Weighted Average Retirement Age

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

Cash Balance Participants			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	7.00%	1.0000	3.89
56.5	15.00%	0.9300	7.88
57.5	7.00%	0.7905	3.18
58.5	10.00%	0.7352	4.30
59.5	15.00%	0.6616	5.91
60.5	10.00%	0.5624	3.40
61.5	15.00%	0.5062	4.67
62.5	20.00%	0.4302	5.38
63.5	10.00%	0.3442	2.19
64.5	23.00%	0.3098	4.60
65.5	30.00%	0.2385	4.69
66.5	30.00%	0.1670	3.33
67.5	30.00%	0.1169	2.37
68.5	30.00%	0.0818	1.68
69.5	15.00%	0.0573	0.60
70	100.00%	0.0487	3.41
		Weighted Average	61.48

Non-Cash Balance Participants			(d)
(a)	(b)	(c)	Product
Age	Rate	Weight	(a) × (b) × (c)
55.5	4.00%	1.0000	2.22
56.5	4.00%	0.9600	2.17
57.5	4.00%	0.9216	2.12
58.5	4.00%	0.8847	2.07
59.5	4.00%	0.8493	2.02
60.5	6.00%	0.8154	2.96
61.5	10.00%	0.7665	4.71
62.5	15.00%	0.6898	6.47
63.5	15.00%	0.5863	5.58
64.5	15.00%	0.4984	4.82
65.5	40.00%	0.4236	11.10
66.5	40.00%	0.2542	6.76
67.5	25.00%	0.1525	2.57
68.5	25.00%	0.1144	1.96
69.5	25.00%	0.0858	1.49
70	100.00%	0.0643	4.50
		Weighted Average	63.52

	Average Age	% of Active Participants
Cash Balance Participants	61.48	86.17%
Non-Cash Balance Participants	63.52	13.83%
Weighted Average Retirement Age	61.76	

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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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
2025	5,766,052	2,284,795	7,792,897	15,843,744
2026	8,006,783	1,226,274	6,049,041	15,282,098
2027	8,385,396	1,378,477	5,992,035	15,755,908
2028	8,754,034	1,412,037	5,927,222	16,093,293
2029	9,054,592	1,550,550	5,855,440	16,460,582
2030	9,340,546	1,619,649	5,779,360	16,739,555
2031	9,681,582	1,720,508	5,698,066	17,100,156
2032	9,786,656	1,843,350	5,615,604	17,245,610
2033	9,945,008	1,939,573	5,525,543	17,410,124
2034	10,164,803	2,003,469	5,426,244	17,594,516
2035	10,351,844	2,088,207	5,320,943	17,760,994
2036	10,469,290	2,216,553	5,201,957	17,887,800
2037	10,542,938	2,351,113	5,076,059	17,970,110
2038	10,623,861	2,411,890	4,938,658	17,974,409
2039	10,772,455	2,524,326	4,787,739	18,084,520
2040	10,833,630	2,599,865	4,627,020	18,060,515
2041	10,908,432	2,664,556	4,452,938	18,025,926
2042	10,907,847	2,730,171	4,266,733	17,904,751
2043	10,892,001	2,808,470	4,065,835	17,766,306
2044	10,870,712	2,822,491	3,852,388	17,545,591
2045	10,814,823	2,890,813	3,628,660	17,334,296
2046	10,737,155	2,943,828	3,396,533	17,077,516
2047	10,585,493	3,027,825	3,151,059	16,764,377
2048	10,446,847	3,004,488	2,898,631	16,349,966
2049	10,189,193	3,010,401	2,642,058	15,841,652
2050	9,862,231	3,020,620	2,384,663	15,267,514
2051	9,692,632	2,925,097	2,130,087	14,747,816
2052	9,347,911	2,885,636	1,882,101	14,115,648
2053	8,900,533	2,830,067	1,644,364	13,374,964
2054	8,545,167	2,694,829	1,420,162	12,660,158
2055	8,131,982	2,573,758	1,212,225	11,917,965
2056	7,632,902	2,378,058	1,022,595	11,033,555
2057	7,079,454	2,201,657	852,541	10,133,652
2058	6,630,601	2,105,379	702,550	9,438,530
2059	6,075,192	1,912,239	572,386	8,559,817

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	5,585,226	1,723,976	461,208	7,770,410
2061	5,154,016	1,576,780	367,711	7,098,507
2062	4,630,379	1,411,949	290,256	6,332,584
2063	4,157,097	1,266,111	227,014	5,650,222
2064	3,744,562	1,151,790	176,078	5,072,430
2065	3,281,174	1,021,775	135,577	4,438,526
2066	2,903,648	918,507	103,756	3,925,911
2067	2,527,756	837,286	79,021	3,444,063
2068	2,206,629	754,269	59,974	3,020,872
2069	1,925,261	688,912	45,417	2,659,590
2070	1,658,958	626,843	34,357	2,320,158
2071	1,435,053	568,169	25,985	2,029,207
2072	1,245,969	512,995	19,660	1,778,624
2073	1,079,898	461,368	14,882	1,556,148
2074	930,359	413,273	11,268	1,354,900

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Schedule SB, Part V — Summary of Plan Provisions

History of Plan

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Effective January 1, 2009, the cash balance formula applies to participants part of certain unions and new hires. (Date and age/service requirements may vary by location and union.) All other employees continue to have benefit calculated under the traditional formula.

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

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

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

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Summary of Plan Provisions

Effective Date	September 1, 1952, revised September 1, 1957. Amended and restated effective January 1, 1998 (most recent amendment January 1, 2009).
Eligibility for Participation	Full-time regular hourly 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 (date may vary by location and union); 2. The cash balance formula has been approved by the union (date may vary by location and union).
Eligibility for Benefits (Traditional Formula)	
Normal	Age 65.
Early	Ages 55 and 10 years of continuous service.
Disability	Any age after completion of 10 years of continuous service.
Deferred Vested	Any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Eligibility for Benefits (Cash Balance Formula)	
Normal	Age 65.
Deferred Vested	Any age after completion of three years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was eligible for a deferred vested benefit.
Amount of Benefits (Traditional Formula)	
Normal	A monthly amount for life as set forth in each appendix.
Early	The normal benefit reduced by ⅓ of 1% for each month by which early retirement precedes age 65, unless as specified in appendix.

Disability	A monthly amount for life as set forth in each appendix. Benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.
Deferred Vested	The normal benefit accrued to date of termination, payable at age 65. If 10 years of service have been completed, the benefit is reduced ⅓ of 1% per month if payments commence after age 55 but before age 65, unless as specified in appendix.

Preretirement Surviving Spouse Annuity

Death While Active and Before Eligible for Early Retirement	50% of the benefit the deceased participant would have received if he had terminated on date of his death, survived to age 55 and retired electing the qualified joint and survivor annuity payable for the surviving spouse's lifetime.
Death While Active and After Eligible for Early Retirement	The benefit amount is determined as if the employee had retired immediately preceding his death and had elected the normal form of payment. The benefit is payable for the surviving spouse's lifetime.
Death While Inactive and Before Benefit Commencement	50% of the amount the deceased participant would have been entitled to receive if the employee had retired if over 55 or survived to age 55 and then retired the day before death and chose the qualified joint and survivor annuity. This benefit is payable to the spouse for life and may commence no earlier than the participant's attainment of age 55.

Amount of Benefits (Cash Balance Formula)

Initial Cash Balance Account Balance	$0.00.
Pay Credits	The cash balance account will be credited with an amount equal to the applicable percentage based the employees points as of the last day of the plan year (see table below) multiplied by compensation.

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

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.
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.
Forms of Payment	
Normal Form	
Without Spouse	Life annuity.
With Spouse	Actuarially reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.

Optional Forms	Life annuity; 100%, 75%, and 50% joint and survivor. For cash balance formula employees, a single lump-sum payment in addition to the other optional forms listed.

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
EIN: 41-0129150 PN: 003

Summary of Benefit Rates Reflected in Actuarial Valuation

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
001	Elizabeth Plant	Closed	Closed	
002	Decatur West	$ 38.00	$ 39.00	5/1/2010
003	Fredonia	Closed	Closed	
004	Lincoln Soybean	$ 35.00	$ 35.00	10/1/2009
005	Minneapolis Soo Elevator	Closed	Closed	
006	Memphis Grain Elevator	$ 24.00	$ 24.00	8/1/2010
007	Burlington	Closed	Closed	
008	Alton	Closed	Closed	
009	Mankato	$ 33.00	$ 33.00	6/1/2009
011	Red Wing—Grain Millers	$ 31.00	$ 31.00	7/1/2011
012	Red Wing—Operating Engineers	Closed	Closed	
013	Granite City	Closed	Closed	
014	Destrehan	Closed	Closed	
015	LaSalle	$ 26.00	$ 26.00	4/1/2009
016	Arkansas City West Plant	$ 31.00	$ 31.00	
017	Growmark River Systems, Inc.	$ 23.00	$ 23.00	
018	Monroe Elevator	Closed	Closed	
020	ARTCO	$ 24.00	$ 24.00	
021	New Braunfels	$ 22.00	$ 22.00	5/1/2011
022	Hudson Milling	$ 31.50	$ 31.50	1/1/2010
024	Little Rock	Closed	Closed	
025	Cordele	Closed	Closed	
026	Natchitoches	Closed	Closed	
028	Greenville	Closed	Closed	
029	Growmark River Systems, Inc.	Closed	Closed	
031	Cheswick	Closed	Closed	
032	Wolcott	$ 26.00	$ 26.00	
033	Augusta	Closed	Closed	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
034	Montgomery	Closed	Closed	
035	Memphis Oilseed	$ 28.00	$ 28.00	2/1/2011
036	North Little Rock	Closed	Closed	
037	Los Angeles	$ 33.00	$ 33.00	7/1/2011
038	Portland	Closed	Closed	
039	Spokane Flour Mill	$ 33.00	$ 33.00	3/1/2011
040	Plains	Closed	Closed	
041	Clarksdale	Closed	Closed	
042	Wyndotte	Closed	Closed	
043	Spokane Mix Plant	$ 30.00	$ 30.00	12/1/2010
044	Quanah	Closed	Closed	
045	Lubbock	$ 20.00	$ 20.00	
046	Sweetwater	Closed	Closed	
047	Lakeville—New York Corn Sweeteners	$ 28.00	$ 28.00	
048	Spokane Office	Closed	Closed	
049	Columbian Peanut	Closed	Closed	
050	Montezuma Corn Sweeteners	$ 31.00	$ 31.00	
051	Macon	Closed	Closed	
052	Peoria Alcohol	$ 37.00	$ 37.00	11/1/2009
054	Kershaw	$ 26.00	$ 26.00	
055	Byromville, Oglethorpe, DeSoto	Closed	Closed	
060	Corn Sweetener Locations	Closed	Closed	
061	ADM Trucking	$ 36.00	$ 36.00	8/1/2009
062	Aulander	Closed	Closed	
065	Ozark Shelling	Closed	Closed	
066	Ozark Star	Closed	Closed	
067	Clinton Construction	$ 39.00	$ 39.00	
068	Steger	Closed	Closed	
070	Peoria Riverside	$ 25.00	$ 25.00	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
071	Cheney Milling	$ 33.00	$ 33.00	5/1/2010
072	Southern Cotton Oil	$ 21.00	$ 21.00	
073	Bushnell	$ 28.00	$ 28.00	
074	Clinton Corn Processing	$ 41.00	$ 41.00	
075	Buhler & Inman	Closed	Closed	
076	Mexico	$ 28.00	$ 28.00	
077	Fostoria	$ 32.00	$ 32.00	3/1/2009
078	Frankfort	$ 32.00	$ 32.00	1/1/2009
079	Des Moines Soybean	$ 30.00	$ 30.00	3/1/2010
080	Champaign	Closed	Closed	
081	Carthage	$ 31.00	$ 31.00	6/1/2009
082	DeLeon, Durant, Carnegie	Closed	Closed	
083	Des Moines Refinery	$ 32.00	$ 32.00	
084	Plainview	$ 24.00	$ 24.00	
085	AMA	$ 28.00	$ 28.00	
086	Growmark River Systems, Inc.—St. Louis	$ 25.00	$ 25.00	5/1/2011
087	ADM Mason Shop	Closed	Closed	
088	Olathe	Closed	Closed	
089	Havana, IL	$ 26.00	$ 26.00	2/1/2009
090	Lacon	$ 25.00	$ 25.00	5/1/2009
091	Hennepin	Closed	Closed	
092	Decatur Co-Generation	$ 39.00	$ 39.00	3/31/2011
093	Decatur Reconstruction	$ 36.00	$ 36.00	
094	Milwaukee Milling	Closed	Closed	
095	Taylorville	Closed	Closed	
096	Roberts Rice	Closed	Closed	
098	Valdosta Soybean	$ 23.00	$ 23.00	1/1/2009
099	Minneapolis/ADM Grain	Closed	Closed	
100	Manitowac	Closed	Closed	
101	West Milwaukee Malting	Closed	Closed	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
102	Des Moines Co-Generation	$ 33.00	$ 33.00	
103	Lincoln Food	Closed	Closed	
104	Lincoln Flour	$ 35.00	$ 35.00	10/1/2011
105	Lincoln Feed	Closed	Closed	
106	Salina Econo-Flo	$ 35.00	$ 35.00	
107	Salina Western Star	$ 35.00	$ 35.00	1/1/2009
108	Dodge City	$ 35.00	$ 35.00	1/1/2009
109	Crowley Rice Mill	Closed	Closed	
111	Cedar Rapids Co—Generation	$ 42.00	$ 42.00	
113	Abilene	$ 34.00	$ 34.00	9/1/2009
114	Decatur ADM Mechanical	$ 37.00	$ 37.00	
115	Tulane Switch Boat	Closed	Closed	
116	Velva	$ 28.00	$ 28.00	
117	Fremont Soybean	$ 34.00	$ 34.00	10/1/2009
119	Hudson Trucking	Closed	Closed	
120	Beech Grove	$ 33.00	$ 33.00	7/1/2010
122	Charlotte—Flour Mill	$ 30.00	$ 30.00	11/1/2009
123	Charlotte—Trucking	$ 30.00	$ 30.00	4/1/2010
124	Decatur Food Ingredient/Decatur Harvest Burger	$ 37.00	$ 39.00	11/1/2011
125	Mt. Vernon—Milling	$ 33.00	$ 33.00	1/1/2010
126	North Kansas City Soybean	Closed	Closed	
127	Des Moines Milling	Closed	Closed	
128	Havana Barge Terminal	Closed	Closed	
130	Collingwood Grain	$ 23.00	$ 23.00	
131	Decatur BioProducts	$ 38.00	$ 38.00	
132	Chicago Flour	$ 31.00	$ 31.00	1/1/2009
133	Specialty Grains Plant	Closed	Closed	
134	Tulane/Tulane Fleeting	Closed	Closed	
135	Lincoln Reconstruction	$ 32.00	$ 32.00	
136	Levelland	Closed	Closed	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
137	Chattanooga Refinery	Closed	Closed	
138	Camp Hill	$ 34.00	$ 34.00	2/1/2009
140	Southport	$ 36.00	$ 36.00	
142	Madera	Closed	Closed	
144	Muleshoe	Closed	Closed	
146	Peoria Marine Service—Deckhands	Closed	Closed	
147	Reidy Terminal	Closed	Closed	
148	Cassville Terminal	$ 24.00	$ 24.00	
149	ARTCO Fleeting Services	Closed	Closed	
150	New Orleans Shipyard	$ 26.00	$ 26.00	
151	Altoona and Des Moines Trucking	Closed	Closed	
152	Macon Trucking	Closed	Closed	
155	Arkansas City East Plant	$ 29.00	$ 29.00	10/1/2009
156	Port Gibson	Closed	Closed	
157	ARTCO Fleeting Services	$ 24.00	$ 24.00	
160	Peoria Marine Service	$ 25.00	$ 25.00	1/1/2009
162	St. Louis Flour	$ 36.00	$ 36.00	8/1/2011
163	Buffalo Milling	$ 35.00	$ 35.00	10/1/2010
164	Enid Flour Mill	$ 35.00	$ 35.00	9/1/2009
165	Minneapolis “A” Mill	Closed	Closed	
166	Wellsburg	Closed	Closed	
167	Buffalo Elevator	$ 35.00	$ 35.00	3/1/2009
168	Winona Barge Fleeting	Closed	Closed	
169	Keokuk	$ 33.00	$ 33.00	1/1/2009
170	Railcar Repair	Closed	Closed	
171	Terminal Stevedores	$ 27.00	$ 27.00	
172	Walhalla	$ 30.00	$ 30.00	
173	Cleveland	$ 29.00	$ 29.00	
174	Country Elevators	Closed	Closed	
175	ADM Fabrication	Closed	Closed	
177	Chattanooga Flour	$ 32.00	$ 32.00	3/1/2011

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
178	Madera Masa Plant	Closed	Closed	
179	Destrehan—St. Charles	$ 28.00	$ 28.00	1/1/2009
180	Supreme Sugar	Closed	Closed	
181	Chicago	Closed	Closed	
182	Minneapolis Malting	Closed	Closed	
183	Red Wing Malting	Closed	Closed	
184	Cedar Rapids	$ 43.00	$ 43.00	11/1/2010
185	Granite City—Production	Closed	Closed	
186	Granite City—Engineers	Closed	Closed	
188	ADM Spiral Manufacturing	$ 36.00	$ 36.00	
189	Fremont Elevator	$ 23.00	$ 23.00	8/1/2010
191	Clinton Municipal Dock	Closed	Closed	
192	Decatur Vitamin E	$ 38.00	$ 38.00	
193	Enderlin	$ 26.00	$ 26.00	
194	Goodland	$ 23.00	$ 23.00	
195	Animal Health & Nutrition	Closed	Closed	
196	Animal Health & Nutrition	Closed	Closed	
199	Jackson	$ 27.00	$ 27.00	
200	Growmark River Systems, Inc.—St. Paul	$ 24.00	$ 24.00	
201	ADM/Grain—Tabor Country Locations	$ 23.00	$ 23.00	
202	Peoria Alcohol Lead Persons	Closed	Closed	
203	Peoria Alcohol Packaging	Closed	Closed	
204	ADM/Grain—Countrymark Locations	$ 23.00	$ 23.00	
205	Memphis Crude Oils	Closed	Closed	
206	Animal Health & Nutrition—Spokane	Closed	Closed	
207	Animal Health & Nutrition—Des Moines	$ 28.00	$ 28.00	
208	Animal Health & Nutrition—Effingham & Jerome	$ 27.00	$ 27.00	
209	Lewisburg	Closed	Closed	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
210	Animal Health & Nutrition—Nashville	Closed	Closed	
211	Animal Health & Nutrition—Trucking	Closed	Closed	
212	Decatur Blend Plant/Warehouses	$ 25.00	$ 25.00	
217	Valdosta Food/Oil	$ 24.00	$ 24.00	
219	Growmark River Systems, Inc.—Monroe City & Winslow	$ 23.00	$ 23.00	
220	Valdosta Cottonseed	$ 22.00	$ 22.00	
221	Growmark River Systems, Inc.—Mound City	Closed	Closed	
222	Reserve	$ 27.00	$ 27.00	
223	Southern Cellulose—Chattanooga	$ 28.50	$ 28.50	9/1/2009
224	ADM Grain Company	$ 22.00	$ 22.00	
225	Baltimore	Closed	Closed	
226	Beech Grove	$ 20.00	$ 20.00	3/1/2010
227	Columbus, Ohio	$ 23.00	$ 23.00	9/1/2009
228	Milwaukee Cocoa	$ 31.00	$ 31.00	5/1/2011
229	Mansfield Cocoa	$ 28.00	$ 28.00	
232	Ottawa Lake	$ 26.00	$ 26.00	3/1/2010
233	Saginaw	Closed	Closed	
234	St. Joseph	Closed	Closed	
235	Savannah	Closed	Closed	
236	Glassboro	$ 33.00	$ 33.00	
237	Prairie Grain Partners LLC	$ 21.00	$ 21.00	
238	Mankato Refinery	$ 34.00	$ 34.00	
239	ADM Railcar Repair	$ 32.00	$ 32.00	
240	Fresno Blow Molding and PVO Packaging Plant	Closed	Closed	
241	Quincy Soybean Plant and Refinery	$ 30.00	$ 30.00	
243	Helena	Closed	Closed	
244	ADM Alliance Nutrition	$ 23.00	$ 23.00	
245	ADM/Moorman Feed-Quincy	$ 26.00	$ 26.00	

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

Schedule SB Attachment (Form 5500) —2025 Plan Year
ADM Pension Plan For Hourly-Wage Employees
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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
246	ADM Edible Bean Specialties	$ 22.00	$ 22.00	
248	ADM Grain—Dudley, Gilford, Snover	$ 23.00	$ 23.00	
249	Growmark River Systems, Inc.—Florence and Livingston	$ 24.00	$ 24.00	
250	ADM Corn Processing Terminal—Langhorne, PA	$ 30.00	$ 30.00	
251	FSL/ADM	$ 23.00	$ 23.00	
252	Decatur Hydroponics	Closed	Closed	
253	Toledo	$ 26.00	$ 26.00	3/1/2011
255	Corpus Christi	$ 24.00	$ 24.00	
258	Baring Elevator	$ 30.00	$ 30.00	
259	Enderlin—Agri Sales	$ 26.00	$ 26.00	
262	ADM Grain Farmland Locations	$ 23.00	$ 23.00	
263	Southern Cotton Gins	Closed	Closed	
264	ADM Corn Processing Bulk Terminals	$ 31.00	$ 31.00	
265	Puyallup	Closed	Closed	
266	Union City, CA	Closed	Closed	
267	Stanley, WI	$ 25.00	$ 25.00	4/1/2009
268	ADM Rice—Arbuckle	$ 23.00	$ 23.00	
269	ADM Corn Processing—Columbus, NE	$ 37.00	$ 37.00	
270	ADM Corn Processing—Marshall, MN	$ 37.00	$ 37.00	
271	Galveston	$ 25.00	$ 25.00	
272	Lincoln AH&N	$ 26.00	$ 26.00	
273	Quincy Enertia Plant	$ 26.00	$ 26.00	
274	Cedar Rapids Railcar Repair	$ 32.00	$ 32.00	
276	Ama ADM Gemini	$ 26.00	$ 26.00	
277	ADM Development Products	$ 25.00	$ 25.00	1/1/2009
278	Winona (IMC)	$ 34.00	$ 34.00	3/1/2010

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
280	Milwaukee East	$ 37.00	$ 37.00	1/1/2009
281	Milwaukee Electricians	$ 37.00	$ 37.00	1/1/2009
282	Clinton PHA Plant	$ 41.00	$ 41.00	
283	Battle Creek Terminal	$ 23.00	$ 23.00	
284	ADM Grain FASCO	$ 23.00	$ 23.00	
286	Decatur Glycols	$ 38.00	$ 38.00	
287	Langhorne Trucking	$ 35.00	$ 35.00	
288	Lodi	$ 30.00	$ 30.00	
289	Clinton Co-Gen	$ 41.00	$ 41.00	
290	Mendota 12th Street Elevator	$ 23.00	$ 23.00	
291	Bluffton Feed	$ 23.00	$ 23.00	
292	Camp Hill	$ 23.00	$ 23.00	
293	Campbellsville Feed	$ 23.00	$ 23.00	
294	Columbus Feed	$ 23.00	$ 23.00	
295	Camanche Feed	$ 23.00	$ 23.00	
296	Cordele Feed	$ 23.00	$ 23.00	
297	Cozad	$ 23.00	$ 23.00	
298	Glencoe	$ 23.00	$ 23.00	
299	Grand Island	$ 23.00	$ 23.00	
300	Henderson	$ 23.00	$ 23.00	
301	Hereford Feed	$ 23.00	$ 23.00	
302	Hoffman Feed	$ 23.00	$ 23.00	
303	Hopedale Agri Center	$ 23.00	$ 23.00	
304	Kasson Feed	$ 23.00	$ 23.00	
305	Knoxville Feed	$ 23.00	$ 23.00	
306	Le Mars Feed	$ 23.00	$ 23.00	
307	Madison	$ 23.00	$ 23.00	
308	Marlette Warehouse	$ 23.00	$ 23.00	
309	Nappanee Agri Center	$ 23.00	$ 23.00	
310	Nappanee	$ 23.00	$ 23.00	

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
311	New Hampton	$ 23.00	$ 23.00	
312	Portland	$ 23.00	$ 23.00	
313	Ravenna	$ 23.00	$ 23.00	
314	South Souix City	$ 23.00	$ 23.00	
315	Springfield Feed	$ 23.00	$ 23.00	
316	Springfield	$ 23.00	$ 23.00	
317	Sugarcreek Feed	$ 23.00	$ 23.00	
318	West Plains	$ 23.00	$ 23.00	
319	Animal Health & Nutrition—Jerome	$ 28.00	$ 28.00	
323	Novelty Elevator	$ 20.00	$ 20.00	
326	Rogers Elevator	$ 22.00	$ 22.00	
327	Rogers Fertilizer	$ 22.00	$ 22.00	
328	Underwood	$ 22.00	$ 22.00	
329	Havre—ADM/CHS	$ 22.00	$ 22.00	
330	Auburn Edible Bean Specialties	$ 22.00	$ 22.00	
331	Burlington Edible Bean Specialties	$ 21.00	$ 21.00	
332	Caldwell Edible Bean Specialties	$ 21.00	$ 21.00	
333	Casselton Edible Bean Specialties	$ 22.00	$ 22.00	
334	Cavalier Edible Bean Specialties	$ 22.00	$ 22.00	
335	Fairgrove Edible Bean Specialties	$ 22.00	$ 22.00	
336	Galesburg Edible Bean Specialties	$ 22.00	$ 22.00	
337	Grafton Edible Bean Specialties	$ 22.00	$ 22.00	
338	Kimberly Edible Bean Specialties	$ 22.00	$ 22.00	
340	New Plymouth Edible Bean Specialties	$ 21.00	$ 21.00	
341	Northwood Edible Bean Specialties	$ 22.00	$ 22.00	
342	Olivia Edible Bean Specialties	$ 21.00	$ 21.00	
343	Pinconning Edible Bean Specialties	$ 22.00	$ 22.00	
345	Reese Edible Bean Specialties	$ 22.00	$ 22.00	
346	St Thomas Edible Bean Specialties	$ 21.00	$ 21.00	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
347	Twin Falls ADM Edible Bean Specialties	$ 22.00	$ 22.00	
348	Twin Falls Edible Bean Specialties	$ 22.00	$ 22.00	
349	Ubly Edible Bean Specialties	$ 22.00	$ 22.00	
350	Yuma Edible Bean Specialties	$ 21.00	$ 21.00	
351	Burlington Elevator	$ 23.00	$ 23.00	
353	Evansville Elevator	$ 23.00	$ 23.00	
354	Evansville First Avenue	$ 23.00	$ 23.00	
356	Helena Elevator	$ 23.00	$ 23.00	
357	Hennepin Elevator	$ 24.00	$ 24.00	
358	Henry Elevator	$ 24.00	$ 24.00	
359	Hereford Elevator	$ 24.00	$ 24.00	
360	Keithsburg Elevator	$ 23.00	$ 23.00	
362	Morris Elevator	$ 24.00	$ 24.00	
363	Morris Elevator	$ 24.00	$ 24.00	
364	Naples Elevator	$ 23.00	$ 23.00	
365	Newburgh Elevator	$ 23.00	$ 23.00	
366	Ottawa Loading Station	$ 23.00	$ 23.00	
367	Ottawa Terminal Services	$ 24.00	$ 24.00	
368	Ottawa-ADM/Growmark	$ 23.00	$ 23.00	
369	Rockport	$ 23.00	$ 23.00	
370	Sioux City Main Elevator	$ 24.00	$ 24.00	
371	Spring Valley Elevator	$ 24.00	$ 24.00	
372	Sullivan Elevator	$ 23.00	$ 23.00	
373	Winona Elevator	$ 24.00	$ 24.00	
374	Grand Ledge Elevator	$ 23.00	$ 23.00	
375	Logansport—Grain	$ 23.00	$ 23.00	
376	Silver Grove Elevator	$ 23.00	$ 23.00	
377	Webberville—Grain	$ 23.00	$ 23.00	
378	Snover Grain	$ 24.00	$ 24.00	
379	Manilla Elevator	$ 23.00	$ 23.00	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
380	Hereford—Grain	$ 24.00	$ 24.00	
381	Hutchinson—Grain	$ 23.00	$ 23.00	
382	Copeland (Country Store)	$ 23.00	$ 23.00	
383	Copeland Elevator	$ 23.00	$ 23.00	
384	Cullison Elevator	$ 24.00	$ 24.00	
385	Dodge City Elevator	$ 23.00	$ 23.00	
386	Goodland Elevator	$ 23.00	$ 23.00	
388	Guymon Elevator	$ 23.00	$ 23.00	
389	Hooker Panhandle Elevator	$ 23.00	$ 23.00	
390	Hooker ST Line Elevator	$ 23.00	$ 23.00	
391	Hough Elevator	$ 23.00	$ 23.00	
396	Kinsley Elevator	$ 23.00	$ 23.00	
397	Leoti Elevator	$ 23.00	$ 23.00	
398	Little River Elevator	$ 23.00	$ 23.00	
399	Lyons Elevator	$ 23.00	$ 23.00	
400	Montezuma Elevator	$ 23.00	$ 23.00	
401	Oakley Elevator	$ 23.00	$ 23.00	
402	Plains Elevator	$ 23.00	$ 23.00	
404	Sublette Elevator	$ 23.00	$ 23.00	
406	Trousdale	$ 23.00	$ 23.00	
407	Tyrone Elevator	$ 23.00	$ 23.00	
408	Attica Elevator	$ 23.00	$ 23.00	
409	Brookston Elevator	$ 23.00	$ 23.00	
410	Clinton (Birkbeck) Elevator	$ 23.00	$ 23.00	
411	Edgewood Elevator	$ 23.00	$ 23.00	
412	Farina Elevator	$ 23.00	$ 23.00	
413	Farmer City	$ 23.00	$ 23.00	
415	Hoopeston Elevator	$ 23.00	$ 23.00	
416	Macon Elevator	$ 23.00	$ 23.00	
417	Mound City Elevator	$ 23.00	$ 23.00	
418	Mt. Auburn	$ 23.00	$ 23.00	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
419	New Berlin—Curran Elevator	$ 23.00	$ 23.00	
420	Newman	$ 23.00	$ 23.00	
421	Niantic Elevator	$ 23.00	$ 23.00	
422	Oakland	$ 23.00	$ 23.00	
423	Parr Elevator	$ 23.00	$ 23.00	
424	Patoka Elevator	$ 23.00	$ 23.00	
425	Shobonier Elevator	$ 23.00	$ 23.00	
427	State Line Elevator	$ 23.00	$ 23.00	
428	Sullivan Elevator	$ 23.00	$ 23.00	
429	Swanington Elevator	$ 23.00	$ 23.00	
430	Tab Elevator	$ 24.00	$ 24.00	
431	Waynesville Elevator	$ 23.00	$ 23.00	
432	Xenia	$ 23.00	$ 23.00	
433	Bay Minette Trucking	$ 36.00	$ 36.00	
434	Birmingham Trucking	$ 36.00	$ 36.00	
435	Camanche—Trucking	$ 36.00	$ 36.00	
436	Cedar Rapids—ADM Trucking	$ 36.00	$ 36.00	
439	Chattanooga Trucking	$ 36.00	$ 36.00	
440	Chicago—Trucking	$ 36.00	$ 36.00	
441	Cleveland Trucking	$ 36.00	$ 36.00	
442	Colton (MCP) Trucking	$ 36.00	$ 36.00	
443	Columbus—Trucking	$ 36.00	$ 36.00	
444	Dallas (MCP) Trucking	$ 36.00	$ 36.00	
445	Denver (MCP) Trucking	$ 36.00	$ 36.00	
446	Des Moines—ADM Trucking	$ 36.00	$ 36.00	
447	Dixon—ADM Trucking	$ 36.00	$ 36.00	
448	Effingham Trucking	$ 36.00	$ 36.00	
449	Evansville ADM Trucking	$ 36.00	$ 36.00	
450	Hudson—Trucking	$ 36.00	$ 36.00	
451	Indianapolis Trucking	$ 36.00	$ 36.00	
452	Lakeville—ADM Trucking	$ 36.00	$ 36.00	

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

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Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
453	Milwaukee Trucking	$ 36.00	$ 36.00	
454	Morton ADM Trucking	$ 36.00	$ 36.00	
455	Mt. Vernon Non-Union Trucking	$ 36.00	$ 36.00	
456	New Braunfels—Trucking	$ 36.00	$ 36.00	
458	Portland (MCP) Trucking	$ 36.00	$ 36.00	
459	Salt Lake City (MCP) Trucking	$ 36.00	$ 36.00	
460	St. Louis Trucking	$ 36.00	$ 36.00	
461	Valdosta—ADM Trucking	$ 36.00	$ 36.00	
462	Lemont (Live On) Non-Supervisory	$ 24.00	$ 24.00	
463	Lemont Non-Supervisory	$ 24.00	$ 24.00	
464	Lemont Terminal	$ 25.00	$ 25.00	
465	Ottawa Barge Fleeting	$ 24.00	$ 24.00	
466	Ottawa Terminal	$ 25.00	$ 25.00	
467	Peoria Marine Non-Supervisory	$ 24.00	$ 24.00	
468	Peru Barge Fleeting	$ 24.00	$ 24.00	
469	Tulane Fleeting	$ 24.00	$ 24.00	
471	Caldwell (MCP)—CS	$ 31.00	$ 31.00	
472	Canby—Burr (MCP)	$ 31.00	$ 31.00	
473	Cleveland Terminal CS	$ 31.00	$ 31.00	
474	Colton (MCP)—CS	$ 31.00	$ 31.00	
475	Denver (MCP)—CS	$ 31.00	$ 31.00	
476	Dovray (MCP)	$ 31.00	$ 31.00	
477	Holland (MCP)	$ 31.00	$ 31.00	
478	Jersey Terminal	$ 31.00	$ 31.00	
479	Marshall Grain Elevator	$ 31.00	$ 31.00	
480	River Bend Warehouse CS	$ 31.00	$ 31.00	
481	Salt Lake City (MCP)—CS	$ 31.00	$ 31.00	
482	Sanborn Corn Processing	$ 31.00	$ 31.00	
483	Sanborn Corn Processing	$ 31.00	$ 31.00	
484	Ashton East Elevator	$ 23.00	$ 23.00	
485	ADM Grain FASCO—Rochelle	$ 23.00	$ 23.00	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
486	German Valley Elevator	$ 24.00	$ 24.00	
487	Mendota Elevator—Drivers	$ 23.00	$ 23.00	
488	Mendota Rail Loader	$ 24.00	$ 24.00	
489	Seward Elevator	$ 23.00	$ 23.00	
491	ARTCO—Fleeting Camanche	$ 24.00	$ 24.00	
492	Cassville Terminal	$ 24.00	$ 24.00	
493	Clinton Dock—ARTCO	$ 25.00	$ 25.00	
494	Clinton Municipal Dock—ARTCO	$ 25.00	$ 25.00	
495	Reidy Terminal	$ 25.00	$ 25.00	
496	Reidy Terminal—ARTCO	$ 24.00	$ 24.00	
497	St. Louis Non-Supervisory	$ 24.00	$ 24.00	
498	Winona ARTCO Fleeting—Hourly	$ 24.00	$ 24.00	
499	Winona Barge Fleet ARTCO	$ 24.00	$ 24.00	
500	Decatur Blend Plant	$ 25.00	$ 25.00	
501	Decatur N 48 Hwy Whse—Protein	$ 25.00	$ 25.00	
502	Decatur Spec Food Whse	$ 25.00	$ 25.00	
503	La Belle Elevator	$ 30.00	$ 30.00	
506	Valdosta Refinery—Sybn	$ 25.00	$ 25.00	
507	St. Louis—ADM Grain	$ 26.00	$ 26.00	
509	Velva Biodiesel Specialty Oils	$ 28.00	$ 28.00	
510	Velva Edible Oil Refinery	$ 28.00	$ 28.00	
511	Quincy Soybean Plant	$ 30.00	$ 30.00	
512	Quincy Soybean Refinery	$ 31.00	$ 31.00	
513	New Cambria Elevator—Grain	$ 23.00	$ 23.00	
514	Cedar Rapids Dry Mill	$ 42.00	$ 42.00	
515	Decatur East Plant	$ 39.00	$ 39.00	
516	Decatur Corn Plant	$ 39.00	$ 39.00	
517	Nokomis Flour Mill	$ 36.00	$ 36.00	
518	Atkinson Flour Mill	$ 36.00	$ 36.00	
520	ADM Trucking-Decatur	$ 37.00	$ 37.00	
521	AMA ARTCO Condo HRLY	$ 26.00	$ 26.00	

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

Former General Hourly				
		Benefit Level		Date of Cash
	Appendix	2024	2025	Balance Formula[1]
522	Chattanooga Twtnr Term	$ 36.00	$ 36.00	
523	Chattanooga TN Trkg	$ 36.00	$ 36.00	
524	Portland Trucking	$ 36.00	$ 36.00	

Credited Service

Schedule B

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

Schedule C

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

Schedule D

Compensated Hours	Credited Service
1,500 or more	1.00
1,350–1,499	0.9
1,200–1,349	0.8
1,050–1,199	0.7
900–1,049	0.6
750–899	0.5
600–749	0.4
450–599	0.3

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

300–449	0.2
150–299	0.1
Less than 150	0.0

Schedule H

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

Schedule I

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

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

Former ADM - AFGM Retirement Plan

Effective Date	September 1, 1957. Amended and restated effective January 1, 1989 (most recent amendment January 1, 2009).
Eligibility for Participation	Employees of the company who are represented by the American Federation of Grain Millers (AFL-CIO).
Eligibility for Benefits	
Normal	Age 65.
Early	Age 55 and 10 years of continuous service.
Disability	Any age after completion of 10 years of continuous service.
Deferred Vested	Any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Amount of Benefits	
Normal	A monthly amount for life of benefit rate times the years of credited service.
Early	The normal benefit reduced by ⅓ of 1% for each month by which early retirement precedes age 62.
Disability	The normal benefit accrued to date of disability with a minimum per month which varies by location. Benefit payments commence when eligible for Social Security and continue as long as the employee is totally and permanently disabled.
Deferred Vested	The normal benefit accrued to date of termination, payable at age 65. If 10 years of service have been completed, the benefit is reduced ⅓ of 1% per month if payments commence after age 55 but before age 65.
Preretirement Surviving Spouse Annuity	
Death While Active and Before Eligible for Early Retirement	One-half of the benefit the deceased participant would have received if he had retired the day before his death and elected the qualified joint and survivor option payable immediately to surviving spouse for life. The reduction for early commencement cannot exceed 48%.

Death While Active and After Eligible for Early Retirement	The benefit amount is determined as if the employee had retired immediately preceding his death and had elected the normal form of payment. The benefit is payable for the surviving spouse's lifetime.
Death While Inactive and Before Benefit Commencement	50% of the amount the deceased participant would have been entitled to receive if the employee had retired if over 55 or survived to age 55 and then retired the day before death and chose the qualified joint and survivor annuity. The benefit is payable to the spouse for life and may commence no earlier than the participant's attainment of age 55.

Forms of Payment

Normal Form	
Without Spouse	Life annuity.
With Spouse	Already reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.
Optional Form	If employee cancels normal form with spouse, the accrued benefit is not reduced and no benefit is payable to the spouse following the employee's death. 100% joint and survivor annuity, 75% joint and survivor annuity, and Social Security level income option are also available.

Credited Service

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

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

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Participating Units

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

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Former Golden Peanut Pension Plan — Hourly Employees Only

Provisions Through December 31, 2011	The following plan provisions apply for benefits accrued by Golden Peanut Hourly participants through December 31, 2011. After December 31, 2011, benefits are accrued under the hourly cash balance formula.
Effective Date	Established July 1, 1947 as the Cotton Producers Association Plan. Effective May 1, 2013, the Golden Peanut Pension Plan was spun-off. Most recent restatement effective January 1, 2008.
Eligibility for Participation	Each employee becomes a participant on the first day of the next month following attainment of age 21 and the completion of one year of service.
Eligibility for Benefits	
Normal	Age 65.
Early	Age 55.
Disability	Any age after completion of five years of continuous service.
Deferred Vested	Age 55 or any age after completion of five years of continuous service.
Preretirement Surviving Spouse	Upon death of employee who was married for at least one year and was eligible for a deferred vested benefit.
Amount of Benefits	
Normal	A monthly amount for life of $11.00 times the years of credited service. The minimum monthly amount is $36.00.
Early	The normal benefit reduced by ⅓ 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 ⅓ of 1% per month if payments commence after age 55 but before age 65. If terminated prior to age 55, the benefit is actuarially reduced.
Preretirement Surviving Spouse Annuity	One-half of the benefit the deceased participant would have received if he had retired the day before his death and elected the qualified joint and survivor option payable immediately to surviving spouse for life.
Forms of Payment	
Normal Form	
Without Spouse	Life annuity.
With Spouse	Already reduced accrued benefit payable for employee's life, with 50% of such reduced amount payable during spouse's remaining lifetime following employee's death.
Optional Form	If employee cancels normal form with spouse, the accrued benefit is not reduced and no benefit is payable to the spouse following the employee's death. 75% joint and survivor annuity, Life annuity with 120 monthly payments guaranteed, one time lump sum payment and Social Security level income option are also available.
Credited Service	Each year of service with proportionate allowance for fractional years after meeting the eligibility requirements.

Plan Changes Since the Prior Year

The benefit level for Decatur West was increased from $38 to $39 effective February 1, 2024.

The benefit level for Decatur Food Ingredient was increased from $36 to $37 effective May 1, 2023, from $37 to $38 effective May 1, 2024, and from $38 to $39 effective May 1, 2025.

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) —2025 Plan Year
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Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 21,653,281	January 1, 2023	13	$ 2,225,430
Shortfall	$ (7,219,093)	January 1, 2024	14	$ (704,968)
Shortfall	$ 33,052,663	January 1, 2025	15	$ 3,081,845

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Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the cash balance interest crediting rate from 4.03% (end of month annual rate of interest on 30-year Treasury securities for December 2023) to 4.37% (average annual rate of interest on 30-year Treasury securities for October 2024) for 2025 and 4.78% (end of month annual rate of interest on 30-year Treasury securities for December 2024) for 2026+.

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