

# ADM Named to Newsweek's List of Top Most Loved Workplaces for 2022

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ADM (NYSE: ADM) today was named to Newsweek's annual rankings for the Top 100 Most Loved Workplaces® list. The 2022 Top 100 Most Loved Workplaces® are the result of a collaboration with the Best Practice Institute (BPI), a leadership development and benchmark research company.

The results were determined after surveying more than 1.4 million employees from businesses with workforces varying in size from 50 to more than 10,000. The list recognizes companies that put respect, caring, and appreciation for their employees at the center of their business model and, in doing so, have earned the loyalty and respect of the people who work for them.

"This recognition is a testament to our 41,000 global colleagues that work hard every day to make ADM a loved workplace," said Jennifer Weber, ADM's Chief Human Resources Officer. "Their well-being is critical to our success in solving global nutrition challenges and driving sustainable innovation. We are committed to providing them the resources, tools and benefits they need to be the best versions of themselves at work and at home, and continue to help feed millions of people around the world."

How positive workers feel about their future at the company, career achievement, how much employer values align with employee values, respect at all levels, and the level of collaboration at the firm were the five critical areas measured to gauge employee sentiment. In addition, areas such as inclusion, diversity, equity and belonging, and company response and adaptability to the COVID-19 pandemic, such as return-to-office rules, were identified and analyzed in relation to the five critical areas measured.

"As a result of 'The Great Resignation,' more companies recognize the importance of focusing on employee satisfaction to not only attract but retain top talent," said Nancy Cooper, Global Editor in Chief, Newsweek. "The businesses on this year's list clearly demonstrated that commitment."

"The companies on this list represent the best at placing love at the center of their employee's experience," said Louis Carter, CEO, Best Practice Institute. "The number of applications this year and analysis of survey data reinforces our original findings that love is the strongest predictor of the strength of a company's culture, employee engagement, and satisfaction."

For the full Newsweek list of 2022's Most Loved Workplaces, please visit <https://www.newsweek.com/rankings/americas-100-most-loved-workplaces-2022>.

## Methodology

To identify the top 100 companies for the Newsweek ranking, companies were evaluated and scored as follows: 35 percent of the initial score was based on employee survey responses; 25 percent was derived from analysis of external public ratings from sites such as Comparably, Careerbliss, Glassdoor, Indeed and Google; and 40 percent came from direct interviews with and written responses from company officials. Newsweek then conducted additional research into every company on the list, as well as the top runners up, to determine the final list of 100 companies and their ranking. (The list includes both U.S. firms and companies with a strong U.S. presence that are based overseas.)

## About Newsweek

Newsweek is the modern global digital news organization built around the iconic, over 85-year-old American magazine. Newsweek reaches 100 million people each month with its thought-provoking news, opinion,

images, graphics, and video delivered across a dozen print and digital platforms. Headquartered in New York City, Newsweek also publishes international editions in EMEA and Asia.

#### About Best Practice Institute

Best Practice Institute is an award-winning leadership and organization development center, benchmark research company, think tank, and solutions provider. BPI is the certifying body for Most Loved Workplace® and conducted the original research to create the model and criteria for becoming a Most Loved Workplace®. BPI's research proves that Most Loved Workplaces® produce 3-4 times better customer service, employee performance, and retention than companies not loved by their employees. For more information on how to apply to become a certified Most Loved Workplace in 2023, go to: <http://www.mostlovedworkplace.com>.

#### About ADM

ADM unlocks the power of nature to enrich the quality of life. We're a premier global human and animal nutrition company, delivering solutions today with an eye to the future. We're blazing new trails in health and well-being as our scientists develop groundbreaking products to support healthier living. We're a cutting-edge innovator leading the way to a new future of plant-based consumer and industrial solutions to replace petroleum-based products. We're an unmatched agricultural supply chain manager and processor, providing food security by connecting local needs with global capabilities. And we're a leader in sustainability, scaling across entire value chains to help decarbonize our industry and safeguard our planet. From the seed of the idea to the outcome of the solution, we give customers an edge in solving the nutritional and sustainability challenges of today and tomorrow. Learn more at [www.adm.com](http://www.adm.com).

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