

# EEO-1 EMPLOYMENT DATE - PERFORMANCE ENHANCED

Effective as of Date: 12/31/2023

Organization: Andersons Companies (US Only)

Job Categories	Number of Employees (Report employees in only one category)														Total Col A-N
	Race/Ethnicity														
	Hispanic or Latino		Non/Hispanic or Latino												
	Male	Female	Male						Female						
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	Native American or Alaska Native	Two or More Races	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
<b>1.1 Executive or Senior Level Officials and Managers</b>	0	0	6	0	0	0	0	0	3	0	0	0	0	0	9
<b>1.2 First or Mid-Level Officials and Managers</b>	10	2	282	11	0	2	0	1	81	2	0	2	0	1	394
<b>2 Professionals</b>	9	11	197	9	0	8	1	3	150	5	0	2	0	1	396
<b>3 Technicians</b>	0	2	21	3	0	0	0	0	10	1	0	0	0	1	38
<b>4 Sales Workers</b>	0	0	37	0	0	0	0	0	16	0	0	0	0	0	53
<b>5 Administrative Support Workers</b>	2	8	28	3	0	0	1	0	156	7	0	5	1	2	213
<b>6 Craft Workers</b>	7	0	126	0	0	1	1	1	1	0	0	0	0	0	137
<b>7 Operatives</b>	53	8	513	87	1	8	6	12	50	3	0	0	0	4	745
<b>8 Laborers and Helpers</b>	6	1	45	24	0	0	0	0	14	2	0	2	0	0	94
<b>9 Service Workers</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	87	32	1255	137	1	19	9	17	481	20	0	11	1	9	2079