

# IT TAKES A CO-OP.™

2024 CHS Sustainability Report





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# Introduction







## Jay Debertin

President and CEO

## Dan Schurr

Chair, CHS Board of Directors

# Empowering agriculture with intentionality

In fiscal year 2024, CHS took significant strides with key sustainability initiatives across our enterprise, building the knowledge and approach we need to support our businesses well into the future. Our long-term sustainability strategy is focused on reducing our impact on the climate, minimizing our deforestation risk, serving people and communities and growing our cooperative voice through stakeholder engagement.

As the largest farmer-owned cooperative in America and a global agribusiness, we know it is important to our owners, customers, employees and business partners for CHS to be intentional with how we approach sustainability and build value for our stakeholders. For example, we've begun evaluating new markets for low-carbon feedstocks; we are partnering with producers for the distribution of

low-carbon fertilizer; we've advocated for pragmatic policies at the state and federal level; and we continue to provide resources to strengthen rural communities and develop future generations of ag leaders. This year, we're especially proud of the enterprise-wide collaboration to complete our Scope 1 and 2 greenhouse gas emissions inventory. All of these initiatives are highlighted in this report.

Sustainability is part of everything we do on behalf of our owners and to ensure long-term success for CHS and the cooperative system. CHS is committed to reducing our impact on the planet, finding and developing new solutions in agriculture and energy, and investing in ways to build a better future for our owners, customers, employees and communities.



# About our business

**At CHS, our purpose is to create connections to empower agriculture.**

As a global agribusiness and the largest farmer-owned cooperative in the U.S., we leverage the strength of our worldwide supply chain to meet the needs of the American farmers, ranchers and cooperatives who own CHS.

Our diversified agronomy, grains, foods and energy businesses provide critical crop inputs, risk management services and market access that help farmers feed the world. We are a grassroots organization with governance oversight by our 17-member board of directors who are farmers and ranchers elected by their peers. We advance sustainability through our commitment to being stewards of the environment, building economic viability and strengthening community and employee well-being.

**750+**  
member  
cooperatives

Serving customers in  
**65+ countries**

**\$600M**  
intends to return to owners  
for fiscal year 2024

**575K**  
direct and indirect  
farmer-owners

Founded  
**1931**

**\$39.3B**  
revenues in  
fiscal year 2024

**10,000+**  
employees







## Materiality

**CHS conducted a materiality assessment in fiscal year 2022 to identify areas where the cooperative can focus and invest in advancing our sustainability approach.**

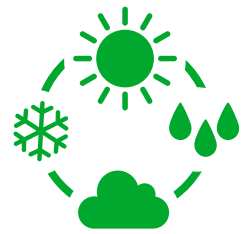
During this assessment, more than **100 employees** and **25 external stakeholders** provided input on sustainability topics that were most important to them. In total, 125 interviews, internal listening sessions and surveys of business leaders and external stakeholders were conducted.

We also leveraged a third party to provide external insights and relevant industry trend research. All inputs were then used to develop a sustainability strategy for the company.

Material topics were grouped into our four focus areas, as you'll see on the following page. These topics and the respective focus areas were adopted by the CHS strategic leadership team, led by our CEO, and were endorsed by the CHS Board of Directors.



# Sustainability at CHS: Our four focus areas



At CHS, we are identifying opportunities to **reduce our impact on the climate** by lowering our greenhouse gas (GHG) emissions while providing on-farm sustainability solutions and creating value for our farmer-owners and customers.



As part of growing a responsible and resilient global supply chain, CHS is focused on **minimizing our deforestation risk** by sourcing responsible commodities from countries around the world.



CHS **supports people and our communities** by investing in rural America through partnerships and initiatives, while living out our values of safety, integrity, inclusion and cooperative spirit.



At CHS, we **grow our voice**, and that of the cooperative system, through our ongoing connections with owners, industry partners, regulators, nongovernmental organizations and elected officials.





# Governance

**We're integrating our strategy by working across CHS to embed sustainable approaches in the work we do every day. Oversight and execution of sustainability initiatives is carried out across five levels:**

## Board of Directors

Oversight starts with the CHS Board of Directors. With 17 members representing the U.S. farmers, ranchers and cooperatives who are the owners of CHS, the CHS Board is responsible for oversight of our sustainability strategy, performance and risks. Board members receive regular updates on sustainability. In addition, the Board committees oversee various aspects of sustainability at CHS and receive ongoing updates on their respective areas.

- **Corporate Risk Committee:** responsible for overall sustainability oversight; topics discussed include climate change, deforestation, health and safety, human capital management and human rights.
- **Audit Committee:** provides oversight of CHS regulatory disclosures, including new reporting and compliance regulations related to environmental, social and governance (ESG) matters.
- **Governance Committee:** responsible for matters related to board member expertise, development and education.
- **Government Relations Committee:** responsible for key stakeholders engagement, particularly in terms of political advocacy, contributions and lobbying.

In addition, selected directors of the CHS Board serve as trustees for the CHS Foundation and its community engagement, stewardship initiatives and charitable contributions.

## Chief Executive Officer (CEO) and Strategic Leadership Team (SLT)

The CEO and members of the SLT lead integration of our sustainability focus areas in their respective businesses and functions.

## Sustainability integration team

This team is led by the vice president of sustainability and includes members of the SLT who oversee development and execution of the sustainability strategy: the executive vice president of energy, the executive vice president of enterprise transformation and chief information officer, and the executive vice president and chief human resources officer. The team also includes leaders from CHS product lines and enabling functions who have responsibility for executing on key initiatives within the businesses.

## Sustainability team

The CHS sustainability team is led by the vice president of sustainability, who reports directly into the SLT. This functional team is responsible for day-to-day management of sustainability initiatives, coordination with CHS businesses on execution of the strategy and oversight of emerging issues.

## Working groups and committees

Groups comprised of CHS employees who are focusing on strategies and execution around key sustainability topics, such as emerging energy and inclusion.





# Climate





# Our climate journey

## Global efforts to reduce greenhouse gas (GHG) emissions are gaining momentum.

The agriculture sector is one of the key opportunities identified to mitigate climate change, with a focus on more sustainable food production and transition to lower-carbon energy sources. Meeting these objectives will require new tools, new technologies and ingenuity, which is why the CHS sustainability team has taken measures to embed a climate focus in our governance, strategic decision-making, operations and engagement with supply chain partners.

Climate issues are overseen at the highest level by the Corporate Risk Committee of the CHS Board of Directors, who receive updates on programs and progress toward key objectives by CHS leaders and the CEO. Key initiatives are led throughout CHS under the oversight of a climate steering committee, comprised of leaders from the energy, agriculture, transportation, as well as the sustainability team and other corporate functions. Under the stewardship of the steering committee, we shaped our climate strategy in fiscal year 2024 to focus on three initiatives:

- Leveraging the latest climate science and enhancing our data to create a GHG emissions inventory.
- Identifying GHG emissions reduction opportunities in our operations and throughout our supply chain.
- Supporting owners and customers in their efforts to reduce emissions through agriculture-based carbon programs and lower-carbon products and services.





# Climate strategy initiatives

## Leveraging the latest climate science and enhancing our data to create a GHG emissions inventory

We're taking a science-based approach to developing our climate program and are actively engaging with stakeholders within CHS and across our value chain. The first step of this journey is to establish an inventory of our GHG emissions across the enterprise.

Throughout fiscal year 2024, we worked with our global operations team and owned-fleet managers to measure Scope 1 and Scope 2 emissions. We also began investing in tools to automate GHG emissions reporting and optimize our data collection and management processes.

## Identifying GHG emissions reduction opportunities in our operations and throughout our supply chain

With an inventory of Scope 1 and Scope 2 emissions, we began to identify actions that could help reduce our GHG footprint and climate impact. These include potential investments at our oil refinery in McPherson, Kan., which also received ENERGY STAR certification in fiscal year 2024, recognizing it as a leader within the industry for industrial performance and efficiency.

We are actively exploring investments in carbon capture and storage (CCS), including a pilot project and are testing these efforts at our ethanol production facility in Annawan, Ill. CCS has shown to help mitigate or remove emissions and may prove to be an important tool in decarbonizing the energy industry.







## Supporting owners and customers in their efforts to reduce emissions through agriculture-based carbon programs and by providing lower-carbon products and services

We are working with our owners and customers to meet their sustainability needs. This means ensuring reliability and boosting resiliency for their businesses by offering programs and services that help meet collective climate goals. For example, by working with CF Industries, CHS is increasing the supply of low-carbon nitrogen fertilizer to U.S. farmers. Fertilizer is a critical part of crop production, helping increase yields and meet growing demands for food, but it's also a source of greenhouse gas emissions. By providing low- or zero-carbon fertilizer solutions, we can help farmers and the value chain reduce climate impact.

We also continue to supply renewable fuels and other low-carbon sources of energy through our energy supply chain. These fuels have a lower carbon intensity than those made solely with traditional fossil fuels and are an important part of the transition to a low-carbon energy future.

We've taken steps to focus on climate impacts within our strategic decision-making and growth assessments, including integrating climate impact assessments into our capital expenditure and planning processes. All major projects that reach a key development stage require a carbon impact assessment to evaluate future risks associated with carbon emissions and assess their impact on the CHS emissions inventory.

As we progress on our climate initiatives at CHS, we will focus on delivering value for our owners, our customers and our communities by expanding our low-carbon opportunities and programs at the farm level and throughout our operations. To do so, we will continue to enhance our data collection capabilities and integrate potential climate change impacts into our enterprise risk assessments and reporting.



# Greenhouse gas emissions

## Developing our Scope 1 and 2 inventory

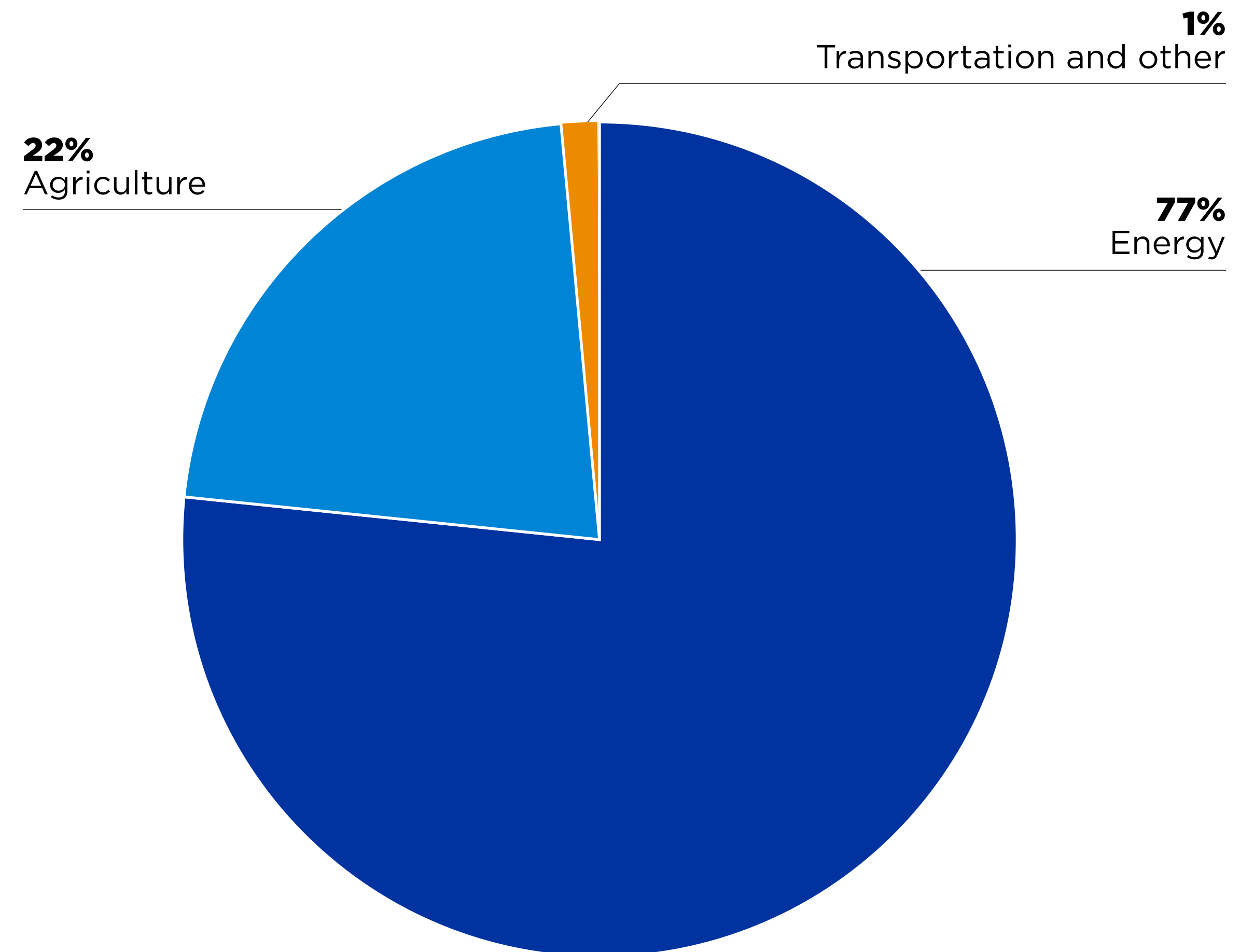
Measuring our GHG emissions and establishing an inventory is a necessary step before identifying actions that can reduce emissions in the long term. That is why in fiscal year 2024, CHS engaged an independent third-party firm to help complete our Scope 1 and 2 baseline inventory, an important milestone that will help identify and unlock additional opportunities for innovation and efficiency.

Scope 1 and Scope 2 emissions were calculated using the Greenhouse Gas Protocol, the leading global standard for measuring and reporting emissions, and included more than 200 facilities and 500 mobile assets across our global operations. Primary data — direct consumption measurements — is the highest-quality data and allows a more accurate and transparent accounting of GHG emissions, whereas secondary data is more generalized and based on estimates. About 97% of the data acquired in our work is primary, offering a robust and more precise baseline of our fiscal year 2024 Scope 1 and Scope 2 emissions.

Total fiscal year 2024 GHG emissions in metric tons:

**3,187,869 CO<sub>2</sub>e**

## Breakdown of emissions





# GHG emissions

## Identifying reduction opportunities

Completion of our Scope 1 and Scope 2 inventory provides a clear and accurate baseline from which we can measure progress and identify emissions reduction opportunities. To enable those opportunities, we are working with business leaders across CHS to embed carbon metrics and tools into existing processes. For instance, in fiscal year 2024 we integrated carbon emissions impact into the capital expenditure planning process, ensuring that the climate impact is assessed for major projects beyond a certain stage of development.

By understanding our emissions footprint in detail, we are better equipped to take a pragmatic approach to improving the sustainability and resiliency of our businesses while maintaining relationships with key stakeholders.

**Managing our greenhouse gas emissions is one of the most critical aspects of our sustainability program. This past year we worked diligently to understand our Scope 1 and 2 greenhouse gas footprint and have started to embed these learnings into business processes. Equipping the businesses with better sustainability data and tools supports strategic decision making and enables long-term value for our owners.**

*Courtney Hall, senior director of sustainability*





# Low-carbon opportunities

## A collaborative approach to emerging energy

CHS is a supplier of ethanol-enhanced gasoline and a marketer of E85 ethanol, as well as a producer of soybean oil, a feedstock for biofuels. These fuel sources are considered to have lower carbon intensity\* than traditional fuel sources and can play an important role in the transition to a more sustainable energy future.

Lower-carbon fuels are also a powerful way to create value for our owners, since the grains and oilseeds they produce can be used for both food and fuel purposes and are provided to customers around the world.

CHS has established an emerging energy team dedicated to exploring new energy solutions and educating employees. By fostering collaboration across businesses and staying apprised of industry trends, the emerging energy team plays a critical role in guiding our company through the energy transition, ensuring we remain at the forefront of delivering reliable, sustainable energy solutions to our customers.

### Reference

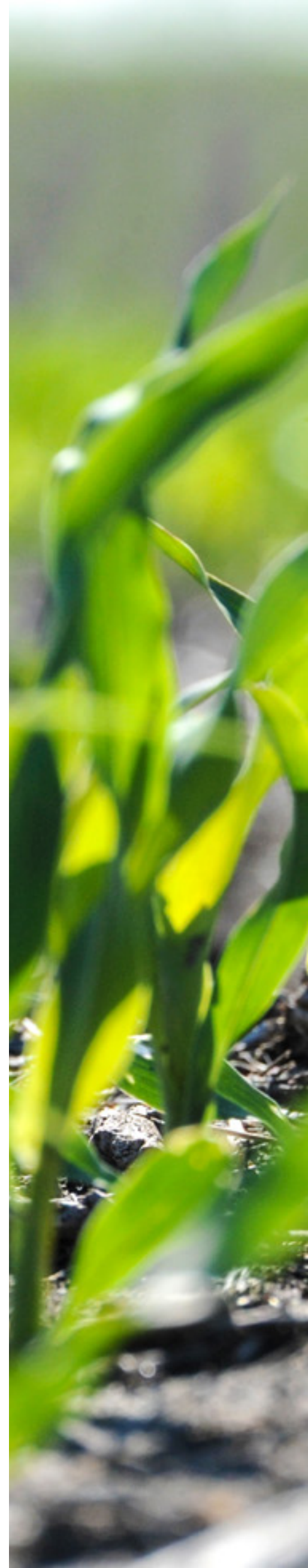
\*[ww2.arb.ca.gov/resources/documents/lcfs-life-cycle-analysis-models-and-documentation](http://ww2.arb.ca.gov/resources/documents/lcfs-life-cycle-analysis-models-and-documentation)

## Leveraging tax credits for sustainable growth

One component of the Inflation Reduction Act of 2022 is the 45Z tax credit, also known as the Clean Fuel Production Credit, designed to incentivize production of low-carbon fuels by offering financial rewards to producers based on the carbon intensity of their fuel products. The lower the carbon intensity (CI) score, the higher the credit value. CHS recognizes this may be an opportunity for farmer-owners to contribute to climate-smart practices, while receiving financial benefits for their efforts. It also helps the world meet targets for more sustainable and lower-carbon fuel sources.

In fiscal year 2024, CHS spearheaded a carbon intensity pilot project at our Annawan and Rochelle, Ill., ethanol production facilities to help farmers potentially qualify for the 45Z tax credit. The pilot's goal was to understand carbon intensity across 63,000 acres and the impacts of different farm management practices on the CI score of ethanol.

CHS is identifying opportunities to continue this or similar programs, with the goal of providing farmers with the information they need to make decisions on how to lower their CI scores and determine incentives for farmers who enroll in the program and deliver lower-carbon corn to a CHS location.





# Climate-smart operations

## Setting a standard in energy

The CHS refinery at McPherson, Kan., has consistently upheld a commitment to operational excellence and safety. It not only supports customers' needs, but also contributes to the long-term sustainability and efficiency of the CHS energy supply chain.

In fiscal year 2024, the refinery earned an ENERGY STAR certification from the U.S. Environmental Protection Agency (EPA). This is the first time the refinery has received the certification, which is awarded to industrial facilities that have demonstrated exceptional energy efficiency and environmental performance.

To qualify for the one-year certification, the refinery participated in a Solomon study, which analyzes the refinery to measure performance. Survey data was verified by a professional engineer and submitted to the EPA. The refinery earned ENERGY STAR certification by scoring in the top 25% of comparably sized refiners for energy efficiency using the Energy Intensity Index.

## Pioneering climate-resilient solutions

CHS has opened a new state-of-the-art facility to help accelerate development of agronomic solutions and products for owners and customers. The Crop Science Research and Development Center at Randolph, Minn., includes a greenhouse that will allow researchers to simulate up to six growing environments at once to replicate conditions across multiple agricultural regions.

The greenhouse will allow CHS to quickly and efficiently test crop protection solutions and other agronomy products across a range of simulated conditions to improve crop resiliency as growers anticipate and respond to changing weather patterns, increasingly an effect of climate change. The comprehensive and flexible research environment will allow CHS to identify and isolate product attributes to bring new technologies to market faster than product development using traditional approaches.

In addition to greater speed to market, the state-of-the-art greenhouse will use about 25% less energy than standard structures and will have a carbon footprint 80 times smaller than glass structures due to more efficient use of sunlight for heat and plant growth.





# Minimizing deforestation risk



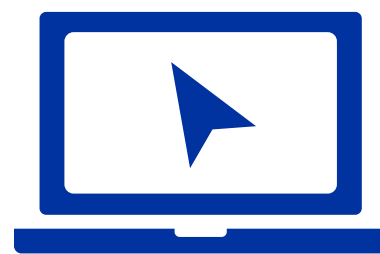


# Our initiatives on minimizing deforestation risk

As part of growing a responsible and resilient global supply chain, CHS seeks to minimize deforestation risk by sustainably sourcing commodities around the world. This means focusing on specific geographies in South America where deforestation is widely considered to be a greater risk, primarily the Amazon and Cerrado biomes of Brazil.

## Minimizing our deforestation risk in Brazil

One of the four focus areas of the CHS sustainability strategy is minimizing deforestation risk, with emphasis on the most vulnerable regions in Brazil, including the Amazon and Cerrado biomes. CHS is a buyer of grains and oilseeds, including corn and soybeans from farmers and third-party resellers in Brazil, and transports the commodities to customers around the world. Our approach to minimizing deforestation in Brazil involves three objectives:



**Investing and expanding our traceability infrastructure** to gain better insight into where we originate commodities



**Engaging in multi-stakeholder initiatives and industry associations** to promote best practices, protect ecosystems and enable solutions for farmers in Brazil



**Supporting projects and partnerships** that can positively impact communities and ecosystems



# Traceability and monitoring systems

**Traceability, the ability to accurately connect a product to its place and conditions of origin, is a collective challenge that requires collaboration and partnership with all participants in the supply chain.**

In simplest terms, it involves collecting producer-level data and information on the history of the land used to cultivate crops. That data is assessed and monitored to ensure it complies with the respective requirements of the local jurisdiction. In Brazil, CHS uses public and private sources of information, as well as satellite-based crop monitoring technology, to perform due diligence checks into the socioenvironmental conditions of the commodities we source and market.

One of the key datasets we use is the Cadastro Ambiental Rural (CAR) for grain, barter and fertilizer transactions. The CAR is a registry of farm information

that integrates environmental data and the geolocation of the farm boundaries into a centralized database. CAR information is combined with satellite imagery to evaluate practices farmers are using and ensure they align with our expectations.

We also regularly monitor public records of farms that have been found to be in violation of laws and regulations related to human rights, indigenous communities or expansion into protected habitats; we are working to enhance our monitoring efforts to continue meeting compliance expectations.





# Collective action through multi-stakeholder initiatives

## Minimizing deforestation risk is a collective challenge and requires participation in sector initiatives and associations.

CHS is a signatory to the industrywide agreement known as the Amazon Soybean Moratorium, which forbids purchase of soybeans grown on areas of the Amazon that were deforested after 2008. Due to the success of the moratorium, soybean production is no longer considered a driver of deforestation in that important ecosystem.

We are members of Brazilian Association of Vegetable Oil Industries (ABIOVE) and National Association of Cereal Exporters (ANEC), reflecting our ongoing commitment to sustainability and corporate responsibility. As a member of these associations, we strengthen our ability to adopt responsible business practices aligned with traceability and environmental compliance requirements. Our active participation in ANEC and ABIOVE allows us to access strategic

resources and influence policies that impact the agribusiness sector in South America, contributing to the development of a more sustainable and competitive industry. Through these organizations, we participate in the Agro Plus program, a nonprofit initiative that supports continuous improvement of land management. The program offers courses to Brazilian soybean farmers on occupational health and safety, rural building compliance and environmental regulation, and technical visits for analysis and monitoring of socioenvironmental and economic performance indicators.

Additionally, CHS is committed to promoting responsible soy production as a member of the Round Table on Responsible Soy (RTRS). RTRS addresses the economic, social and environmental impacts of soy production by developing solutions and building consensus on

sustainable production processes among stakeholders. By adhering to rigorous standards and principles promoted by RTRS, we contribute to advancing practices that support environmental sustainability and the well-being of local communities throughout our soy supply chain.

In Argentina, we participate in the Vision for Sustainable Environmental Conservation (VISEC), a collaboration of farmers and agribusinesses working to advance sustainable land management and conservation efforts. Through VISEC, we work with local stakeholders to promote best practices that protect natural resources and mitigate environmental impact, furthering our commitment to responsible sourcing throughout South America.



# Sustainability projects and partnerships in Brazil

**We engage with civil society organizations to advance collective action and share best practices focused on strengthening conservation efforts.**

Since 2021, CHS has partnered with the nongovernmental organization Save Cerrado. In fiscal year 2024, we continued this partnership, focusing on small-scale reforestation and preservation efforts in the Cerrado. By deploying new planting techniques and sustainable land management practices, our project is a step toward revitalization of the local ecosystem and enabling recovery of native Cerrado species.

The partnership is also enhancing our ability to reduce our impact on the climate. Contributions to Save Cerrado are directed to efforts that reduce GHG emissions, improving overall sustainability and resilience of the agriculture value chain.

CHS continues to partner with SOS Mata Atlântica, which is dedicated to restoration of the Atlantic Forest, another important biome in Brazil. While deforestation is not a significant risk in this biome, efforts are underway to support biodiversity and reforestation. Through the partnership, CHS is supporting the planting of more than 2,000 native seedlings, bringing life back to previously deforested areas and helping to inspire a more positive image of agriculture in the region.





# People and communities





# Our CHS values

## CHS is committed to creating connections to empower agriculture.

We're able to do this work day in and day out by bringing our CHS values to life. Our CHS values are the foundation for everything we do as an organization. Whether on the road, in the fields or moving grain around the world, these are the values that guide our every decision.

We're proud to support a culture that empowers our people to truly live our values.



## Integrity

We owe it to our owners, our customers, our communities and ourselves to always act with integrity by doing the right thing.



## Safety

The well-being of our people, owners, customers and communities is our most critical concern.



## Inclusion

We continue to focus on creating a more inclusive culture where everyone is welcomed, respected and empowered to succeed.



## Cooperative spirit

Our value of cooperative spirit is at the heart of who we are as a company — it's about working together for shared success.



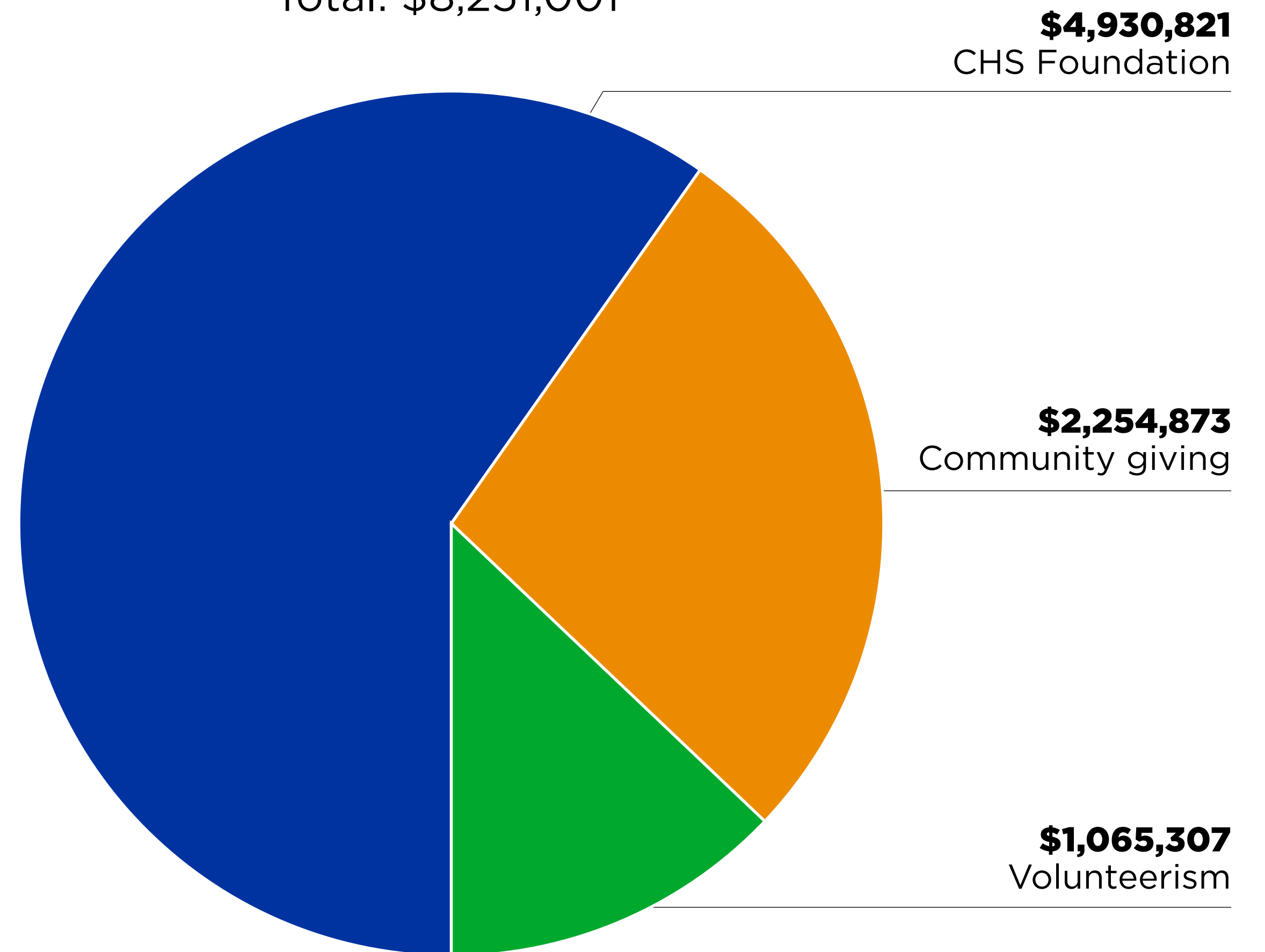
# CHS Stewardship

**Our sustainability strategy places ongoing focus on supporting people and our local communities.**

We invest in rural America through a variety of stewardship partnerships while living out our values of safety, integrity, inclusion and cooperative spirit. CHS Community Giving and CHS Foundation drive impact through initiatives that build agriculture career pathways, educate rural youth and strengthen hometown communities.

## Fiscal Year 2024 Community Impact

Total: \$8,251,001



**“CHS stewardship is a passionate collaborator that supports youth, and rural projects for the success of agriculture, hometown communities and farmer-owned cooperatives. Our work embodies our value of cooperative spirit.”**

*Megan Wolle, leader of CHS stewardship and President, CHS Foundation*

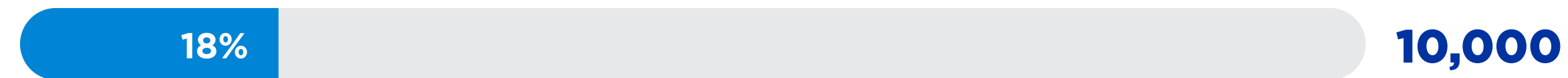


### Progress on stewardship impact goals

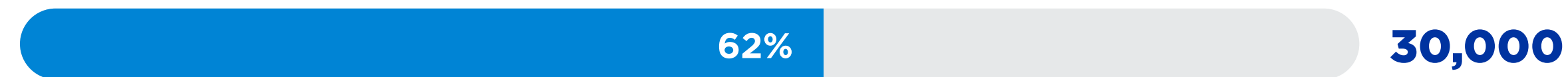
In fiscal year 2024, CHS and the CHS Foundation invested more than \$8.2 million to implement the first year of our fiscal year 2024-2026 stewardship strategic plan. We made significant progress toward achieving our three-year goals, demonstrating the positive impact that we make on cultivating tomorrow’s agriculture leaders and helping our communities thrive.

#### Educating rural youth

1,751 students educated about cooperatives



18,720 young people learned lifesaving safety and health lessons



#### Serving co-op communities

208 rural communities received matching contributions to local projects



CHS employee volunteerism increased by 22% from 2023 to 2024

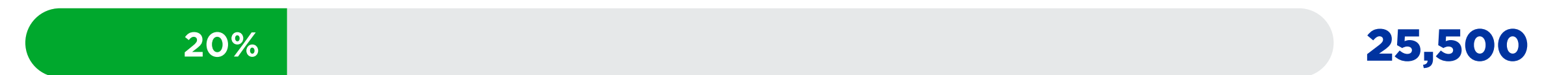


#### Building ag career pathways

52,095 high school students encouraged to pursue ag careers



4,930 college students supported in completing ag degrees





### Cooperative mindset

The CHS Foundation partners with Discovery Education on the Cooperative Minds initiative, which provides free online curriculum that takes students on virtual field trips and offers them interactive game experiences to explore co-op career paths that might fit their personal interests and skills.

# \$500K

grant to Discovery  
Education in 2023-2024

# 200K+

students impacted  
since 2021



# \$437,798

provided to another

# 19

co-op education projects in 2024



### Building a diverse talent pipeline

In fiscal year 2024, the CHS Foundation supported National 4-H with a \$1 million grant for the 4-H True Leaders in Equity Institute (TLEI). The grant empowers youth to identify equity issues and implement inclusive solutions in their communities.

**\$1M**  
grant supported  
4-H True Leaders  
in Equity Institute

CHS supports Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) with a \$75,000 annual sponsorship. The organization promotes academic and professional advancement by empowering minority students interested in agriculture.

### Developing ag leadership

In fiscal year 2024, the CHS Foundation awarded a three-year, \$4.3 million grant to enrich and increase access to FFA leadership programs, expose students to ag careers and strengthen ag teacher recruitment and retention.

**I incorporate a lot of content from FFA in my curriculum. The hands-on learning really changes kids. It shows them that you don't have to be a farm kid to become part of the future of agriculture.**

*Tanner Peterson, ag teacher and FFA advisor, Tri-Valley High School, Colton, S.D.*

### University funding

Through partnerships with 25 two and four-year colleges and universities, the CHS Foundation supported more than 225 scholarships for students studying agriculture. The partnerships also include curriculum and professional development for students, such as funding the purchase of precision ag equipment for hands-on learning at two-year colleges.

**Agriculture needs constant innovation. Companies like CHS that partner with MANRRS are helping everyone rise and take farming to the next level.**

*Drew Parker, Purdue University student and MANRRS undergraduate president*



**The ag industry and farmers are relying on our students to have the skills to fully leverage the latest technology. Without the generous support from the CHS Foundation, we wouldn't be able to keep up with the changes in technology.**

*Kari Knudson, Executive Director, Bismarck State College Foundation*



### 2024 cooperative matching grants

CHS Seeds for Stewardship grants from the CHS Foundation match local cooperative contributions up to \$10,000, doubling the impact of community projects across the CHS trade territory.

**104**  
grants awarded,  
totaling \$519K

**32**  
ag safety  
projects

**18**  
local ag leadership  
initiatives

**54**  
community  
projects

### Midwest flood relief

In some Midwestern communities impacted by devastating floods during the summer of 2024, the CHS Foundation matched donations by local co-ops to strengthen relief efforts. CHS also partnered with CoBank and Land O'Lakes to support Midwestern flood relief work led by almost 250 Red Cross disaster workers.

**3**  
leading  
cooperatives

**\$100K**  
joint donation to  
American Red Cross

**Aid provided**  
to Minnesota, Iowa, and  
South Dakota





# Employees making a difference

CHS employees volunteered more than 28,000 hours in fiscal year 2024, including a two-week, team-focused collaboration during CHS Spirit of Service Days that embodied our core value of cooperative spirit.

## 2024 volunteerism and giving at CHS

Our employees raised nearly \$1.3 million for their favorite nonprofit organizations in 2024 through the CHS Giving Campaign, which includes a dollar-for-dollar donation match by CHS of up to \$5,000 per employee.

**28K+**  
hours

**2,435**  
employees in 30 states

**\$1.06M**  
value of volunteer time



“As a CHS employee, I feel supported to be able to give back to the community. Seeing all the volunteers who rushed to help me when I had a house fire had a profound impact on me, so I use my paid volunteer hours to work with my local fire and rescue department.”

*Sarah Cummins, senior safety specialist at CHS and volunteer emergency responder*





### Employee support fund

CHS made a \$1 million contribution to establish a global employee support fund in fiscal year 2024. The fund lends a hand to full-time and part-time CHS employees burdened with unexpected expenses due to natural disasters, personal hardships or other significant challenges.

**\$69,384**

awarded to assist employees

**34**

employees helped

### Battling rural hunger

The CHS Harvest for Hunger campaign helps combat hunger across the communities where CHS has ag retail locations. Working with our farmer-owners and partners ranging from local businesses to elementary schools, we raised more than \$493,000 for food shelves, pantries and nonprofit organizations in fiscal year 2024.

**13 years**

helping those in need

**4.1M**

pounds of food donated

**\$8.5M**

raised



# Inclusion

**Our people are at the heart of everything we do. CHS is building a workplace grounded in our value of inclusion — where excellence and growth stem from diverse thinking. We are committed to creating a culture of inclusion, where everyone is welcomed, respected and empowered to succeed.**

## Creating a culture of inclusion

As we embrace our CHS value of inclusion, we support our employees to create an authentic culture, develop our leaders to lead inclusively, embed inclusion across our talent experience and position CHS as an employer of choice in the marketplace. We strive to:

- Balance immediate actions with implementation of ongoing education and long-term change.
- Adopt new ways of doing things, encourage teamwork and move toward our vision for the future.
- Recognize that not everyone is at the same place in embracing inclusion and commit to supporting each other along the way.
- Nurture a culture where employees have a voice and feel like they belong.

## Fostering relationships

CHS proactively builds relationships with organizations that enable a diverse talent pool, share industry knowledge and best practices, offer brand exposure into new markets and provide opportunities for community engagement. This allows CHS to strengthen business strategy and community ties through building trusted relationships over time. We participate in regional partnerships and national conferences with organizations such as Hiring our Heroes; Genesys Works; Women in Agriculture; Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS); and Together We Grow. Through these partnerships, CHS employees have the opportunity to connect, learn and build a diverse talent pipeline for the future.







### Supporting our employee resource groups

Employee resource groups (ERGs) are voluntary, employee-led groups that join together as allies and advocates based on common interests, backgrounds or demographic factors. Through our ERGs, employees connect to strengthen relationships, help local communities and engage with people across the company. In fiscal year 2024, CHS continued to generate awareness and support our value of inclusion in partnership with our ERGs. With more opportunities to learn and engage, as well as a new presence for each of them on our employee intranet, the ERGs saw increased employee engagement.

### Continuing the journey

We remain committed to embracing our value of inclusion by leveraging our strengths, proactively sharing our vision and key learnings and empowering managers and employees along the way. We believe:

- To succeed in the future, we need to win the competition for talent and continue to be an employer of choice.
- We have work to do to ensure everyone can grow, contribute and develop.
- Focusing on building an inclusive workplace is the right thing to do; our dedication to continuous improvement demands it.

**24%**  
of employees in the U.S. are women

includes U.S. employee and union employee worker classes

**35%**  
of employees outside of the U.S. are women

includes employee worker classes

**10%**  
of employees in the U.S. are ethnic minorities

includes U.S. employee and union employee worker classes



# Learning and development

## Empowering our workforce

CHS recognizes that our people are our greatest asset. Our leadership development programs are designed to empower our employees with the knowledge, skills and mindset required to succeed in their roles and drive the company forward.

Through comprehensive training, workshops and on-demand learning opportunities, we work to ensure that our workforce is equipped to succeed in the future. Our initiatives focus on key areas such as leadership development, skills enhancement and professional growth. In the past year, we introduced several new programs including:

- Mentoring to drive connectivity and development through others
- DiSC Agile Emotional Quotient to build agility through emotional intelligence
- Change: Turning Uncertainty to Opportunity to enable our teams to thrive in an increasingly dynamic world and support leaders whose teams are experiencing change
- Multipliers to empower leaders to ignite and amplify the intelligence and capabilities that exist within their teams





# Learning and development

## Fostering a culture of continuous learning

By fostering a culture of continuous learning, we help our employees contribute meaningfully to our collective goals and achieve their career aspirations. To support this commitment to learning, we use the 70-20-10 methodology, a proven framework that enhances development through a balanced mix of experiential, social and formal learning. By integrating these three elements, we create a comprehensive and dynamic development framework that supports our employees' growth and our organization's success.

# 70%

### Experiential learning

We believe the most effective learning comes through hands-on experience. By engaging in challenging projects, taking on new roles and solving real-world problems, our employees acquire skills and knowledge. This on-the-job learning is integral to development and allows employees to apply what they have learned in practical settings.

# 20%

### Social learning

Collaboration and knowledge-sharing are key components of our development strategy. Through mentoring, coaching and peer interactions, employees learn from each other, gain new perspectives and build a strong network of support. These social learning opportunities help foster a collaborative environment where ideas and best practices are freely exchanged.

# 10%

### Formal learning

Structured training programs, workshops and e-learning courses complement our experiential and social learning initiatives. These formal learning opportunities provide foundational knowledge and specialized skills essential for professional growth. By participating in these programs, employees gain a comprehensive understanding of their roles and the tools needed to succeed.



# Learning and development

## Supporting farmer-owners and co-ops in leadership development

Building a culture of leadership development extends beyond our four walls and into the cooperative system. Through the Cooperative Leadership Academy, we provide leadership and learning programs to cooperative teams across the U.S.

New and emerging cooperative leaders can leverage the resources provided in these programs to enable talent development that can support their businesses, their workforce and the customers they serve. The courses include topics such as coaching and feedback skills, strategy development and execution, and are designed around each co-op's business needs.

### 1,714

**CHS and member co-op employees trained in fiscal year 2024**

### 135

**facilitated sessions delivered in fiscal year 2024**

### 97%

**satisfaction rate from learning programs**

### 27+

**programs offered**

## Content learning and development offers

### Off-the-shelf examples

- Leading for Results
- 4 Essential Roles of Leadership
- 6 Critical Practices of Leading a Team
- Crucial Conversations
- High Impact Presentations
- LinkedIn Learning
- 5 Choices to Extraordinary Productivity
- Sales Development Academy
- 7 Habits of Highly Effective People
- Multipliers
- Everything DiSC Agile EQ
- Matrix Leadership

### Customized examples

- Everything DiSC Workplace
- Everything DiSC Management
- New Leader Assimilation
- High-Performance Team Enablement
- 5 Behaviors of a Cohesive Team
- Coaching
- Mentorship
- Accelerated Development Program



# Health and safety

**Safety is one of our core values at CHS and we strive to cultivate a safety-driven culture.**

We put the well-being of our people, owners, customers and communities first and are committed to making advancements in how we approach safety.

We expect all employees to uphold safety standards across our operations. This includes complying with applicable laws, as well as our own policies and procedures, which often go beyond local laws and regulations. We empower our employees to identify potential risks and stop work when they detect significant risks. We continue to increase our focus on health and safety, with additional resources, programs and education.

In fiscal year 2024, we welcomed a new vice president of environment, health and safety to continue the development and implementation of an enterprise safety strategy and culture that support our CHS values.



**“Safety is a core value at CHS — along with integrity, inclusion and the cooperative spirit. Our EHS team and company leaders are accountable for helping our employees establish and maintain positive practices and beliefs around safety. We are continuing to empower leaders to create a culture that supports our core value of safety.”**

*Tom Brower, vice president, environment, health and safety*



# Health and safety

## Ensuring the safety of our employees and others while operating vehicles

CHS has one of the largest transportation fleets in the U.S., accounting for more than 3,081 commercial and 343 noncommercial vehicles. With nearly 5,000 drivers, the CHS team has averaged 95 million miles driven annually through the last five years with a crash rate of 0.4 crashes per million miles, or one crash for every 2.5 million miles driven.

The team has averaged a top 5% ranking by the Federal Motor Carrier Safety Administration since 2021. We focus on three main areas related to transportation safety, including:

- **In-cab technology:** More than 1,100 vehicles in our fleet have forward- and rear-facing cameras.
- **Training:** CHS drivers are offered training in the latest defensive driving techniques.
- **Systems:** We monitor drivers' performances in real time to ensure they maintain an acceptable driving record.

**Top 5%**  
ranking by Federal  
Motor Carrier Safety  
Administration

CHS continues to deploy a variety of technologies within our fleet to drive continuous improvement in transportation safety. Today we have in-cab technologies such as telematics and in-cab cameras in over 25% of the fleet. Telematics allow us to fulfill a regulatory requirement, while capturing vital driving behavior information. In-cab cameras take this further as we are able to observe how our drivers are operating. Together, these tools are valuable for coaching and training. With the addition of artificial intelligence, we can go further and provide real-time intervention to assist drivers when needed. CHS also uses several driver-assistive technologies such as blind spot warning and crash avoidance. Finally, we are adding back-up cameras and sensors to increase the driver's view and awareness around the vehicle and, at the same time, adding more exterior lighting to increase vehicle visibility.

**25%**  
of fleet have  
telematics and  
in-cab cameras

## Safety in the community

The safety of our employees, our farmer-owners and the people they employ who work with stored grain is another area of focus for CHS. Improper entry into grain bins and other grain storage facilities can result in engulfment and suffocation or exposure to atmospheric, mechanical or electrical hazards.

CHS has taken proactive steps to reduce exposure to these hazards. The CHS Seeds for Stewardship program has provided more than \$240,000 in grants and matches for grain bin safety equipment and training since 2018. In addition, CHS and the CHS Foundation provide financial support to Nationwide Agribusiness, which has provided rescue tubes and grain entrapment training to 332 fire departments across 32 states since 2014.

**\$240K+**  
provided in grants  
for grain bin safety  
equipment and training





### Putting safety first

Through our partnership with leading ag safety organizations, including Progressive Agriculture Foundation and AgriSafe, 11,158 youth participated in safety days learning activities in fiscal year 2024. CHS also sponsored Grain Bin Safety Week and National Farm Safety and Health Week to promote critical safety practices.

**“Progressive Agriculture Foundation and CHS share concern for the community by focusing on the safety of youth on farms, in their homes and in rural communities.”**

*Brian Kuhl, president and CEO, Progressive Agriculture Foundation*

### CHS safety week

In June, CHS hosted safety week, an initiative aimed at reinforcing our commitment to workplace safety. This week-long event featured a series of engaging discussions, training sessions and safety conversations designed to enhance awareness and promote best practices among our employees. In addition, CHS introduced the Safety Excellence Award, which recognizes employees for developing safety solutions with significant and lasting impact. By investing in our employees' safety and well-being, we are taking proactive steps to celebrate accomplishments by our workforce that inspire more employees to create and maintain safe work environments.





## Employee health and well-being

At CHS, we understand the importance of physical, financial, social and emotional well-being. We are dedicated to fostering a workplace culture that nurtures our employees in all these areas so they can flourish in their professional and personal lives. We believe our workforce, organization, cooperative network and communities will thrive when employees are:

- Given the chance to enhance their physical, financial, social and emotional **well-being**
- Supported in an **inclusive** culture where everyone is welcomed, respected and empowered to succeed
- Empowered in their **professional growth** to build, refine and enhance their skills, knowledge and capabilities

CHS provides access to programs, tools and resources to support employee well-being at work and home. The most comprehensive offering is CHS Fit360°, designed to support employees in physical, financial, emotional and social areas of life. Within CHS Fit360°, employees can participate in an incentive program, where engaging in healthy activities and learning can earn financial and health benefits, including these achieved in 2023-2024:

↓ 8.3%

Participants who had at least one call with a health coach saw an 8.3% reduction in health risks.

↓ 500

Decrease in the number of employees identified as high-risk for health and wellness concerns year over year.

↓ 5.5%

Among participants who completed the online health assessment, we saw a 5.5% average risk reduction.

↑ 63%

Employee enrollments in diabetes prevention programs rose by 155, and participation in diabetes management programs increased by 63% compared to 2022.



# Ethics and compliance

## Commitment to ethical practices

At CHS, we understand that ethical behaviors and practices are fundamental to our business success. We are committed to executing all aspects of our operations with integrity and maintaining compliance with laws and regulations. Our commitment to compliance and integrity stems from being a values-driven company, with integrity as one of our four core values. We owe it to our owners, our customers, our communities and ourselves to act with integrity by doing the right thing.

**“At CHS, creating a culture of integrity is the foundation for how we operate. Integrity is the guiding principle in our business decisions, ensuring that every action reflects our commitment to transparency and ethical standards.”**

*Jack Lenzi, vice president, compliance and integrity*







## Code of Conduct

The CHS Code of Conduct is the cornerstone of our ethical framework, outlining the principles and standards that govern our interactions with stakeholders, including employees, suppliers, customers and the communities in which we operate. It provides our employees with a road map for doing the right thing, covering areas such as:

**Integrity and transparency:** We promote transparency and uphold honesty and fairness in all our business dealings.

**Labor practices:** We uphold the principles of nondiscrimination, fair treatment and respect for diversity in our workforce.

**Protecting data privacy and security:** We are responsible for keeping CHS data safe. This means using good judgment and complying with all applicable data privacy laws and CHS policies.

**Environmental, health and safety:** We set standards for maintaining a safe and healthy work environment, including adherence to safety protocols and environmental sustainability practices.

**Respectful workplace:** We believe in fostering a workplace environment that is free from discrimination, harassment and bullying. This includes setting expectations for inclusion, as well as respectful communication and behavior.

**Compliance with laws and regulations:** We provide guidance on adhering to relevant laws, regulations and internal policies. This includes policies such as anti-corruption, antitrust laws, data protection and environmental regulations.

CHS expects all employees to speak up when something does not align with our values, the CHS Code of Conduct or the law. And we prohibit any form of retaliation for raising a concern. Governance of compliance programs, including the CHS Code of Conduct, lies within the compliance and integrity department. The compliance and integrity advisory committee, comprised of key leaders throughout the company, provides oversight and insight to the program.

Integrity champions are a key part of our compliance initiatives. This global network of employees helps operationalize key messages for our businesses and serves as a local resource on compliance topics. Integrity champions disseminate information to their teams and serve as a feedback loop to the compliance and integrity team. Employees can reach out to their integrity champion for support in ethical and compliant decision-making and where to go to speak up.

Business partners are also important contributors in helping CHS achieve and maintain its commitment to doing the right thing. The CHS Business Partner Code of Conduct explains the standards of doing business in an ethical and legally compliant manner and applies to third-party partners who conduct business with or on behalf of CHS. Adherence to the code is part of all CHS business partner contracts.



## Compliance with laws and regulations

We are committed to complying with all applicable laws, regulations and international standards relevant to our operations. This commitment extends to environmental stewardship labor practices, health, safety and anti-corruption measures. Some of these measures are highlighted below.

**Anti-bribery and anti-corruption:** We have a zero-tolerance policy toward bribery and corruption in all aspects of our operations. Our Anti-Bribery and Anti-Corruption Policy sets clear guidelines and expectations for all employees, suppliers and business partners. It prohibits any form of bribery, whether direct or indirect, including facilitation payments, kickbacks or improper gifts, to influence business decisions or gain unfair advantages.

**Health and safety:** We are committed to maintaining a safe and healthy work environment across all our operations, guided by our core value of safety. CHS works to identify, evaluate and mitigate hazards to eliminate all incidents of accidental injury. Our Environmental, Health and Safety Policy reflects our goal to prioritize safety at every turn.

**Respectful treatment and anti-harassment:** Mutual respect supports a productive, rewarding work environment. At CHS, we do not tolerate actions that create an intimidating or hostile work environment. Our Respectful Treatment and Anti-Harassment Policy outlines expected behaviors for all CHS employees. There is no place for harassment or intimidation at CHS.

## Compliance engagement

CHS requires compliance and integrity learning and education modules for a variety of global employees, based on the level of risk and an employee's role within the company. Our mandatory CHS Code of Conduct courses are broken down by audience to ensure employees receive information relevant to their roles.

We also engage employees through quarterly topics that are cascaded throughout our organization starting at the highest leadership levels and communicated through managers to employees. CHS also creates Integrity Matters videos, portraying real-life compliance and integrity scenarios to help employees recognize and respond to situations that could challenge acting with integrity.

## Monitoring and reporting

CHS is committed to conducting business with the highest level of integrity. We encourage open and honest communication, making it the expectation, not the exception. To support this, we have a CHS Helpline hosted by a third party that provides employees, customers and other stakeholders with the ability to report concerns anonymously. Reports made via the CHS Helpline are promptly assessed, triaged and managed consistently with established protocols, including initiation of an investigation, if warranted. We measure the success of the CHS Helpline against industry benchmarking, including the number of concerns reported, nature of the concerns, number of anonymous reports and resolution.





# Stakeholder engagement





# Stakeholder engagement

**We seek to elevate our voice — and the voices of our owners — by engaging with stakeholders along the value chain and across our operations footprint.**

Our voice and our approach to stakeholder engagement is underscored by a commitment to listening and learning from our owners and customers. Throughout the year, CHS engages in activities and events that gather input from our owners and help shape our stakeholder engagement approach. We also seek to provide owners with valuable information, resources and connections that support their businesses. By creating these connections, we are carrying out our purpose of creating connections to empower agriculture.

## Engaging owners

Engagement with CHS owners takes place throughout the year across multiple channels and forums. Examples include:

### Annual meeting education sessions

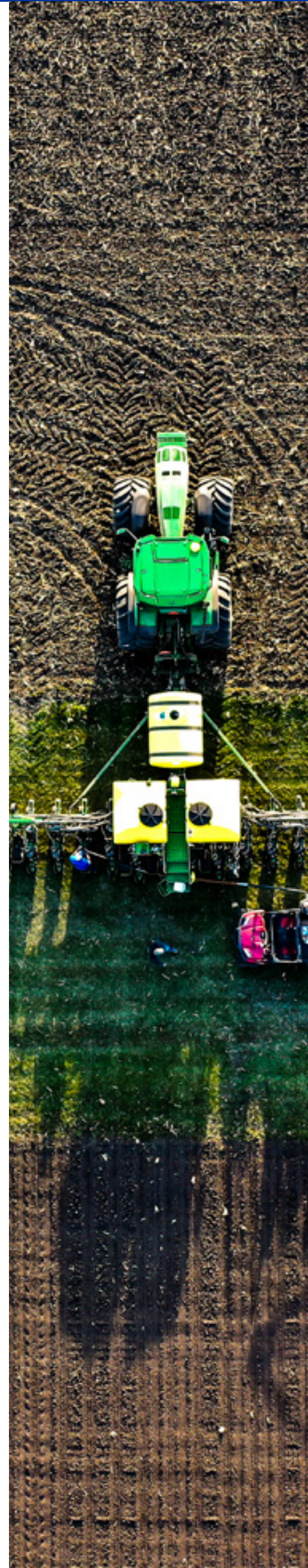
Each CHS annual meeting includes education sessions that provide useful insights on market trends, aspects of equity management, cooperative business management topics and more. Sustainability topics are consistently addressed in these educational opportunities.

### Leadership conference

The biannual CHS Cooperative Leadership Conference invites cooperative leaders to gather for team-building, learning and inspiration. New perspectives and strategies gleaned at the conference help local boards of directors work together more effectively and plan for future success.

### Owners forums

A series of forums are held each year to provide business and financial updates to CHS owners, gather their input on cooperative governance topics and answer questions related to business operations and strategies.





### Engaging our value chain partners

CHS is a member of leading industry associations and networks that work to collectively advance common interests for the food, feed and fuel sectors. Examples include:

- American Fuel and Petrochemicals Association (AFPM)
- COCERAL
- FEDIOL
- National Council of Farmer Cooperatives (NCFC)
- National Grain and Feed Association (NGFA)
- National Oilseed Producers Association (NOPA)
- Renewable Fuels Association (RFA)
- The Fertilizer Institute (TFI)

CHS works with these and other organizations to identify and develop sustainability solutions for farm operations and create benefits for the agricultural community. In 2024, CHS joined a partnership with North Dakota's Grand Farm Initiative, which was created to solve the biggest problems facing agriculture. The partnership will allow Grand Farm and CHS to collaborate on the mutual goal of solving problems for farmers and advancing technology to enable agriculture to feed the world.

### Public policy engagement

CHS engages in public policy advocacy and engagement with political leaders to support the interests of our owners and our businesses. We have adopted a series of policy positions on important issues, including supporting the U.S. farm bill; improving infrastructure; reducing barriers to trade; expanding access to product innovations; maintaining liquid fuels, including renewable fuels and other low-carbon solutions; and creating an enabling environment for the cooperative model through tax and finance reform.

We support voluntary, incentive-based policies that encourage farmers to adopt climate-smart agricultural practices. We also support credible, science-based criteria to account for and reward the carbon sequestration and greenhouse gas reduction benefits of climate-smart agriculture practices.





# Bounds and legal disclaimers





# Reporting bounds

## Reporting scope

Except where specifically noted otherwise, the reporting period of the CHS Sustainability Report, including the supplemental information, covers subject matter and data for the CHS Inc. fiscal year 2024 (Sept. 1, 2023–Aug. 31, 2024) and is limited to the operations owned and/or operated by CHS. References to CHS, our, we or the company mean CHS and its subsidiaries, unless the content indicates otherwise. This report was published on Nov. 21, 2024.

Our approach to the disclosures included in this report differ in significant ways from those included in mandatory regulatory reporting, including under U.S. Securities and Exchange Commission (SEC) rules and regulations. References to, or inclusion of, information in this report should not be construed as a characterization regarding the materiality of such information to our financial results or our operations. While certain matters discussed in this report may be referred to as “significant” or “material,” any such significance or materiality should not be read as necessarily rising to the level of materiality used for the purposes of complying with U.S. securities laws or under similar laws in other jurisdictions, even if we use the word “significant,” “material” or “materiality” in this report.

## Data measurement and uncertainty

Additionally, the data, statistics and measures included herein, unless otherwise specifically indicated, are non-audited estimates, were not presented in accordance with U.S. generally accepted accounting principles, have not been externally assured and may be based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. However, the information included in, and any issues identified as material for purposes of, this document may not be considered material for SEC reporting purposes. In the context of this disclosure, the term “material” is distinct from, and should not be confused with, such terms as defined for SEC reporting purposes.



# Legal disclaimers

## Forward-looking statements/disclaimers

This CHS Sustainability Report contains, and our officers, directors and other representatives may from time to time make, “forward-looking statements” within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by words such as “anticipate,” “intend,” “plan,” “goal,” “seek,” “believe,” “project,” “estimate,” “expect,” “strategy,” “future,” “likely,” “may,” “should,” “will” and similar references to future periods. Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they are based only on our current beliefs, expectations and assumptions regarding the future of our businesses, financial condition and results of operations, future plans and strategies, projections, anticipated events and trends, the economy, and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict and many of which are outside our control. Our actual results and financial condition may differ materially from those indicated in the forward-looking statements. Therefore, you should not place undue reliance on any forward-looking statements. Important factors that could cause our actual results and financial condition to differ materially from those indicated in the forward-looking statements, include, among others, economic, governmental, regulatory, competitive and other developments that may affect our operations. Any forward-looking statements made by us in this CHS Sustainability Report are based only on information currently available to us and speak only as of the date on which the statement is made. We undertake no obligation to publicly update any forward-looking statement, whether written or oral, that may be made from time to time, whether as a result of new information, future developments or otherwise, except as required by applicable law.





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