

The Bunge logo features the word "BUNGE" in a bold, white, sans-serif font. Above the letter "U" is a stylized icon consisting of three horizontal bars of varying lengths, resembling a sun or a grain stalk. A vertical white bar is positioned to the left of the logo.

BUNGE

Connecting For A Better Tomorrow

2022 Global Sustainability Report

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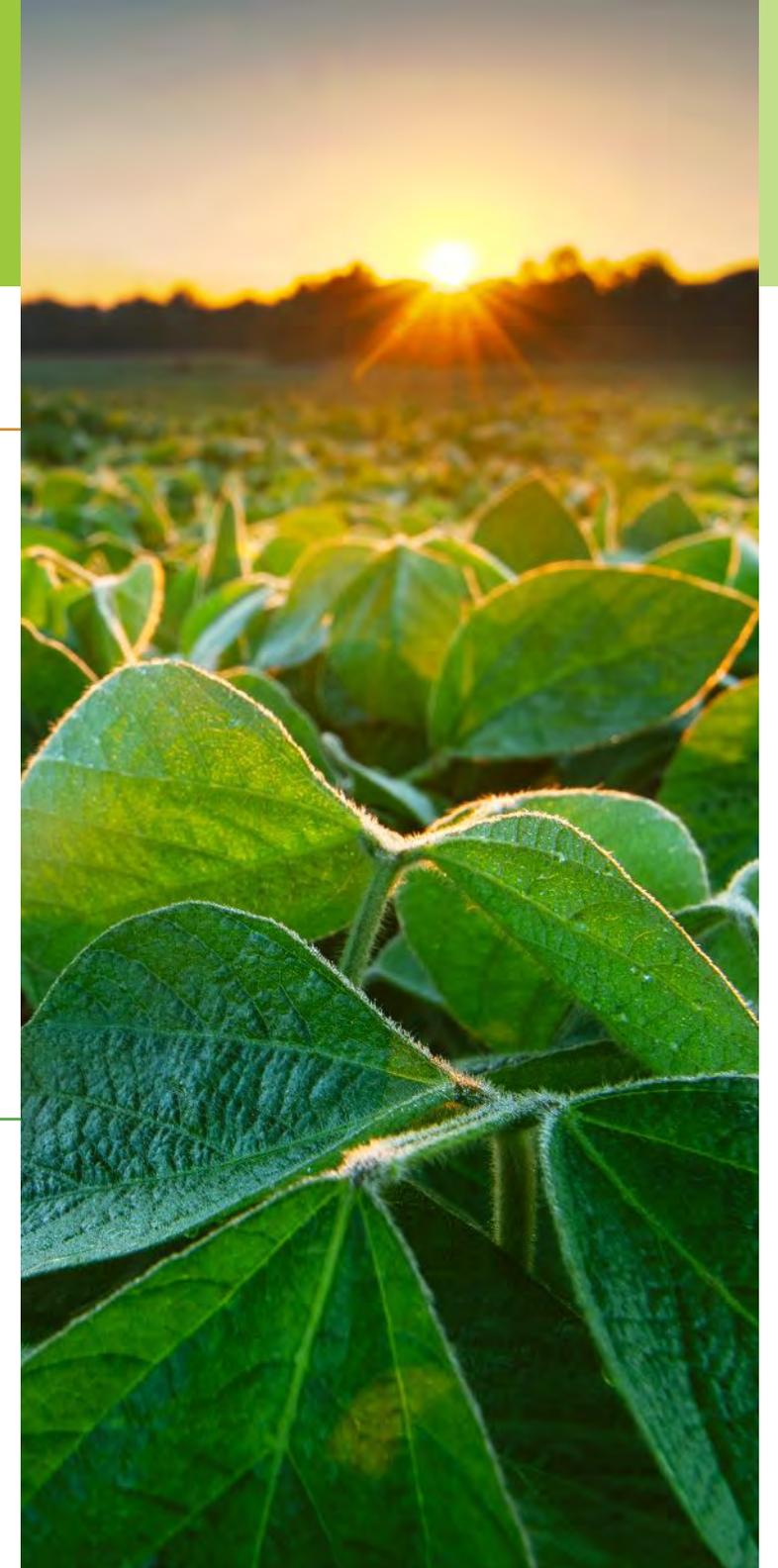
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*Updated June 2022

To Our Stakeholders

A MESSAGE FROM GREG HECKMAN, CEO, AND KATHLEEN HYLE, CHAIR OF THE BOARD OF DIRECTORS



Bunge's commitment to sustainability has never been more clear. The very nature of the work we do – connecting farmers to consumers to deliver essential food, feed and fuel to the world – requires a deep understanding of the environment and market demands around us. It means we must face head on the realities of a changing climate and the role we play minimizing our impact on the planet while meeting the needs of consumers and communities.

Recognizing that the choices we make today are directly tied to our future is a driving force behind the steps we have taken to accelerate our approach to sustainability

across our value chains. In 2021, we announced a significant milestone toward our climate ambition with the validation of our Science Based Targets (SBTs) to achieve absolute reduction in carbon emissions for our global operations and among our suppliers and partners. In our own operations, this means reducing carbon emissions by using more renewable energy sources, investing in climate-smart solutions in our facilities, and enhancing our overall industrial operations.

Outside of our operations, meeting our emissions reduction goals among our suppliers and partners is tied directly to our industry-leading commitment to have deforestation-free supply chains in 2025. Collaborating with farmers to preserve native vegetation that might otherwise be cleared for agricultural expansion not only prevents the release of carbon dioxide into the atmosphere, but also helps to absorb carbon and other greenhouse gases. The two efforts are inextricably linked, and our decision to pair these two commitments was met with praise from stakeholders, including support from [Climate Action 100+ investors and coordinating investor networks Ceres and PRI](#).

This past year we also announced an important joint venture with Chevron to increase our ability to meet

the demand for next generation renewable fuels and the development of lower carbon intensity feedstocks. This partnership allows us to leverage our experience to help shape the sustainability of the growing renewable energy industry.

Our other growth areas – improving our processing and origination capabilities, increasing our plant lipids portfolio, and developing new plant-based protein ingredients – will contribute to more climate-friendly agribusiness and food systems today and into the future.

For Bunge, the integration of ESG within our business also includes understanding the social impacts of our work within our company and in the communities where we operate. We strengthened our commitments to diversity, equity and inclusion by signing the [CEO Action for Diversity & Inclusion](#) pledge to advance racial equity, we joined [Paradigm for Parity](#) – a coalition of business leaders dedicated to closing the gender leadership gap, and we received recognition from [50/50 Women on Boards](#) for our commitment to gender diversity on our Board of Directors.

Our continuous ESG efforts and the acceleration of our commitments led to strong recognition from external

groups as well. In 2021, we received “leading scores across some of the most respected and widely used ESG disclosure platforms, in many cases positioning us ahead of our industry peers This includes once again being named by Newsweek Magazine as one of America’s “Most Responsible Companies.”

We remain grateful for the continued commitment and passion for sustainability that Bunge’s 22,700 employees around the globe have shown this past year. Our connection to farmers, customers and consumers to pursue a more sustainable tomorrow requires deep collaboration and dedication from all of us, and we’re incredibly proud of the progress we’ve made in 2021. We encourage you to read more about our achievements in this year’s report and look forward to what lies ahead for Bunge and our industry.

Sincerely,

Handwritten signatures of Greg Heckman and Kathleen Hyle. Greg Heckman's signature is on the left, and Kathleen Hyle's signature is on the right.

Gregory Heckman
Chief Executive Officer

Kathleen Hyle
Chair of the Board of
Directors

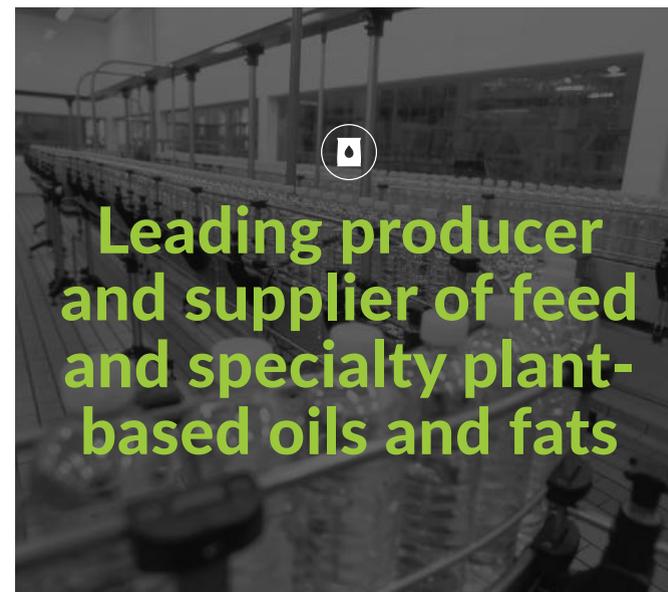


Bunge at a Glance



Key Sustainability Growth Areas

- Expanding oilseed processing and origination capabilities
- Producing renewable feedstocks
- Increasing plant lipids portfolio
- Developing new plant-based protein ingredients



Report Highlights

Our sustainability commitments are guided by activities across three core pillars: Action on Climate, Responsible Supply Chains, and Accountability. These drive the day-to-day business decisions we make across our operations. We are advancing our sustainability efforts by progressing toward our existing sustainability commitments, while also setting additional targets and investing in new growth areas that are centered in sustainability. Together, we believe these efforts will result in meaningful and impactful climate action while delivering strong results for our key stakeholders, including customers, employees and shareholders.

MATERIALITY AND ENGAGEMENT

Engagement with our stakeholders is a key part of Bunge’s approach to doing business, and takes place through daily interactions with customers, investors, employees, non-governmental organizations (NGOs), governments, local communities, industry groups and others. We value the inputs received, and diligently seek to enhance our own operations in line with stakeholder expectations. View our [GRI Index](#) for details on our materiality approach.



Report Highlights



ACTION ON CLIMATE

→ Progress on our science based targets



4.8%

Reduction Scope 1 & 2



2.2%

Reduction Scope 3

Energy Intensity

-6.7%

Water Intensity

-17%

Waste Intensity

-31.9%

Total Scope 1 Renewable Energy

28%



→ Joint venture with Chevron to produce renewable feedstock to supply the rapidly growing renewable fuel industry.



RESPONSIBLE SUPPLY CHAINS

→ Working toward deforestation-free supply chains in 2025

SOY

Direct traceability

100%



Indirect traceability*

64%



Deforestation and Conversion-Free in Brazil

99.9%



91.2%



PALM

Traceability to Plantation (TTP)

81%



Verified Deforestation-Free

50%



Certified volumes

39%



Volumes from NDPE suppliers

87%



ACCOUNTABILITY

Women

23%



→ Annual incentive bonuses linked to performance against sustainability goals.



→ Refinanced our \$1.75 billion, three-year revolving credit facility linked to our five core sustainability targets.



→ Third party validation and audit of key sustainability goals.

→ Leading scores across major ESG disclosure platforms.



*In the priority regions of the Cerrado of Brazil



Report Highlights

SUSTAINABILITY GOVERNANCE



Sustainability at Bunge is overseen at the Board of Directors level by [the Sustainability and Corporate Responsibility Committee \(SCRC\)](#) since 2014. The SCRC meets on a regular basis and is tasked with oversight of relevant sustainability and corporate social responsibility policies, strategies and programs of the company. Additional oversight of sustainability-related topics is overseen by other Board committees. A full list can be found in [Bunge's 2022 proxy statement](#).

The sustainability function is executed by the Chief Sustainability Officer and Government Affairs (CSO) who reports to the Chief Executive Officer (CEO) and is the management lead of the SCRC. The CSO oversees a global team located in more than 10 offices worldwide.





Action on Climate

We implement innovative solutions to minimize our environmental footprint and support projects and activities that strengthen our approach to fighting climate change.



Our Approach to Climate Action

Addressing the realities of climate change is one of the biggest challenges facing our planet today. Rapid changes in the environment have had a direct impact on nearly everyone in our industry and in the communities where we live and work.

With the urgency of climate action greater than ever, we are committed to doing our part to find tangible solutions to the crisis, and are scaling up our ambition more than ever before.



It all starts with
how we think
as a **business.**

Driven by a variety of teams
and levels of leadership,

Bunge has **embraced**
climate-focused
decision-making
with **strong**
business benefits.

This means that the decisions we make – from strategy to investments to operations – look at the associated greenhouse gas (GHG) impact and how it will shape our long-term climate ambitions.

With a new business mindset, we can enhance our focus on decarbonization in both our operations and in our supply chains, continue providing low-carbon solutions to our food, feed and fuel customers, and ensuring climate-related risks are deeply embedded into our governance framework.

We have a proud history of accomplishment that we are building on to realize our approach. Since 2008 we've set targets to reduce our GHG emissions associated with our operations and have made meaningful progress each year since. And, we've been a leading provider of sustainable products and solutions for years, including sourcing certified commodities around the world.



Our Approach to Climate Action

But as the climate crisis grows, so too must our level of ambition and our resources to achieve it. That is why in 2021, we introduced Science-Based Targets (SBTs) to reduce emissions from our operations and in our supply chains in line with the global warming limits agreed to in the Paris Climate Agreement. Our new SBTs underscore how we are applying a climate lens to the decisions we make, from how our operations are run, how we make investments in our growth strategies, and how we engage with stakeholders across the value chains globally.

Some of the business decisions we have been taking will help us meet our climate goals. We remain focused on

meeting our non-deforestation commitment in 2025, which is tied directly to our Scope 3 emissions goals. This commitment to eliminate deforestation and native vegetation conversion in relevant geographies is leading the industry in terms of scale and ambition, and further information on progress towards this goal can be found on page [26](#).

Bunge is also focused on leveraging our leading global network of integrated value chains to deliver value to our stakeholders – from suppliers, to customers, investors, and our own people – in a way that supports international goals for climate action. The industry will need better collaboration and partnership to see climate

action at scale. We strive to do what’s right, and where feasible, we will use our leading position to inspire system-wide change.

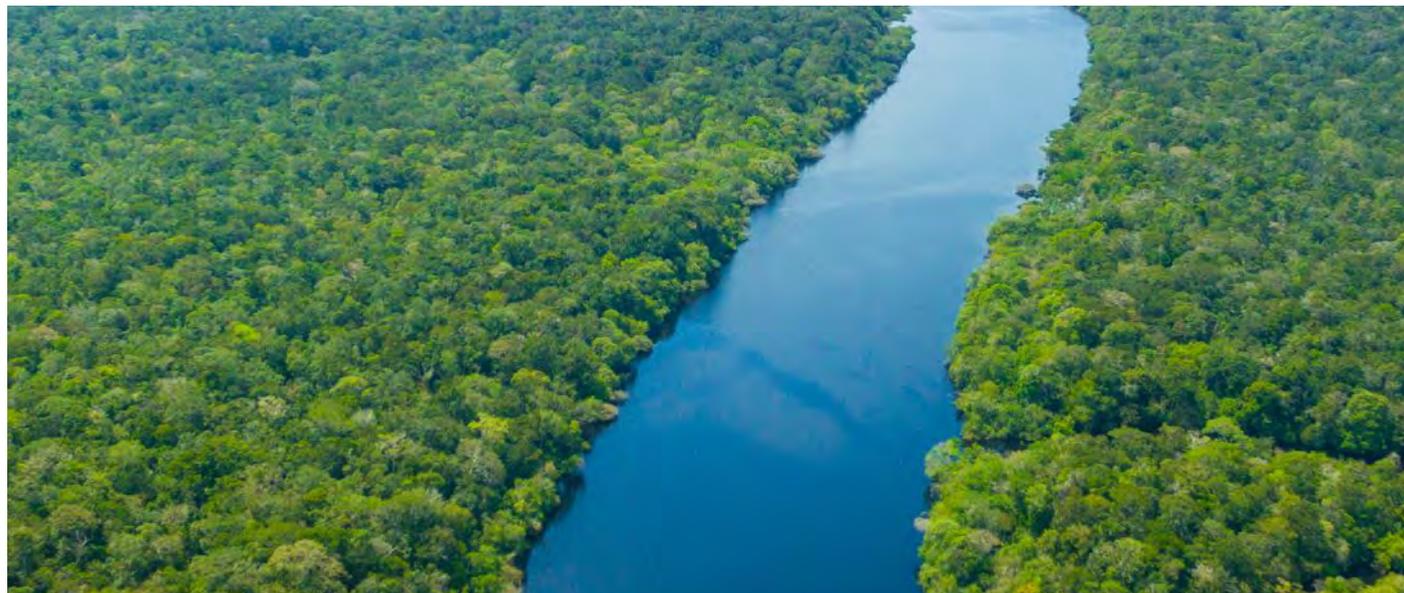
Continuous improvements to our facilities and investments into new technology and infrastructure are important ways to help us meet our science-based targets.

In early 2022, we finalized a joint venture with Chevron to help meet global demand for renewable fuels and to develop lower carbon intensity feedstocks. This partnership builds on our existing biofuel operations and will increase Bunge’s participation in the development of next generation renewable fuels, allowing us to better connect our farmers to the growing renewable fuels sector – and to help play a role in reducing carbon in the energy value chain.



“We remain focused on creating clear and measurable paths to achieving our sustainability goals and supporting the decarbonization of the industry. Our science-based targets, which are overseen by our Board of Directors, demonstrate our commitment to providing low-carbon and deforestation-free products to our customers, supporting the development of next-generation renewable fuels and deepening our approach to sustainability in our operations and across our value chains.”

Rob Coviello
Chief Sustainability Officer and Government Affairs



Science Based Targets (SBTs)

In 2021, we were proud to announce ambitious climate action and emissions reduction targets, made possible by our existing work and our ambitions for a more sustainable agribusiness and food system. Our targets are validated by the globally recognized [Science Based Targets Initiative \(SBTi\)](#), highlighting our commitment to reducing greenhouse gas emissions within our operations and throughout our supply chains. In addition, Bunge announced our commitment alongside the United Nations Climate Change Conference (COP26), where we joined other agricultural leaders in a separate, industry-wide [commitment](#) to accelerate action towards fighting climate change.

To achieve our targets, we anticipate we will make significant enhancements across our global operations and value chain interactions. This includes:

-  procuring renewable electricity and promoting renewable energy consumption where feasible;
-  promoting decarbonization practices with our suppliers,
-  and enhancing shipping and logistics in coordination with suppliers and customers across our value chain.

OUR TARGETS*:

SCOPE 1 & 2

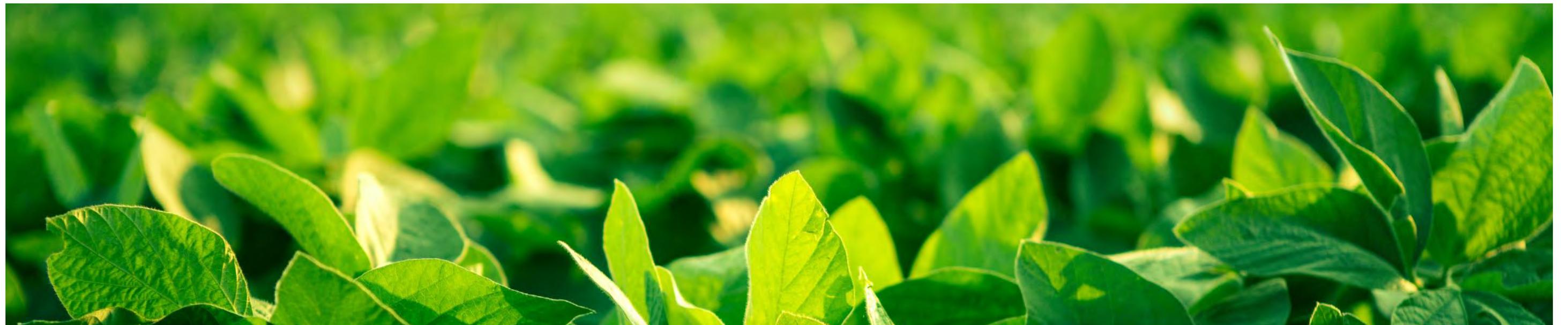


SCOPE 3



The commitment builds upon our decades-long history of making the investments needed to enhance our operations and build strong relationships with value chain partners to achieve our sustainability goals.

A substantial portion of the emissions reduction within our supply chains (Scope 3) is expected to be driven by Bunge's commitment to achieve deforestation-free supply chains in 2025. Read more about our non-deforestation commitments on page [26](#).



*Targets are for absolute GHG emissions reductions to 2030 from a 2020 baseline.

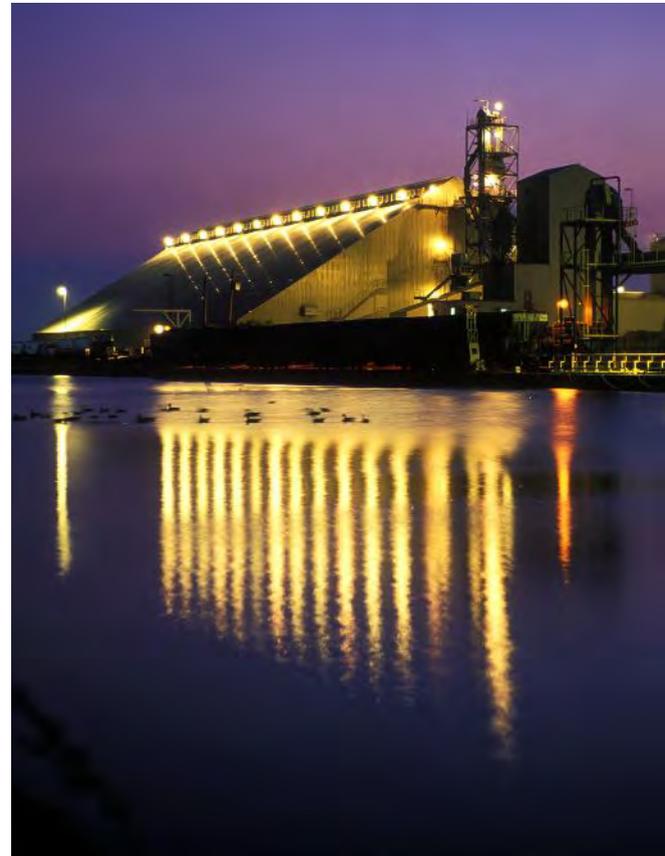


Science Based Targets (SBTs)

PERFORMANCE ON OUR SCOPE 1 AND 2 TARGETS*



In 2021, we made significant business decisions that resulted in an absolute reduction of our Scope 1 and 2 emissions by 162,732mt. This is the equivalent of removing over 35,000 cars from the road for a whole year. As a result, we reduced our absolute emissions by 4.85% against our 2020 baseline, putting us on track to achieve our 2030 goal.



What's driving Bunge's SBT performance?

A major driver of our 5% reduction in absolute Scope 1 and 2 GHG emissions came from our pursuit of low-carbon sources of electricity and steam. Some facilities in Europe, North America and South America have shifted to 100% wind power for their operations, and Bunge's plants in Rotterdam and Wormerveer achieved fully carbon neutral status. In 2021, we increased the portion of carbon neutral electricity and steam from 8% to 14%.

PERFORMANCE ON OUR SCOPE 3 TARGET



Our reductions in Scope 3 value chain emissions were driven partly by an increased uptake of certified products, which typically have lower carbon attributes. These include certifications in our soy and palm value chains. We source certified products and encourage their purchase by our customers because of their social and environmental components, but also because they can have a premium that helps support more sustainable farming practices.

The Channahon, Illinois plant has reduced over 2,400 metric tons of GHG emissions over the past year. To put that into perspective, that's enough energy to power 325 homes for an entire year.

Our facility in Mannheim, Germany successfully reduced its overall carbon footprint last year by over 70% by shifting to renewable sources for its operations.

SBTs provide a clearly-defined pathway for companies to reduce GHG emissions, helping prevent the worst impacts of climate change and future-proof business growth.

Targets are considered "science-based" if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C. Learn more [here](#).

*Bunge's Scope 1 and 2 emissions are audited annually by Control Union. Read the [full audit report for 2021](#).



Environmental Goals

Bunge is committed to reducing our environmental footprint and the use of natural resources across our global operations. We do this by continuously improving and optimizing our facilities, investing in new technologies, adopting renewable energy sources and collaborating with our customers and suppliers to reduce our shared environmental impact.



WATER

The consumption of water from all sources is monitored by our industrial teams. Bunge has a goal to reduce the consumption of water per metric ton across our facilities by 10% against a 2016 baseline. We believe that it is important to focus on the sites where water availability is at higher stress, so we have developed another goal to reduce water usage in these sites by 25% per metric ton of production from a 2016 baseline. Currently, 22 facilities are in this program. Our performance shows that we are meeting these goals across our entire industrial footprint. You can learn more about Bunge's water performance in our annual submissions to [CDP Water](#).



-17%
Reduction since 2016

WASH Program In Ghana

We are also focused on supporting access to clean water and promoting good hygiene and sanitation practices in the communities where we operate. In 2021, Bunge began a program in partnership with World Vision in the Zoolavili community of the Tolon District in Ghana to provide access to safe drinking water, nurturing child health, and empowering local women in the community.



ENERGY

Over the past year, we continued efforts to improve energy efficiency such as implementing heat reuse methodologies and updating performance systems where possible across our operations. This supported the achievement of 6.7% reduction in energy intensity in line with our energy intensity goal of 10% vs 2016 baseline. In 2021, 28% of Bunge's energy came from renewable sources, and the use of increased renewable sources supports our decarbonization efforts.



-6.7%
Reduction since 2016

From 2021 to early 2022, Bunge switched from fossil-fuel based electricity to carbon neutral in several plants. This was a result of a global, coordinated effort to reduce our Scope 2 emissions. Such reduction allowed the company to not only reduce emissions by over 160,000mt CO2e but also achieve cost efficiencies along the way, with the majority of the activities happening in North America, South America and Asia. For example, in Argentina, 15% of the total purchased electricity is now carbon free.



“We are targeting over 390 projects across our global industrial operations, ranging from the construction of entirely new sustainable facilities to optimization projects and activities that improve energy performance, drive cost reduction and lower emissions. These efforts underscore our long term commitment to building more sustainable operations and value chains.”

Kyle Burke
Director, Global Energy and Digital PMO



Environmental Goals



WASTE

Our operations have policies and procedures in place that determine the correct operation related to waste management. For this purpose, we conduct critical analysis tests to verify performance, with measurement on scales and laboratory analysis of effluents. Bunge made considerable reductions in waste disposal in 2021, achieving a 27% drop compared to the previous year. Much of this was due to improved performances in many of our plants around the world, including in India which maintained four months without any waste to landfill.



-31.9%
Reduction since 2016



Value Chain Emissions

One of the biggest challenges in a company's emissions reporting comes from calculating and assessing what are known as Scope 3 emissions. These are emissions from the supply chain, and encompass the products we purchase, how we transport them, and how they are used by our customers and end-stage consumers.

With the announcement of our science-based targets, we enhanced our previous emissions goals, including those for indirect emissions across our value chain. Our previous goals focused on Scope 1 and Scope 2 emissions, which cover emissions from our own operations and emissions from our purchased energy sources. Our SBTs not only include more ambitious goals for reducing those Scope 1 and 2 emissions, but now include a commitment to reduce Scope 3 emissions. For our Scope 3 science-based target, we include over 67% of the emissions within our target boundary, including emissions from the products and services we source from farmers and suppliers and the emissions from our upstream transportation.

OUR APPROACH TO SCOPE 3 DISCLOSURE

We believe it is important to understand and reduce our indirect value chain emissions. We take a comprehensive approach to account for all categories of emissions, including the emissions associated with land-use change on the farms from which we purchase

our commodities. We believe that by quantifying our indirect emissions footprint, we can continue to identify solutions that will help improve our performance and create more sustainable value chains.

To measure our value chain footprint, we follow the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. This standard provides requirements and guidance for companies to

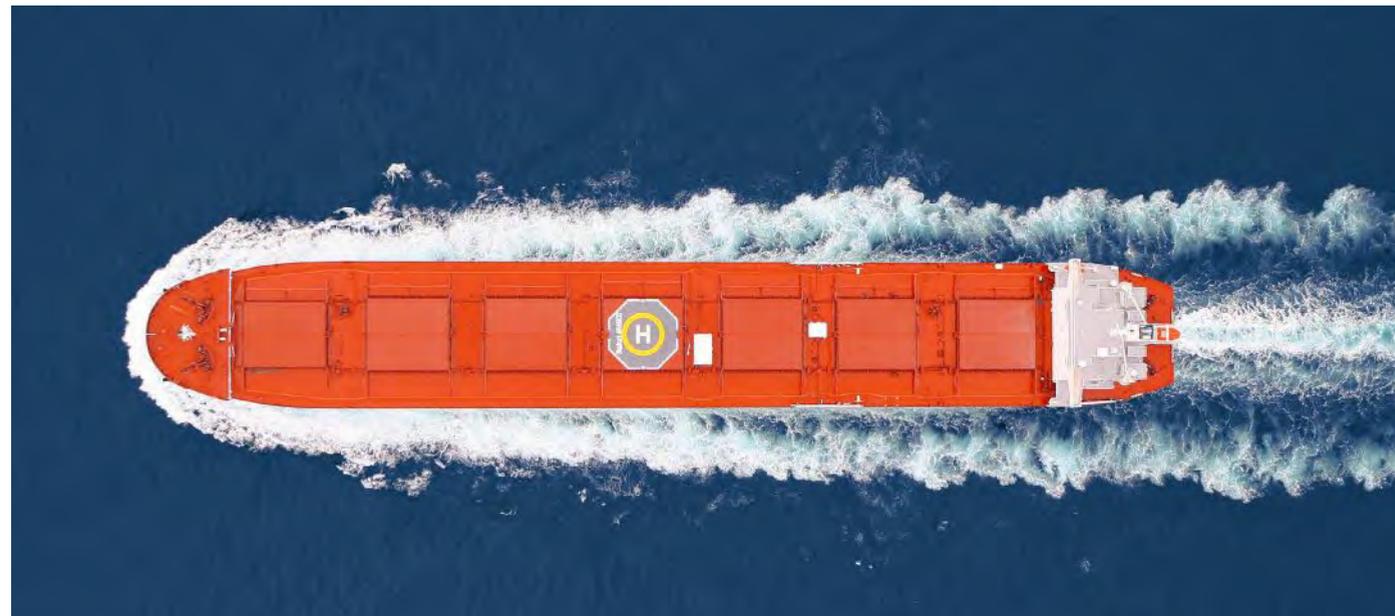
prepare and report data from 15 distinct categories, providing companies with a systematic framework to understand value chain-related emissions.

Since most of Bunge's emissions come from the Standard's Category 1: Purchased Goods and Services, it is essential that we achieve our commitment to eliminate deforestation from our supply chains in 2025. We expect that accomplishing this will bring us closer to meeting our Scope 3 target of reducing GHG emissions by 12% by 2030. Additional sources of reduction will come from enhancements to our shipping infrastructure by leveraging cutting-edge data and analytics, and promoting regenerative farming practices on farms worldwide.

For a breakdown of Bunge's major sources of Scope 3 emissions, please visit our GRI Index on page [71](#).

Leveraging Data for Cleaner, More Efficient Shipping

Having access to timely data is crucial for understanding – and reducing – our GHG emissions in global maritime shipping. That's why we are partnering with a cutting-edge provider of shipping data to optimize how we collect valuable information from the ships we charter. With this information, we can more efficiently optimize shipping routes, enhance operations and make better decisions on chartering that ultimately result in a lower carbon footprint in our logistics, helping us to meet our Scope 3 target.

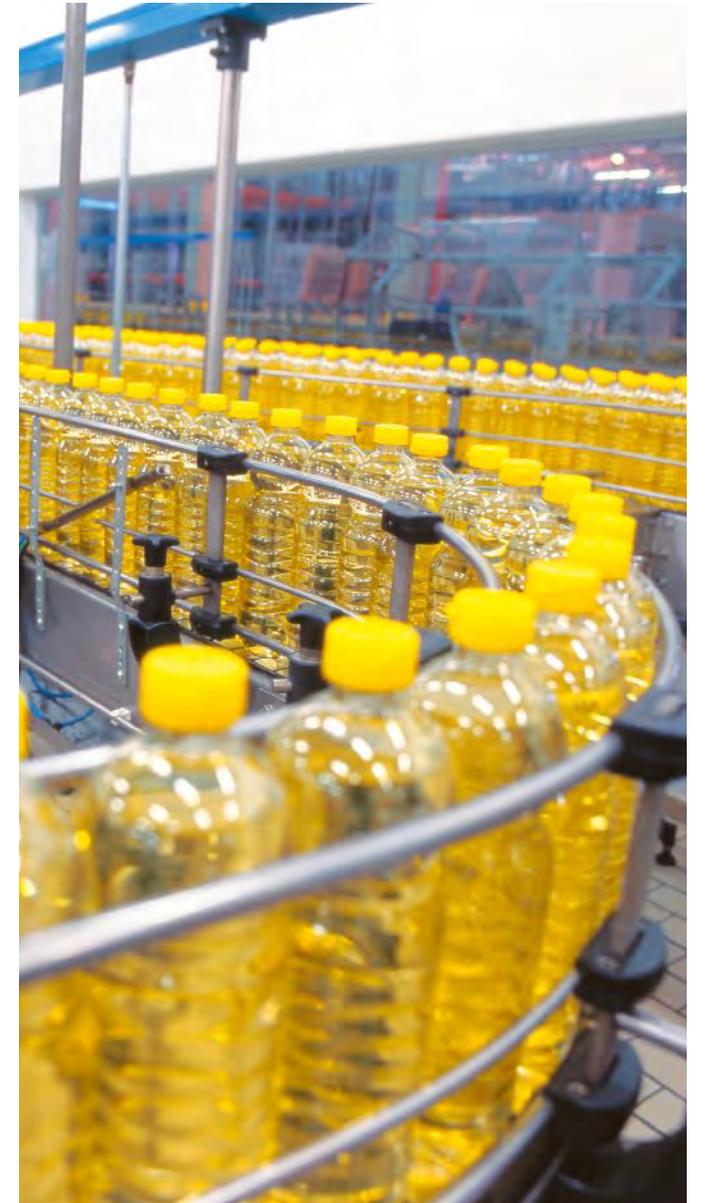


Growing our Low Carbon Business



Adopting a climate-focused mindset at Bunge helps position us to grow in markets with lower carbon intensity and a lighter impact on the planet. Within the food production portion of Bunge's business, the company has been focused on developing low carbon and more sustainable products and processes that meet the demands of our customers and consumers. This includes supporting diet change toward more healthy and low carbon sources of food, including the growing plant-based protein market for meat and dairy. And it builds on new projects at Bunge for sustainable recycling of used cooking oil, an important way to reduce the life-cycle carbon cost of products. These are important elements of the sustainable transformation of the overall food system around the globe.

Outside of food production, Bunge continues to see increased demand for more sustainable, lower carbon energy sources that has led to the ongoing adoption of renewable fuels in many markets around the globe. Combined, we are confident our efforts can demonstrate not only a strong opportunity for our company as a sustainability leader, but also drive the adoption of these lower carbon products and solutions across two critical industries.



Climate Risk & Opportunity Management

Bunge has developed enhancements to its enterprise risk management process by incorporating more detailed sustainability risks and opportunities. These include risks emanating from changing climate and weather patterns, water scarcity, deforestation, human rights, farmer productivity and increasing taxation and regulation on GHG emissions. The enhanced process provides Bunge with greater oversight and management

of climate-related risks and the potential financial implications, and will help ensure continued short-, medium- and long-term resilience.

Climate risks are overseen at the Board of Directors level by the Enterprise Risk Management Committee which has responsibility for supervising the quality and integrity of our risk management practices. Enterprise risk management is overseen at the executive level

by the Chief Risk Officer with input from relevant teams and functions, and reported regularly to Bunge's leadership and the Board of Directors.

You can learn more about our approach to climate-related risks and opportunities in our [CDP Climate report](#).

In 2021, Bunge closed on refinancing of our \$1.75 billion three-year revolving credit facility tied to core sustainability targets, further demonstrating the integration of sustainability into our business decision-making processes and priorities.



“As an early adopter of sustainability-linked loan mechanisms, we created a meaningful connection between Bunge’s capital structure and our sustainability strategy. We are pleased with the progress our team is delivering against our annual ESG targets, which gives us the confidence to enhance the targets linked to this facility.”

Rajat Gupta
Senior Vice President, Financial Planning & Analysis
and Global Treasurer



Responsible Supply Chains

We promote sustainable agriculture and implement robust projects that protect and improve the environment, while supporting the social and economic well-being of farmers, employees and local communities.



Our Approach to Responsible Supply Chains

We aim to create positive environmental and social impact everywhere we have presence around the world, reflecting the Bunge value of doing what's right by acting safely, ethically and sustainably. As expectations for climate action and supply chain transparency grow, we collaboratively promote sustainable agriculture by engaging with farmers, NGOs and other partners to seek reasonable and scalable solutions to our common challenges.

We are building responsible supply chains in key regions through our sustainability commitments, commercial innovations, and strong history of good governance.

Additionally, as a global leader within the broader food system, we use our unique position to bring sustainable, safe and socially responsible solutions to farmers and customers through a variety of methods and initiatives.

These efforts include:

- **Protecting biodiversity** by complying with or exceeding local laws and restrictions to advance our industry-leading non-deforestation commitment for soy and palm oil.
- **Ensuring compliance with human rights laws** by upholding our expectations regarding responsible supply chains, which are in alignment with global conventions.

- **Promoting regenerative agriculture practices** with farmers, and working with the supply chain to seek better compensation for them in respect of their important conservation efforts.

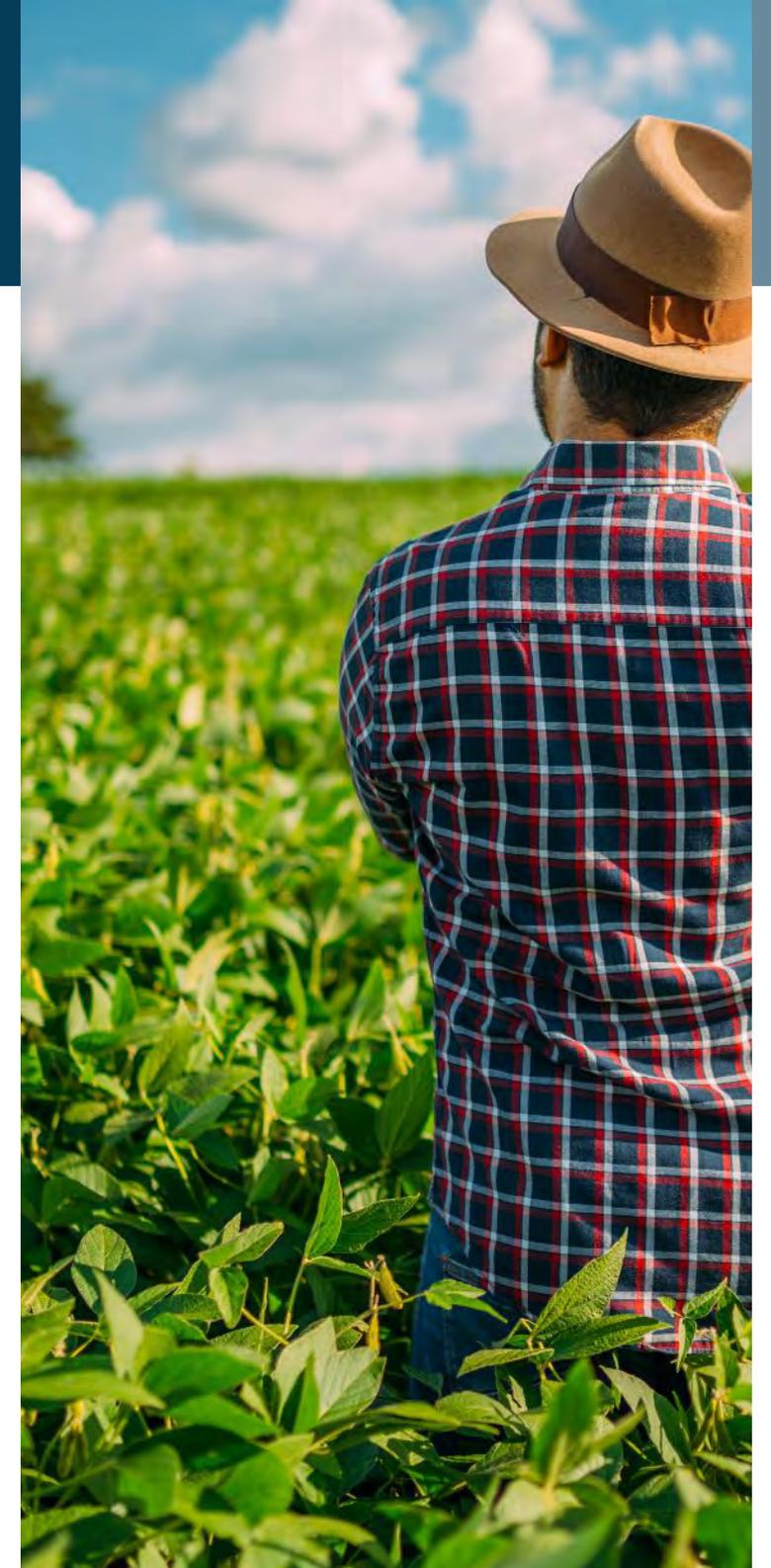
We also play a leadership role across important industry efforts, such as:

- [Soft Commodities Forum](#) – connecting South American soy production to global trends, and standardizing industry measurements and governance.
- [Centerfield](#) – partnership with farmers and food companies to promote supply chain transparency and sustainable agriculture in North America.
- [Field to Market](#) – an organization dedicated to improving the productivity and environmental efficiency of agriculture across the entire food production chain.
- [Global Shea Alliance](#) – a nonprofit industry association striving to drive a competitive and sustainable shea industry worldwide and to improve the livelihoods of rural African women and their communities.

- [Round Table of Sustainable Palm Oil](#) – a not-for-profit organization that unites stakeholders from the 7 sectors of the palm oil industry: oil palm producers, processors or traders, consumer goods manufacturers, retailers, banks/investors, and environmental and social non-governmental organizations (NGOs), to develop and implement global standards for sustainable palm oil.

“We value our partnership with dealers and producers to make our supply chains increasingly productive and sustainable, and we believe that solutions at-scale and with long-term impacts are only possible when all partners in the supply chain, from farmers to customers, are involved and engaged.”

Lucas Orlando
Senior Director of Origination, Brazil



Supporting the Farmer

At Bunge, we believe supporting the farmer is the lynchpin for a **successful transformation** of the agriculture industry.

Around 25% of global GHG emissions come from the agriculture industry, and land-use change from agriculture development accounts for a significant portion of that percentage. Efforts to address climate change have been at the center of the industry's sustainability efforts for many years, and the decisions made at the farm level to embrace sustainable growing practices will be increasingly important to deliver real emissions reductions in the years ahead.

However, today's farmers are not sufficiently compensated for the growing expectations related to their role as stewards of the environment. They have the right, within legal constraints, to build healthy and productive lives for themselves and their communities. Sometimes the best economic path for them means expansion over new land. Unfortunately, economic incentives are not currently available that compensate farmers and address the need to reduce emissions from land use change.

We offer technology and financial solutions to farmers to promote sustainable expansion and disincentivize the clearing of new land. But real impact at scale cannot be achieved by one company alone. That is why we work with the sector and our value chain partners to create new processes and systems that mobilize capital toward the source of climate action: the farmer. And we urge our supply chain partners to raise the collective ambition so that this new system of capital transfer can be realized in the coming years.

Learn more about our pioneering tools to support farmers and suppliers on page [39](#).



Promoting Soil Health and Lower Carbon Feedstocks

Through our recent partnership with CoverCress Inc. and joint venture with Chevron, Bunge is supporting the expansion of CoverCress™ technology, a new winter oilseed crop for farmers that provides a lower carbon intensity feedstock to help meet the growing demand for renewable fuels. In addition to serving as a renewable feedstock, this product also offers the ecosystem the benefit of a rotational cover crop as it provides cover, decreases nitrogen losses and improves overall soil health, exemplifying our commitment to supporting farmers and reducing carbon across our supply chain.



Sustainably Sourced Products & Services

Ensuring sustainable sourcing of products is central to our commitment to responsible supply chains. To uphold our commitments, each year we certify or verify the sustainability of products we source, process and ship, with a focus on both the environmental and socioeconomic impacts of our efforts throughout the regions with higher sustainability risks.

EXTERNAL SUSTAINABILITY CERTIFICATIONS

As one of the largest companies to offer non-deforestation certified soybean and palm oil, we believe certification remains a powerful market tool to verify the responsibility and sustainability of our products and provide assurances to customers, along with our other efforts.

Our Soy Certification Portfolio

To continue to deliver high-quality, sustainable products, our soy certification portfolio includes:

- Round Table on Responsible Soy (RTRS)
- Biomass Biofuel Sustainability Voluntary Scheme (2BSvs)
- Proterra
- International Carbon and Sustainability Certification (ISCC)
- Pro-S, Bunge's custom certification standard



Our Palm Oil Certification Portfolio

For palm oil, we continue to actively promote and stimulate the uptake of Roundtable on Sustainable Palm Oil (RSPO) certified material by our global customer base. The RSPO criteria, when met, supports sustainable practices across palm oil cultivation. The most recent of our RSPO certifications per plant are available via [this link](#).



Oilseeds & Grains



As the world's largest oilseed processor, Bunge has built relationships with oilseed farmers and customers for more than 100 years. Oilseeds – such as soybeans, rapeseed, canola and sunflower seeds – are a critical component of a wide variety of foods, animal feeds and other products. We are proud to be a global leader in oil and fat ingredients for B2B customers and supplier of choice for many food manufacturers, bakeries, restaurants and foodservice operators. Additionally, we help our B2B customers meet their consumers' changing needs and tastes by supplying milled wheat, corn and rice products.

OILSEEDS

Our balanced global footprint includes a particularly strong local presence in the three largest soybean oilseed producing countries in the world: the United States, Brazil and Argentina. We also operate soy and soft crush plants around the world in South America, North America, Europe and Asia-Pacific.

In North America, Bunge created the Centerfield Program for soy, canola, corn and wheat, to foster partnerships between growers, food companies and our U.S. and Canadian teams. The goal is to collect farm-level data to promote supply chain transparency and sustainable agriculture. It also helps farmers calculate farm-level emissions, leading to more efficient land use.

We are the first grain and oilseed processor to integrate Field to Market metrics into our Centerfield platform. We offer the program's outcomes-based approach to measuring sustainability directly to farmers. The partnership also supports downstream customers interested in assessing the aggregated sustainability performance of crops grown in the United States and Canada.

MILLED GRAINS

In addition to oilseeds, we buy wheat and corn products to supply to food processors, bakeries, brewers, foodservice companies and snack food producers. We produce and sell a variety of wheat flours and bakery mixes in Argentina, Brazil and Mexico, corn-based products in the United States and Mexico and milled rice products in Argentina.

Our global footprint helps mitigate against risks brought on by the effects of climate change. Through a diversified global presence, we help address imbalances in commodities and connect regions with abundant production with those that need it.

Connecting Farmers to Markets in North America

Part of Bunge's digital transformation includes providing new resources to farmers that simplify the grain selling business. Bunge Business Services is a tool that allows farms to lock in rates for their sold products to Bunge, even outside of market trading hours. This ensures they can consistently access the market and we can strengthen our relationship with our farmer-customers.



Tropical Oils

We believe that tropical oils must be produced in a sustainable and responsible manner that reduces our environmental impact, while also respecting human rights laws, local communities and workers. As an active participant in the palm oil value chain and a global leader in the broader food industry, we recognize the important role we can play in encouraging a transition to more sustainable practices.

PALM OIL

With its status as the most widely used plant-based oil in the world and the most efficient known vegetable crop, palm oil has continued to play a key role across the food

system. As the global population is expected to increase to over 9 billion by 2050, palm oil is well positioned to remain a crucial part of the food production process for years to come.

Bunge's [Palm Oil Sourcing Policy](#) details our approach to sustainable sourcing of this commodity. We source palm oil from Southeast Asia and Central and South America. We strive to implement leading sustainability standards and apply the highest levels of transparency and stakeholder engagement. Bunge's Palm Oil Sourcing Policy and Labor Policy also highlight Bunge's commitment to the eradication of forced or child

labor, and our engagement with suppliers on this issue. Further information on our palm oil sourcing and transparency commitments can be found on page [43](#).

One of the most important commitments that has been made by the agricultural industry has been the 'No Deforestation, No Peat and No Exploitation' commitment, abbreviated to NDPE. The palm oil industry has pioneered the use of this type of commitment as part of its efforts to create transformational change in the supply chain. Bunge shares this NDPE commitment.



Labor Transformation Program: Engaging Palm Plantations on Labor Rights

Since 2019, Bunge Loders Croklaan and Earthworm Foundation (EF) have worked together to improve the welfare of workers in our supply chain in Malaysia, furthering our no exploitation policy commitments.

This work is done through the Labor Transformation Program (LTP), a multi-company initiative to help third-party mills and plantations refine their management practices on labor rights. The LTP focuses on four key labor rights areas prevalent in the Malaysian palm oil industry – employment contracts, recruitment practices, grievance mechanisms and freedom of movement – and engages small and medium-sized mills and plantations to address challenges in these areas.

“With the continued support of our members and clients, we are looking forward to the LTP generating more impact across small and medium-sized players in the milling and plantation landscape,” said Terrence Foo, Project Manager at Earthworm Foundation.

“As palm oil continues to grow in importance for the food and fuel industry, we are proud of our commitments to source this commodity sustainably and with expectations that all our suppliers uphold universal standards of human rights.”

Kaixiang Chin
Southeast Asia Sustainability Manager



Tropical Oils

SHEA SUSTAINABILITY PROGRAMS

Bunge plays a leading role in the sourcing and processing of shea as an important raw material. Shea butter comes from a nut and is a wild harvest crop that grows in the West African Savannah park lands. More fondly known as the “tree of life,” the shea tree has profound impact on many lives, not only in its use but also in how it is produced and sourced. Shea butter is well known for its array of nourishing properties and is therefore used widely as an ingredient in food and personal care products worldwide.

However, shea does so much more than nourish the consumers that use it. Shea helps the communities of its place of origin thrive. These communities rely on the shea industry for their livelihoods. Cooperative groups primarily comprised of and led by women do most of the shea nut collection and represent an integral part of the shea supply chain. This in turn strengthens the position of these women, empowering them to transform their own lives, the lives of their children, families and their entire communities.



Bunge's shea sustainability program advances opportunities and inclusion for women in developing countries of Western Africa.

For these reasons, we formed our Shea Sustainability Initiatives in 2017, and in 2020 we launched our Where Life Grows program to empower shea collecting women and future generations, create socio-economic value in their communities, and conserve and regenerate the shea landscape in the region.

We provide the women with the necessary tools and training and support low-season income-generating activities to secure a more stable and diversified income for women shea collectors year-round. We are working with Eco Restore – a Ghanaian agribusiness startup – to plant shea and other trees in Northern Ghana, helping restore the Savanna parkland.

Trees planted:



For more information on our Where Life Grows program and latest updates, please visit our website: [here](#).

Creating economic opportunity at origin

For over 50 years, Bunge Loders Croklaan has played a leading role in the sourcing and processing of shea. We believe that the key to building a better tomorrow for shea communities is by being deeply invested in their growth and prosperity. The cooperation with Mali Shi, the only large-scale industrial shea crushing factory in Mali, Africa, is an example of how we invest in partnerships at the origin.

Mali Shi crushes shea nuts into rich shea butter, ready to be further processed in our plant in Tema, Ghana, and then used globally. With our goal to generate socio-economic value in Africa, we ensure a localized supply chain that empowers local African entrepreneurs to generate employment, with Mali Shi growing from 0 to over 100 employees in just three years.



Human Rights

Bunge does not tolerate any supplier who knowingly employs or exploits children or uses forced labor, or who engages in other forms of exploitation. Despite efforts made over the last decade, labor practices that do not respect human rights and allow exploitation continues to be a challenge for parts of the food industry. Forced or child labor (including passport retention) and other forms of exploitation persist in countries where oversight is weak and supply chain transparency is challenging.

Ethics, transparency, compliance, and human rights enforcement are all critical contributors to the integration of sustainability across our global operations and our value chain. Bunge maintains and enforces a variety of policies, resources and services that strive to address human rights concerns, and engages with suppliers to ensure they respect our high standards.

CODE OF CONDUCT

Although Bunge does not own farms or plantations, the possibility of human rights violations in our supply chain is taken very seriously. Bunge expects our supply chain and business partners to adhere to the principles in our [Code of Conduct](#), including the commitment to uphold human rights, to treat their employees with dignity and respect and to comply with applicable employment laws.

Additionally, Bunge's Board of Directors and employees are required to take mandatory annual trainings to ensure that the spirit and the letter of our Code of Conduct is followed in our operations around the world.

We have established a global Ethics and Compliance Hotline, available in multiple languages, and accessible in a variety of formats for stakeholders to report suspected allegations of exploitation or human rights abuse. Learn more on page [57](#).

Assessing and Managing Human Rights Risks

In 2021, Bunge completed its most comprehensive global human rights scan, with support from BSR. As a result, we have begun efforts to enhance our governance, policies and procedures considering our varying supply chains and their unique social, political and economic circumstances. As these challenges and circumstances are dynamic, we recognize the importance of making periodic enhancements to ensure these challenges are vigorously addressed.

In 2021, 87% of Bunge's palm suppliers followed NDPE principles and are actively working to build more sustainable operations.



Engaging Resellers & Indirect Suppliers

Last year, Bunge expanded our focus to indirect sourcing, an important milestone towards the implementation of our commitment. As we already have 100% traceability to third party elevators, Bunge started monitoring soybeans indirectly acquired within the Brazilian Cerrado's high-priority areas. To accelerate that effort, we launched the

Bunge Sustainable Partnership in early 2021, an unprecedented initiative by which Bunge shares its best practices and tools with grain resellers in the region. The program is helping partners deploy supply chain verification systems, including the use of satellite imagery. Resellers may choose to implement their own systems, or use Bunge's existing system,

which the company offers as needed. With this initiative, Bunge became the first company to foster mass action in the Cerrado region to track indirect purchases, offering extensive benefits to the entire supply chain. To ensure the indirect traceability information is verifiable, we will carry out third-party audits as appropriate.

With the engagement of grain resellers from the Bunge Sustainable Partnership, the Company has increased its monitorable volumes from indirect sources from 30% in 2020 to 64% today, and expects to achieve 100% by the end of 2024.





Non-Deforestation Commitment

2022 Global Sustainability Report



Non-Deforestation Commitment

Our commitment to be free of deforestation and native vegetation conversion in our value chains in 2025 is a central part of our business strategy and planning – and is a crucial element of our climate action plan. Bunge is unique among our peers in that we will apply this policy across all our value chains, for direct and indirect sourcing, and have been reporting our progress for several years.

Bunge’s knowledge and experience delivering on our commitment and providing deforestation-free solutions

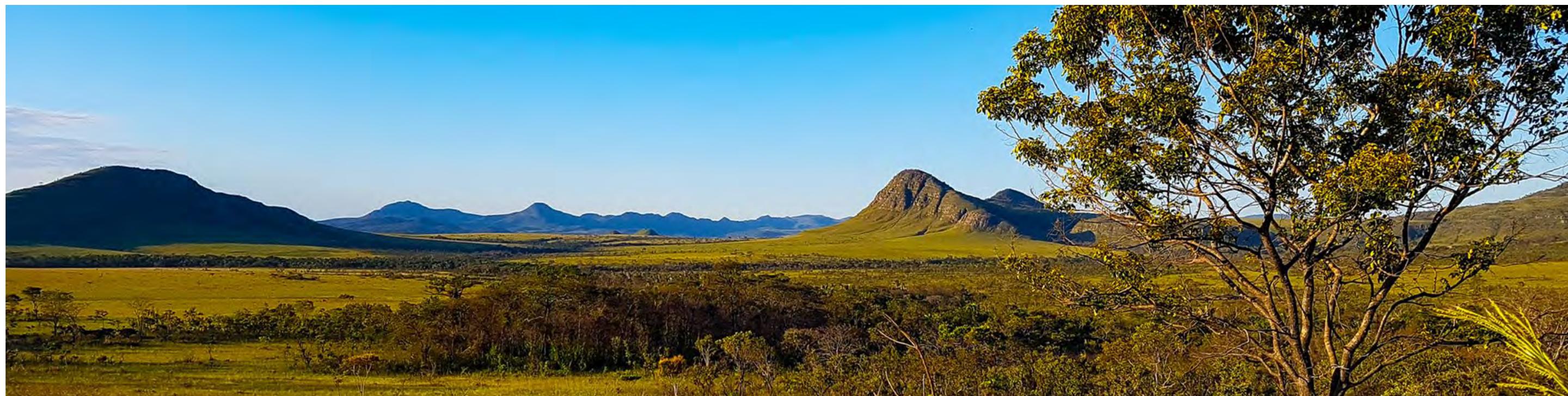
to our customers allows us to help shape industry-wide solutions to common land use challenges. We are taking an active role in some of the most important networks and associations to align best practices for traceability, reporting, certification, and carbon accounting.

Even as we commit to end deforestation in 2025 in our supply chains, we recognize the need for agricultural expansion in order to meet the growing demands for food, feed and fuel. That is why we work to promote sustainable agriculture through technology solutions,

financial innovations, and most importantly, by supporting the mobilization of resources in the supply chain to reward farmers for their important role in conserving forests and native vegetation. To achieve the latter, we need a scalable model that ensures fair compensation to farmers, which requires considerable engagement and cooperation from all our supply chain partners.

In continuing our practice of transparency around our commitment, we are pleased to present Bunge’s

2022 Non-Deforestation Progress Report, describing progress on our journey to be deforestation-free in 2025. As with previous reports, our commitment encompasses geographies where deforestation is considered a higher risk; specifically, areas in Brazil’s Cerrado, the Gran Chaco of Argentina and Paraguay, and the palm-growing regions of Southeast Asia.



Non-Deforestation Commitment

OUR COMMITMENT: AN OVERVIEW

Principles of our commitment:

- Ending deforestation in our supply chains in 2025
- Applying to direct and indirect sourcing
- Focusing efforts on areas where deforestation is a higher risk
- Reaching 100% traceability and monitoring to farm and plantation
- Encouraging the purchase of certified products
- Engaging the supply chain to scale up ambition and create common standards



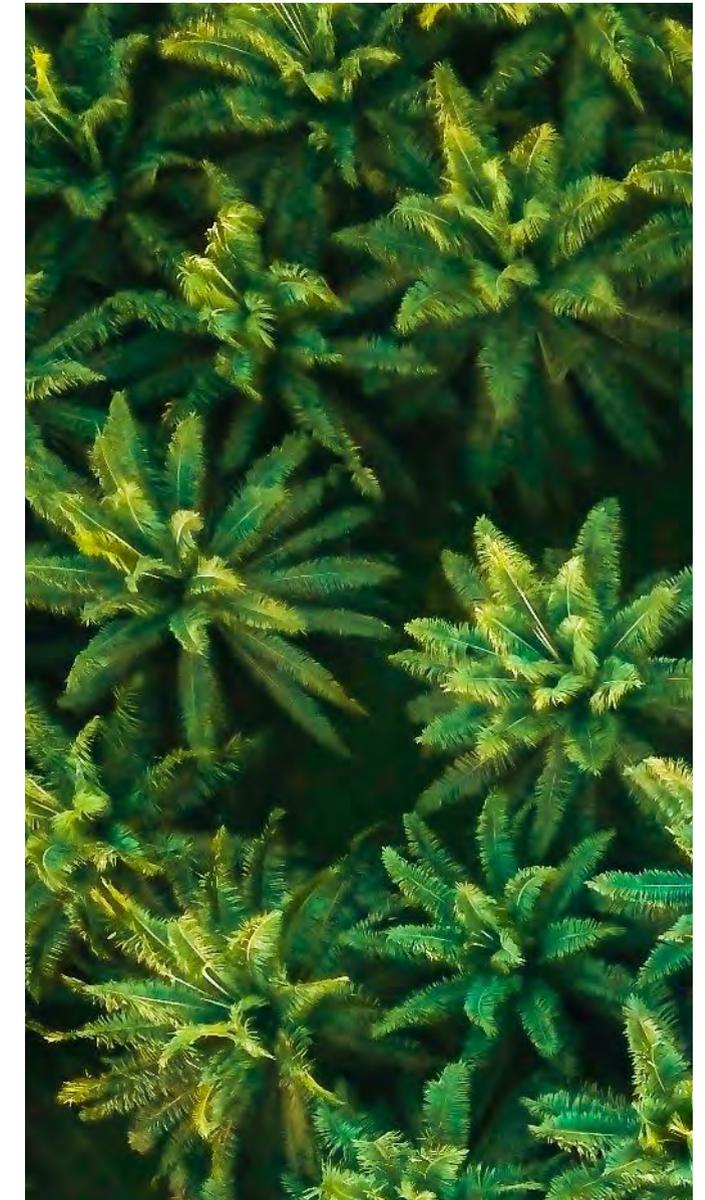
Soy from South America

- Apply our commitment to all native vegetation conversion in the relevant geographies
- Protect the Amazon by complying with the Soy Moratorium
- Directly engage with farmers to promote our commitment and sustainable agriculture
- Provide innovative tools and incentives to farmers that enable sustainable expansion
- Offer our traceability and monitoring technology to third-party resellers
- Seek compensation for farmers for their conservation efforts



Palm from Southeast Asia

- Source our palm oil from suppliers with NDPE commitments
- Work toward achieving full traceability to plantation
- Educate smallholders about sustainable growing practices
- Support biodiversity efforts through partnerships and projects
- Engage with stakeholders to eliminate human rights challenges and exploitation



Non-Deforestation Commitment

CLIMATE ACTION AND DEFORESTATION

In 2021, Bunge announced science-based targets, demonstrating our commitment to reduce greenhouse gas emissions within our operations and throughout our supply chains. A substantial portion of the emissions reduction within our supply chains, known as Scope 3, is linked to our industry-first commitment to have deforestation-free supply chains in 2025. By meeting our non-deforestation commitment, we will be well on our way to achieving our Scope 3 target.

Bunge's unique position and scale within the industry, as well as our experience in setting ambitious but achievable targets, allows us to build impactful strategies to address deforestation across our various supply chains. For example, we are working with reputable third parties to help shape guidelines and best practices for the agriculture industry on how to set Paris Agreement-aligned commitments for land use change and carbon accounting in the supply chain. We believe real transformation in the agriculture industry will only happen when there is alignment and cooperation across the entire sector.



“Our non-deforestation commitment is among the most important priorities for Bunge. Our progress toward this commitment reflects our continued collaboration with farmers in South America and an increased focus on working with partners to create innovative solutions. It is also a foundational part of our approach to meeting our SBTs.”

Pamela La Motta De Lucena Moreira
Sustainability Manager, South America



Soy from South America



Soy from South America



OUR 2025 IMPLEMENTATION PLAN

Bunge’s non-deforestation commitment – reaching deforestation-free value chains in 2025 – is especially important to priority regions in South America where deforestation is a higher risk. This is where we apply our strategy and resources, and where the implementation of our commitment for soy will be focused, covering states and municipalities that encompass the savannah-like areas of the Brazilian Cerrado and the Gran Chaco of Argentina and Paraguay.

After more than a year of thoughtful multi-stakeholder dialogue and collaboration with our business partners, we are pleased to debut key elements of our 2025 implementation plan for our non-deforestation commitment, and showcase progress toward it starting from our reference date of January 1st 2020. We will continue to provide annual updates on our progress through 2025, at which point we will have fully implemented our policy and will adapt our disclosure accordingly – and in effect, retire our 2020 reference date.

As part of our implementation plan, we are:

1

[Building full traceability to farm](#) for direct (farms we purchase commodities from) and indirect sources (farms that sell to resellers from whom we purchase). By using cutting-edge satellite monitoring and leveraging our strong relationships with farmers, we can identify changes in land use and soy planting on over 12,000 farms we have mapped and monitored to date.

2

[Transparently disclosing key performance indicators](#) related to our supply chain, traceability, monitoring, supplier engagement and non-compliance.

3

[Working closely and engaging with farmers](#) to protect native vegetation and to support increasingly productive and sustainable value chains. This includes innovative ways of engaging our indirect supply chain.

4

[Developing enhanced supplier non-compliance and grievance processes](#) some of which are now in effect ahead of our 2025 commitment.

5

[Actively collaborating with the sector](#) to increase industry-wide transparency and to support the creation of fair compensation for farmers who commit to sustainable agricultural practices and who avoid native vegetation conversion.

6

[Publicly disclosing progress on our non-deforestation journey](#), and continuing our disclosure once our policy is implemented in 2025.

The Sustainable Development Goals

Bunge’s non-deforestation commitment helps to support many of the UN’s SDGs, including Life on Land, Climate Action, and the goals for Innovation and Partnership.



The Most Critical Biomes

As the leading soybean processor in South America, we are focusing and investing a significant share of our sustainability and technology implementation efforts in this region, which is not only relevant for our business, but also considered home to vital landscapes for the global environment and climate.

The biomes of the Cerrado and the Grand Chaco are located in South America, and are subject to pressure from agricultural expansion. That is why they are the focus of preservation efforts and are priority areas for the implementation of our non-deforestation commitment. The Amazon biome is another important ecosystem, but is covered by the Amazon Soy Moratorium, to which Bunge is a signatory. Learn more about the Moratorium on page [40](#).

To better understand the situation on the ground, it is important to highlight that the regions where we operate have very different natural characteristics, unique economically dependent communities and have distinct local legislation.

The Gran Chaco:

Home to many different communities, the Gran Chaco is located in parts of Argentina, Bolivia and Paraguay. It is the largest area of native forest in Argentina and, despite the extreme natural environmental conditions, it is home to thousands of plant and hundreds of wildlife species. It also provides an environmental and bioclimatic balance for the continent. Bunge has sponsored sustainable management efforts with tools such as [Agroideal.org](#) already in use in the Brazilian Cerrado. Agroideal.org helps users to analyze and evaluate socio-environmental risks for the region's soy expansion. [\[Source\]](#)



The Amazon:

The Amazon biome features rich, dense rainforest vegetation, savannah and diverse fauna. It is home to half of the world's biodiversity and its largest water basin, containing 20% of the planet's fresh water. The biome extends to nine countries, and half of it is in Brazil - concentrated in the North and part of the Central-West of the country, including areas in nine Brazilian states. Currently, over 75% of the biome in Brazil is preserved. In the Amazon, 98% of the soy production is located in 102 municipalities, distributed among seven Brazilian states: Pará, Rondônia, Roraima, Amapá, and portions of Mato Grosso, Maranhão and Tocantins. There is an industry-wide Soybean Moratorium in place and no signatories to the Moratorium – which includes Bunge – will accept soybean cultivated on areas open after 2008. Bunge's purchases from the areas covered by the Amazon Soybean Moratorium are audited by a third party. [\[Source\]](#)

The Cerrado:

Known as the Brazilian Savannah, the Cerrado is made up predominantly of small vegetation cover and has a continental tropical climate, with a dry season that may cause occasional wildfires. Currently around 52% of the native vegetation remains in the biome. The Cerrado covers around 25% of Brazil, encompassing twelve states with different levels of agricultural development. Soybeans occupy around 10% of the Cerrado, and recent analysis shows that 97% of the soybean expansion between 2014 and 2021 is over previously cleared area. [\[Source\]](#)



Our Process Today

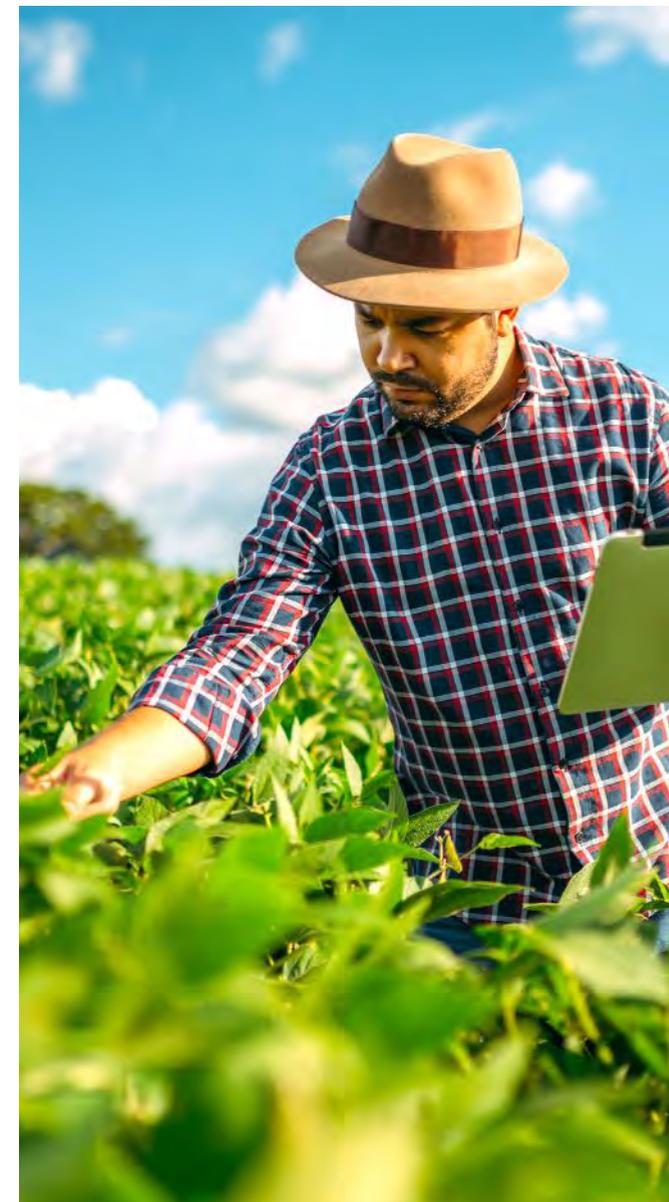
Although our commitment is to be deforestation-free in 2025, we are already employing a robust system to monitor our supply chain, disincentivize native vegetation conversion, provide sustainable solutions to farmers and customers, and engage with farms that do not respect the principles of our commitment, to ensure our concerns are addressed.

- We carry out daily checks of IBAMA's (the Brazilian government agency responsible for the environment and natural resources) lists of embargoed land to ensure we do not buy soybeans from farmland subject to illegal deforestation.
- We check for forced or compulsory labor in our suppliers' activities through the public list of the Brazilian Ministry of Labor and Social Security, and block farms that are found on this list.
- We suspend business with farms that do not comply with the Amazon Soy Moratorium or the Green Grain Protocol in Pará, both in the Amazon biome.
- We comply with the Law on Environmental Protection of Native Forests (Law 26,331) in Argentina, which establishes the areas considered protected in the region, as well as guidelines for the use of soil for agricultural activities.

- We use farm monitoring systems hosted by an independent third party as a complementary way to check public databases in specific regions in Brazil in order to assess the socio-environmental compliance criteria of landowners and rural properties, as well as ensuring land clearing complies with the legal requirements for land preservation.
- We develop our own monitoring and verification systems, such as AceTrack. Through this technology, Bunge provides customers with traceability and product origin details.
- We leverage Agroideal.org, an open-source tool developed with a coalition of 17 other organizations connected to the value chain in order to assess open land available for the expansion of soybean, mitigating the risk of indirect pressure for native vegetation conversion.
- We are in the process of enhancing our grievance system that utilizes Bunge's powerful Ethics Hotline to report instances of deforestation and allegations of human rights violations.

As a **result of**
our efforts
we have built a
soybean supply chain
in the priority regions
of South America
that is over
95%
deforestation free.

And we continue to close the gap through industry efforts and by furthering our engagement with farmers and resellers.



Traceability & Monitoring

The implementation of our commitment starts with traceability. Traceability – and the more thorough process of land-use monitoring – are important avenues to provide assurances to our customers that we have insight into our supply chain and can course correct as needed.

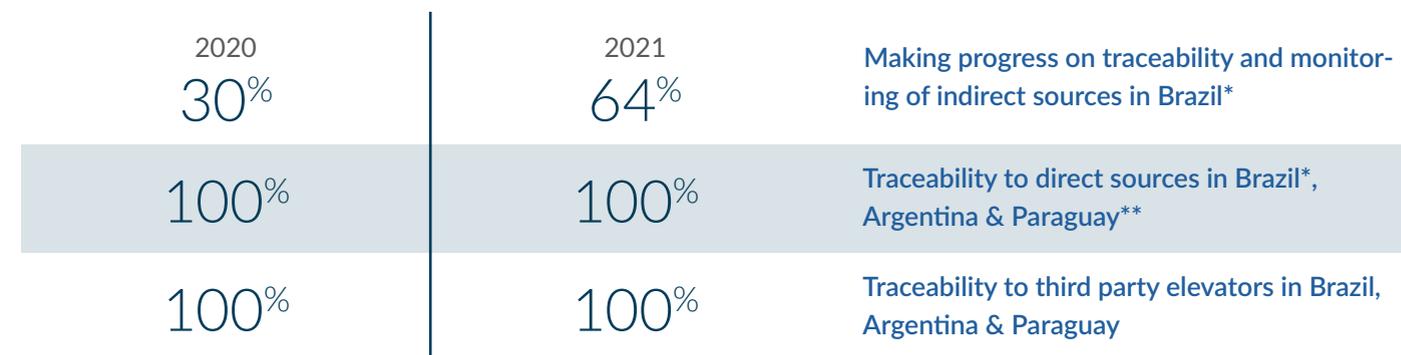
Traceability begins when we have the identification of a farm’s GPS coordinates – in other words, the physical location of a farm and its full planting area polygon. Bunge has achieved impressive traceability data for our direct-to-farm purchases in South America – reaching 100% for priority areas in Brazil, Argentina and Paraguay. Soy volumes are classified as traceable when Bunge has information such as the Rural Environmental Registry (CAR) number, GPS coordinates, or complete location details of the property where the soy was produced. Having this information allows us to monitor land use against sourcing information provided by suppliers to ensure consistency.

Bunge expects to achieve full traceability to farm for indirect sources in the high-priority regions of South America by the end of 2024, an important enabler for the implementation of our 2025 commitment.

But traceability is only part of the solution. Whereas traceability indicates our ability to locate the farm on a map, monitoring describes our ability to see and evaluate what is physically happening on the property. Our monitoring system is industry-leading in terms of its scale and depth and is only possible due to the strong relationships we have developed with suppliers over the past century, as well as by using third-party satellite imaging technology over the farms in our growing database. The monitoring involves use of images from the MSI sensor, the Sentinel 2 satellite.

Importantly, Bunge even monitors farms that no longer supply us. We believe this is a valuable way to assess the prevalence of land-use change across an agricultural region, and apply new landscape approaches to our engagement with farmers.

Closing the gap to deforestation-free supply chains in 2025 comes down to enhancing our indirect traceability and monitoring. Although we’ve had full traceability to third-party elevators since 2018, we’re now focusing our efforts on reaching the indirect volumes that supply those elevators – a complicated task that requires innovative approaches and continuous stakeholder engagement, and which will help us meet our commitment to deforestation and conversion-free soy supply chains.



Since 2020, Bunge has been engaging resellers to help them build their traceability and monitoring systems. Additionally, in 2021 Bunge launched the Bunge Sustainable Partnership program which builds on the successes made over the previous year by allowing resellers to utilize our technology, training and experience. Together with the Partnership program, we are gaining enhanced visibility into our indirect supply.

Due to the strength of the Partnership program, we can currently monitor around 64% of the indirect volumes that go to resellers in the priority regions, with a goal of 100% before 2025. Learn more on page [37](#).

* Cerrado regions of Mato Grosso and MATOPIBA region (Maranhao, Tocantins, Piaui and Bahia states)

** Chaco regions of Argentina and Paraguay



Farmer Engagement

ENGAGING WITH NON-COMPLIANT FARMS

One of the foundational elements of Bunge's non-deforestation commitment and the reason for the success we have seen in recent years is due to our comprehensive communications and relationships with farmers. These relationships are built on trust, and over time we have been able to educate farmers about our non-deforestation commitment and provide insights into the risks associated with land clearing, including loss of market access, loss of certification, and loss of financial opportunities.

We have also provided resources to support farmers as they expand over previously cleared land. This includes the development of Agroideal.org, an open-source agriculture expansion planning tool, as well as preferential long-term financing options.

We believe none of this dialogue would be possible without having developed strong relationships with farmers. The trust that has been built is a powerful enabler of the implementation of our commitment, and we believe this trust is a unique variable to Bunge's business in the region.

In anticipation of the implementation of our 2025 non-deforestation commitment, we are enhancing our approach to non-compliant farms, and are engaging with them to promote sustainable production.

Beyond our own monitoring, we also offer public resources for stakeholders to raise concerns about land use changes in our supply chain. One of the most powerful is Bunge's anonymous hotline which allows stakeholders to ask questions and raise issues related to our responsible sourcing policies. The hotline is monitored by our Global Ethics and Compliance team with input from commercial and sustainability teams, and will publicly track and disclose all credible allegations received. We are working to enhance this process, and will debut its features in a future report, as well as providing ongoing disclosure into the nature and outcomes of the grievances received.

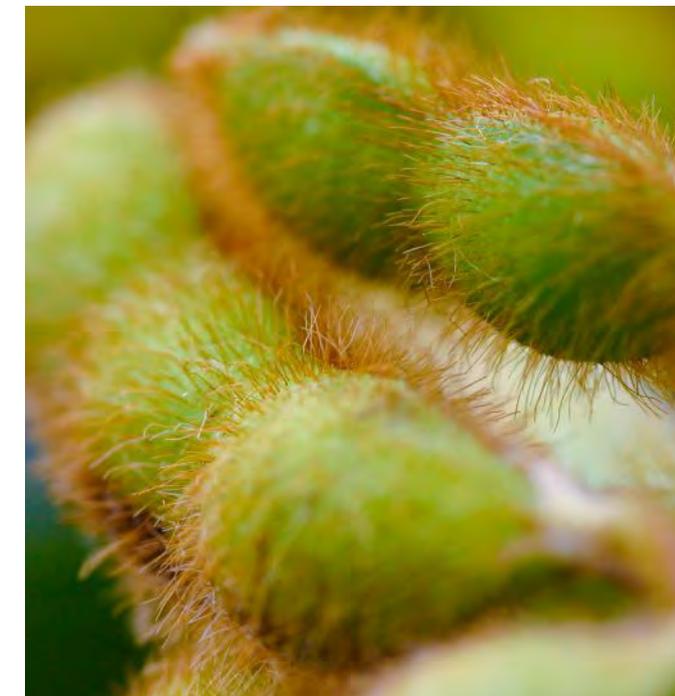


Components of our approach to non-compliance are described below:

IDENTIFICATION

Bunge is typically made aware of land conversion through satellite imaging that we contract via a third party and check periodically for deforestation. In Brazil, we cross reference the satellite data with the data voluntarily supplied by the farmer, in addition to GPS coordinates collected.

We believe that the farmer provides this information to Bunge due to our mutual relationship of trust, and this information provides us better monitoring capability. With this data, we can create a shape file of the entire farm and can identify whether land use change has in fact occurred.



Farmer Engagement

ENGAGING WITH FARMS THAT PLANT SOY OVER RECENTLY CLEARED LAND

Until the implementation of our policy in 2025, a 45-day due diligence process is initiated when Bunge learns that soy is planted over recently cleared land. During this time, the farm is excluded from traceability services that connect deforestation-free farms with global customers, special financing programs, certification standards and access to some markets.

The due diligence process includes confirming that the minimum legally required amount of natural vegetation was preserved and is supported by government-issued permits. If compliance with regulatory requirements can be demonstrated by the farmer, and if no other violations of Bunge’s sourcing policies or other legislation (such as human rights and labor law) are found, then the due diligence process is concluded and business can continue with the farm although the services mentioned in the prior paragraph are still suspended.

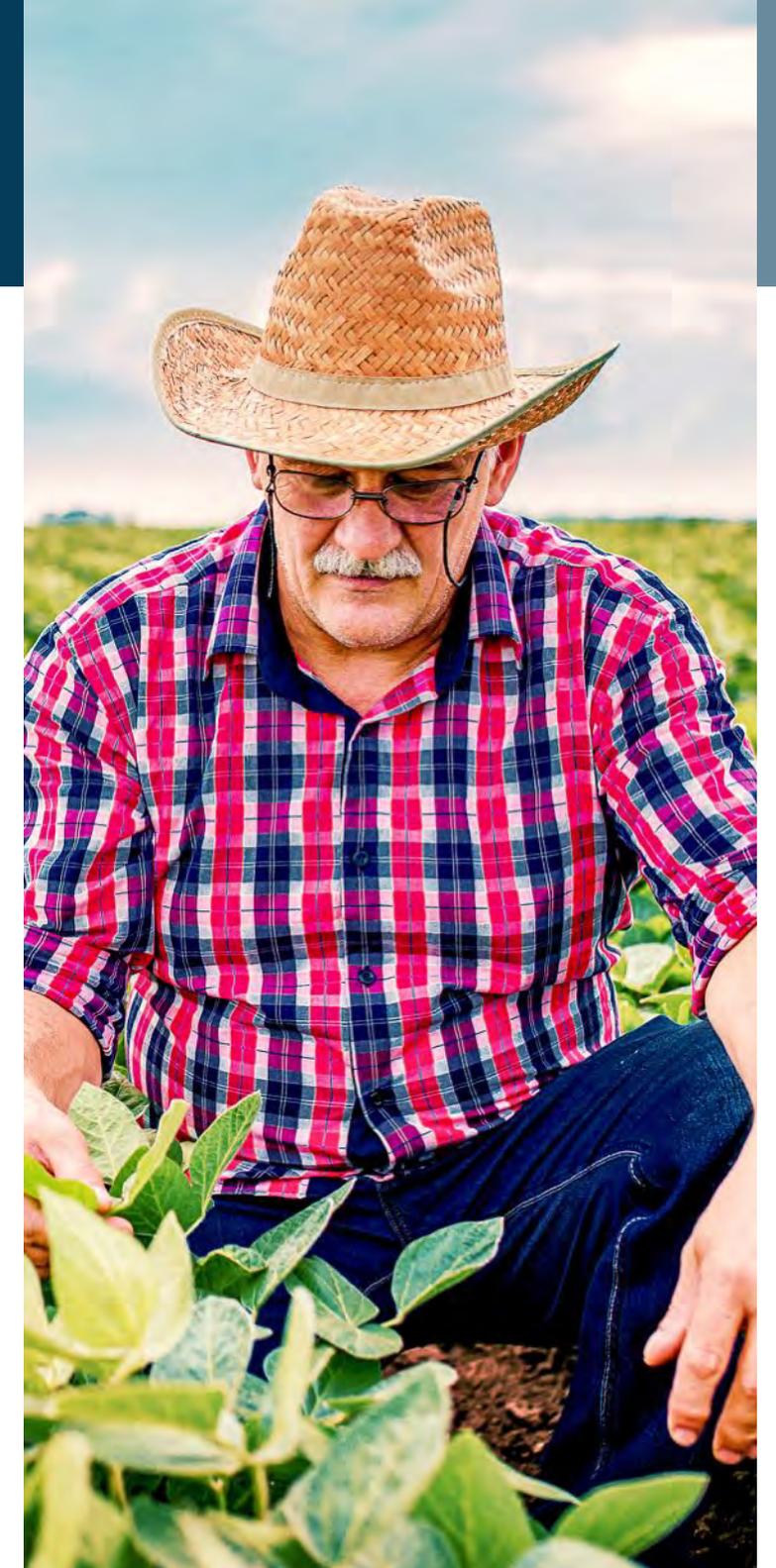
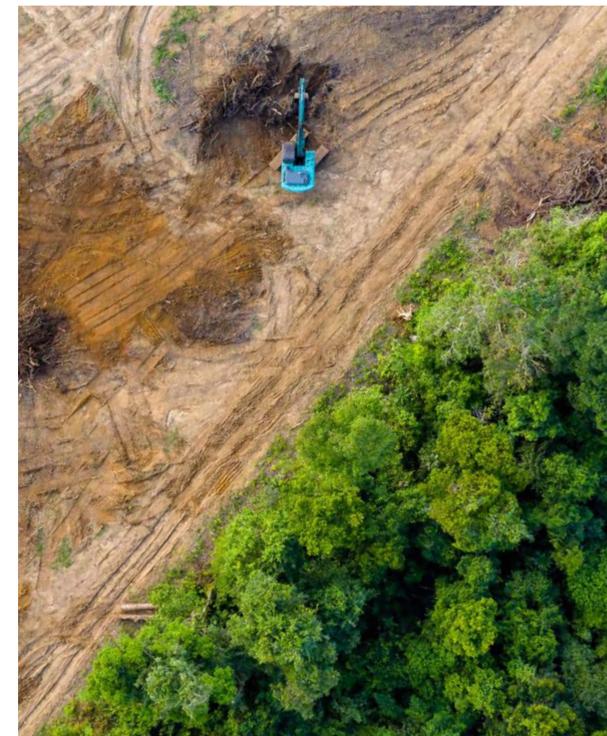
Following these steps, if the farmer:

- 1** Does not respond positively during our due diligence request;
- 2** does not provide proof of authorization to clear the land; or
- 3** is found to be in violation of any of our policies or other applicable legislation within 45 days after the initial notice,

then the entire farm will be blocked from a commercial relationship with Bunge.

After the implementation of our 2025 commitment, farms that we confirm have planted soy over recently cleared land will be in breach of our policy and will be blocked from our origination, even if the alleged clearing and planting is limited to only a part of the farm. To resume a commercial relationship with Bunge, the farm is required to cease planting the commodities that Bunge sources over that land.

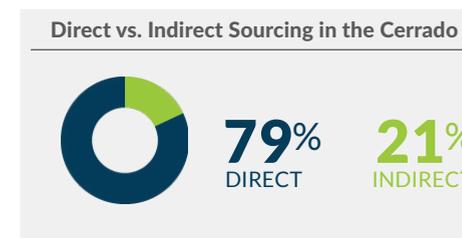
However, the farmer will likely be able to sell their product to competitors with weaker sustainability commitments, or those who have 2030 deadlines for deforestation-free supply chains, as happens with farms that are blocked today. That is why it is essential that supply chain partners – competitors, customers and NGOs – work towards accelerating their commitments to align with Bunge’s commitment, and adopt common sectoral definitions and standards.



Our Progress – Dashboard

Bunge has been regularly disclosing progress on the implementation of its non-deforestation commitment in the high priority regions of South America, which include areas of the Cerrado* of Brazil and Gran Chaco of Argentina and Paraguay facing higher risk of deforestation and native vegetation conversion.

Key Facts			
Total mapped and monitored land (000 ha) in South America	Number of monitored farms in South America	Number of municipalities monitored in the priority regions of the Cerrado	Native vegetation preserved by farmers on monitored farms in South America in hectares
16,850	12,431	336	6.7M



Deforestation- and Conversion-Free (DCF) Volumes in Brazil	
Verified DCF volumes - Total	Verified DCF - Direct Sourcing
96%	99.9%
Verified DCF - Indirect Sourcing	Non-verified DCF but traceable to farm - Total
91.2%	.08%
Non-verified DCF but traceable to farm - Direct	Non-verified DCF and not traceable to farm - Total
.14%	3.9%
Non-verified DCF and not traceable to farm - Direct	Non-verified DCF and not traceable to farm - Indirect
0%	8.82%

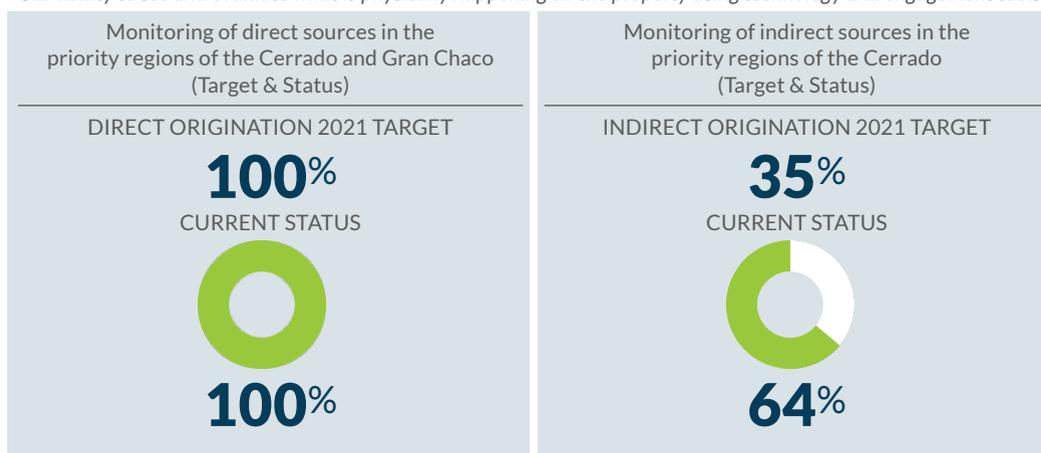
TRACEABILITY

Information such as the Rural Environmental Registry (CAR) number, GPS coordinates, or complete location details of the property where the soy was produced.



MONITORING

Our ability to see and evaluate what is physically happening on the property using technology and engagement tools.



SUPPLIER SCREENING

Total Farms Blocked Due to Social & Environmental Criteria in Brazil					
Embargoed areas - IBAMA	Amazon Soy Moratorium	Modern Slave Labor Legislation	Pará Green Grain Protocol	Bunge's sourcing standards	Total Blocked
114	106	3	119	44	386

*The regions of the Cerrado facing higher risk of deforestation across the Brazilian States of Mato Grosso, Maranhao, Tocantins, Piaui and Bahia (MT+ MATOPIBA) Data is measured from a reference date in 2020. Soy that is grown in areas not experiencing land use change is considered DCF



Our Digital Tools & Incentives for Farmers

Our commitment to be deforestation and conversion-free in 2025 is dependent on the ability of farmers to continue expanding sustainably while preserving native vegetation. Since farmers are key to our success, we believe it is critical to connect farmers with the tools, programs and incentives that will enable the transformation of the industry.

At Bunge, we pioneer the use of powerful tools and programs that enable sustainable expansion and incentivize best-in-class agricultural practices by providing digital solutions and incentives to farmers and indirect suppliers.

- **Agroideal.org** – A free, online tool allowing users to integrate agronomic, environmental and social data to make better decisions about how to sustainably expand agriculture production. This tool was developed by Bunge and the Nature Conservancy (TNC) in coalition with 16 other partners, and is now under the management of EMBRAPA, the Brazilian Agency for Agricultural Research, a leading global reference for agriculture development.
- **Agroapp Bunge** – A mobile application in Brazil that acts as a hub of information and tools to support sustainable production, in addition to offering farmers easy access to the data of the Rural Environmental Registry (CAR) of their farms.

- **AgroPlus** – Through Abiove, we support AgroPlus, a program that offers training, supporting materials and technical assistance to participating farmers in Brazil. Since 2011, AgroPlus has offered courses to 7,500 farmers, and developed technical assistance for 3,878 farms, representing a production of 16.1 million tons of soybeans (11% of Brazilian oilseed production). Since late 2021, the program has expanded its scope to other agriculture activities, such as cotton, cocoa, coffee, cattle, and more. [Learn more.](#)
- **Brazilian Seal of Social Fuel (Selo Combustível Social)** – We are part of the National Biodiesel Production Program, an initiative of the Brazilian Federal Government, to promote the qualified insertion of smallholders into the biodiesel production chain.
- **Visec** - We are part of the Platform for the Sectoral Vision of Gran Chaco, a space promoted by the Nature Conservancy and CIARA with support from the Peterson Control Union to bring together the main origination, processing and agricultural commodity traders with the objective to reduce the environmental impacts associated with the production of soy and other crops in the Argentine Gran Chaco.



“Many investors believe we are leaders in our industry based upon our 2025 non-deforestation commitment, investments in technologies that drive sustainability and social responsibility across the industry and robust disclosures detailing our progress towards our goals. We have received very positive feedback about sharing the satellite data with the industry and our assistance to smallholder farms in finding funding to implement better technology and procedures for the environment”

Ruth Ann Wisener
Vice President, Investor Relations



Preserving the Amazon



The latest report on the Amazon Soy Moratorium for the 2019/2020 crop year shows that out of the 102 municipalities across seven states representing 98% of soy production in the Amazon biome, just 2% of the total soy grown in the biome during the last crop failed to comply with the no-deforestation requirement.

[\[Source\]](#)

In this biome, through Abiove, we are also signatories to the Green Grain Protocol of Pará since 2014, which establishes socio-environmental guidelines for the purchase of grains in the Pará state. The Amazon Soy Moratorium and the Green Grain Protocol in Pará are audited by an independent third party, and Bunge complies with the requirements of both commitments.

In the Amazon, the increased number of fires in the past two years has become another area of attention from communities and leaders around the globe. Bunge condemns the use of fire as a method of clearing land for agriculture. Currently, 225 farms are blocked due to non-compliance with our voluntary commitments related to the Amazon Biome.

Bunge is a signatory to the Amazon Soybean Moratorium, a globally recognized voluntary commitment, which prohibits the purchase of soybeans from designated areas cleared after 2008. Bunge has been in compliance with the Soy Moratorium since its inception in 2006.

The initiative has mechanisms for monitoring the opening of areas for growing soybeans in the region, and auditing companies' purchases from the Amazon Biome. The Moratorium has been a resounding success, and is chiefly responsible for soy no longer being a major driver of deforestation in the Amazon.



Multi-Stakeholder Engagement Platforms

Scalable and permanent solutions to end deforestation require collective action from supply chain participants. For years Bunge has been a driver of industry-wide collaboration and transformation. We are a founder and active member of the most important industry associations and platforms to find practical solutions to common sustainability challenges. And we apply our experience and knowledge to help shape the new standards and approaches for deforestation-free solutions in the sector.

In importing countries we are a founding member of the Soft Commodities Forum, a World Business Council for Sustainable Development subgroup; The French platform Duralim; the Dutch Soy Platform, through our membership in the Netherlands Oils and Fats Industry Association (MVO); the Forum for Sustainable Protein Feed (FONEI) of the German Federal Office of Consumer Protection and Food Safety; and we support OVID (German Association of Oilseed Processors) by signing the respective discussion papers in order to maintain a constructive stakeholder dialogue.



Photo courtesy of World Business Council For Sustainable Development (WBCSD)



Delivering Certified Products

Over 95% of our monitored volume from the priority regions is currently deforestation-free from a 2020 reference point. In addition to our customizable service AceTrack, connecting deforestation-free landscape to consumer markets, Bunge is also a leader in sourcing deforestation-free products, and even acquires more certified products than current demand supports.

Certifications and standards from recent years:

- ISCC
- 2BSvs
- PRO-S
- PROTERRA
- RENEWABLE FUEL STANDARD
- RTRS





Palm Oil

2021 Dashboard



Palm Oil



Palm oil is an essential ingredient and the most widely used vegetable oil in the world. We are committed to sourcing and processing traceable and sustainable palm oil. We believe that all palm oil volumes must be produced in a manner that is legally compliant and traceable, that protects forests and biodiversity, reduces greenhouse gas emissions and has a positive social impact.

Given its importance to so many sectors, Bunge is committed to building a supply chain that reflects these beliefs and the principles cited in our policies, which is based on current best practice and informed by stakeholder input.

TRACEABILITY

We believe traceability enables more responsibly sourced materials. It's what gives us greater control over our supply chain, right from the origin – and that means being able to more rigorously influence the sustainability, quality and food safety of palm oil for our customers. For several years, we have been on a journey towards high traceability for palm oil, and now have one of the highest traceability-to-plantation numbers in the industry.

Today, we are able to offer customers the option to purchase palm oil that is traceable to plantations and comes from sources with a “no deforestation, no peat, no exploitation” commitment, while delivering the highest standards in quality and food safety. Setting these high standards for the traceability of our palm oil allows us to be a more active, responsible and connected partner.

SOCIAL POLICIES

It's also important to us that the production of palm oil and palm kernel oil has a positive social impact, respecting the rights of indigenous peoples, workers and local communities. Our [Code of Conduct](#) and our [Global Labor Policy](#) prohibit the use of forced labor or child labor in any form. We recognize that forced labor has been a significant concern in certain palm oil producing countries and have taken steps to vigorously address this issue and ensure our supply chain remains free of the scourge of forced labor.



Aligning with NDPE Expectations & Practices

Our sustainability goals cannot be achieved in isolation, and we believe being a leading force in environmental protection across our global supply chains requires the collaboration of our stakeholders. Since Bunge does not source palm oil directly from plantations, third-party suppliers and mills are Bunge’s focus for transforming the industry and making sure palm oil is produced sustainably. By closely and actively engaging with our suppliers, we can support them in improving their standards and practices and deliver a positive impact.

In choosing our supply base, four core elements are at the heart of everything we do:

- 1** Seeking to source from suppliers that have robust NDPE commitments and implementation plans.
- 2** Increasing the traceability to plantation for our purchases.
- 3** Using cutting edge radar and satellite technology to monitor and assess land use change on the over 30m hectares of land cover that we observe.
- 4** Conducting appropriate due diligence, and immediately logging any allegations of deforestation or exploitation that we are aware of in our public grievance tracker.

We deliver palm oil that is produced in accordance with NDPE practices, which guide not only our approach but also help support our customers to deliver on their commitments for:

NO DEFORESTATION, which refers to no deforestation when developing land, identifying and protecting High Conservation Value (HCV) areas and High Carbon Stock (HCS) areas, a no-burning policy and the reduction of GHG emissions.

NO PEAT, which refers to no new developments on peatland and encourages the use of best management practices on existing plantations on peat. Where possible, peat restoration is also implemented.

NO EXPLOITATION, refers to no exploitation of workers, children, local communities or small-scale growers in the production of palm oil.

CERTIFICATION

Each year we certify or verify the sustainability of greater volumes of our palm. In 2021, 87% of our palm oil volumes were sourced from suppliers with robust NDPE commitments. Below are our palm certification standards.



You can find our sustainability certificates on our [certifications page](#).

Mapping and Monitoring

Bunge has mapped its palm supply chain back to its origin at the mill. As part of our supplier due diligence process, suppliers are asked to provide detailed information in their sourcing base. We use satellite images of the areas where we have concession data and other supply chain related information – peat lands, forest reserves, mills –

to detect if there is any deforestation taking place. On a biweekly basis, we receive land use change alerts from Satelligence to detect this.



Our partner Satelligence specializes in providing highly detailed, semi-automated satellite-based insights and actionable results over large areas. They have world class expertise on scalable processing of radar and optical satellite images to assess patterns and trends in forests, agriculture and water.

From 2018 to 2021, we actively monitored more than 30 million hectares of land. Through our in-depth knowledge of our suppliers and our collaboration with Earth Equalizer, we have the elements at hand to check for and act on instances of suspected deforestation.



Aligning with NDPE Expectations & Practices

Positive Yields for ILHAM Smallholders

Smallholders play a critical role in the palm oil supply chain: 40% of the total worldwide palm oil production is ultimately provided by smallholders. In 2018, Bunge Loders Croklaan, IOI Corporation Berhad, Kerry Group and Kilang Kelapa Sawit Fortuna Sdn Bhd (Fortuna Mill) started Program ILHAM, a three year palm oil smallholder support program.

From providing trainings on best agricultural practices, to initiating socialization visits to distributing fertilizer, to performing foliar and soil sampling exercises, the program has led to a productive yield to the benefit of the smallholders.

Earlier in 2021, a team conducted a foliar and soil resampling exercise in Kampung Basai, Beluran in Sabah, Malaysia alongside five farmers who were selected to monitor the progress of the program.

We are encouraged by the results, which showed an improvement in the foliar and soil nutrient levels, and will explore additional opportunities to support smallholders in the years ahead.



Palm Oil Transparency & Traceability Dashboard



We define “actively monitored” when volumes are observed by Satelligence / EarthEqualizer via optical and radar satellites or if RSPO IP certified, and “verified deforestation-free” if the volumes are from suppliers that are not linked to active deforestation for palm oil development demonstrated through mapping and monitoring and third party verified data.

The Sabah state in Malaysia is one of the major palm producing regions of the world, and is rich in biodiversity. In order to ensure continued health of the natural ecosystems and the region’s wildlife sanctuaries, Bunge is supporting biodiversity corridors to ease the movement of wildlife around the palm plantations and through the natural vegetation, including planting native flora and building passageways.



Supplier Due Diligence Process

Direct suppliers in our palm value chain are required to have complied with Bunge's Sustainable Palm Oil Policy from February 2017 and to be transparent about their operations. Prior to receiving deliveries of palm oil products originating from potential new suppliers, we strive to implement the following due diligence measures:

- Provide the potential supplier with a copy of Bunge's Sustainable Palm Oil Policy and advise them of the requirements for third party suppliers.
- Conduct a group-level risk review, to determine if the company's operations have the potential to involve non-compliance with our policy. This will include a review of the potential supplier's feedback on Bunge's policy commitments and our request for relevant permits, legal licenses and concession maps (in shapefile format and where legally possible) for the potential supplier's entire operations, as well as environmental impact assessments and HCS and HCV studies.
- Undertake a gap analysis to identify what material is missing, inadequate or unclear, and request additional material from the potential supplier.

- Fact-check claims by seeking publicly available information including information lodged with government agencies, satellite mapping information (e.g. through Global Forest Watch), RSPO complaints and information available online. Where potential new suppliers have undertaken plantation development that is incompatible with this policy after February 2017, appropriate conservation measures are required before entering into contracts to receive oil originating from that supplier. Where evaluation responsibilities rest with our trading partners (indirect supply), we will request our trading partners to observe similar due diligence measures and provide its findings prior to shipping oil from potential new suppliers to Bunge or its subsidiaries.

Once all elements are completed and our in-house questionnaire is completed online, the supplier is marked for approval.

Engaging with Suppliers

Bunge takes a proactive and risk-based approach to engaging with its suppliers and monitoring for potential gaps in human rights governance, which can include audits on forced labor activities. Our multi-pronged approach includes: ensuring suppliers sign onto our policies; exercising due diligence at the point of onboarding suppliers; verifying through audits and certifications; following up on grievances; and collaborating at the sector and government level. For more information, [refer to a recently published report from Embode](#).



Public Grievance Process

At Bunge, we believe that all internal and external stakeholders play important and constructive roles in the implementation of policy. We are committed to an open and transparent approach to resolve grievances with the involvement of affected stakeholders. Bunge has established a Grievance Procedure to ensure timely and transparent responses to stakeholders who identify issues or incidents in the Bunge supply chain that are not in line with the principles stated in the Bunge Sustainable Palm Oil Sourcing Policy.

Grievances include credible allegations of deforestation, ethics violations, and instances of human rights abuses or exploitation. Our supplier due diligence process can result in the logging of grievances. Allegations received from stakeholders that are linked to our suppliers will be investigated and, if confirmed, logged at our grievance tracker, and appropriately addressed or mitigated. They can be submitted through the following channels:

- Online: [via this link](#)
- Make a call: to +1.866.921.6714 or
to +1.888.691.0773

To view the grievance flow, please visit [this link](#).



Accountability

We aim to be an accountable leader within our industry, helping to raise the bar on our sector's performance by regularly tracking and disclosing progress on our commitments and sustainability performance.



Approach to Accountability



We are steadfast in our commitment to transparency and accountability, something we believe to be a key ingredient in our Company's success at building relationships with our stakeholders for over 200 years. Over the past year, our Bunge teams have continued to enhance the level of transparency and accountability, both internally and for our stakeholders.

And, we continued our tradition of sharing key milestones with our stakeholders by publishing progress reports regarding our most relevant commitments and time-bound targets.

Since 2016, we have regularly disclosed the Global Sustainability Report in accordance with Global Reporting Initiative (GRI) Core Guidelines. Since 2006, regional reports were also produced under GRI guidelines. We also report on our material topics in the frameworks set forth by the Task Force on Climate-Related Financial Disclosures (TCFD), United Nations Sustainable Development Goals (SDGs) and Sustainability Accounting Standards Board (SASB).



Bunge named by Newsweek Magazine as one of its "Most Responsible Companies" for two consecutive years (2021 and 2022).

TRANSPARENCY

Enhancing transparency throughout our company, and particularly in our supply chains, is a key driver in how we build trust among stakeholders and lead the industry forward.

In 2021 we were proud to announce that our climate action plan to achieve science-based emissions reduction targets had been validated by the [Science Based Targets Initiative \(SBTi\)](#). This not only emphasizes our commitment to furthering our climate commitments, but also reinforces the importance of transparency and third-party verification of our plans and goals. We are working with stakeholders to chart out our long-term climate transition plan for decarbonization in our operations, and coordinating with value chain partners to apply our lessons and experiences to the wider industry so that our success can be shared.

We also publish regular updates about traceability and our non-deforestation commitment within our Grains and Oilseeds platform, as well as the sourcing of palm oil in Southeast Asia. Additionally, over 3,000 investors surveyed by Institutional Investor, a leading provider of independent, qualitative feedback for the investment community, placed Bunge at #3 in the Food Producer category for ESG performance and transparency. In April 2022, we updated our Annual Incentive Plan (AIP) for how we will hold ourselves accountable to our sustainability commitments. The funding approach calculates a share of profit that is then allocated based on the individual incentive targets for each of the more than 5,500 employees in the plan.

Ultimately, we believe accountability starts with our leaders and employees. As we work to build a more resilient and responsible business, we are looking inward at our diversity and inclusion efforts, continuously improving health and safety and maintaining a culture of ethics and integrity.



Culture & Values

OUR PEOPLE

We are proud to have a diverse and talented team of colleagues around the world working to make Bunge the most innovative and dynamic company in our industry and serving our purpose to deliver essential products to feed and fuel the world.

In 2021, following the move to our One Bunge operating model, we reaffirmed our company culture and unveiled new values statements:

- **Act as One Team**
By fostering inclusion, collaboration and respect
- **Drive for Excellence**
By being agile, innovative and efficient
- **Do What's Right**
By acting safely, ethically and sustainably

Though our purpose as a company remains unchanged, this evolution in how we talk about our company better reflects our evolved, global business.

The value statements set the foundation for who we are and who we want to be at Bunge – guiding our actions, priorities and the decisions that enable us to achieve excellence.

“Everywhere in the world, Bunge colleagues are united by a common purpose, culture and set of values. These values drive the actions and behaviors we demonstrate every day within Bunge and in the communities where we work and live.”

Deborah Borg
Chief HR and Communications Officer



Culture

We are passionate, bold and driven. Together, we lead the way to deliver results for our customers, each other and the world.

We are Bunge.

Purpose

We connect farmers to consumers to deliver essential food, feed and fuel to the world

Vision

To be the #1 global integrated Oilseeds processor and the preferred sustainable solutions partner for oilseeds, related commodities and ingredients

Areas of Focus

- Strengthen Oilseeds leadership
- Leverage footprint in connected businesses
- Grow value added oils and oilseeds based ingredients

How We Win

- Diverse and agile team
- Value-adding partnerships with farmers and customers
- Excellence in risk management
- Sustainable and transparent supply chains
- Safe and efficient operations

Our Values

ACT AS ONE TEAM

By fostering inclusion, collaboration and respect

DRIVE FOR EXCELLENCE

By being agile, innovative and efficient

DO WHAT'S RIGHT

By acting safely, ethically and sustainably



Culture & Values

MEASURING EMPLOYEE ENGAGEMENT

Engaging Employees and Addressing Our Commitments

The employee engagement survey is an important step on our path of continuous improvement at Bunge. More than 16,000 colleagues across the globe responded to the most recent survey in 2021, representing a 74% response rate. Our top performing categories reinforced some of the most important elements of our culture.

Workforce

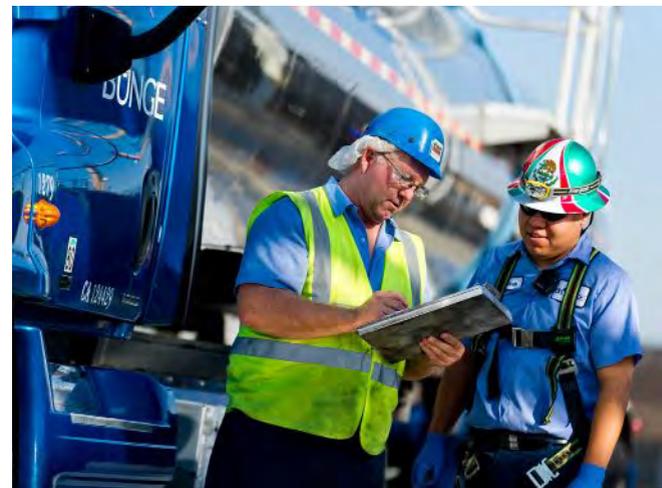
91%	feels positive about safety and believes we work in a safe environment
92%	feels they can report hazardous conditions without fear of negative consequences
92%	feel their immediate supervisor or manager treats them with respect
90%	believe Bunge is committed to ethical business practice
90%	confident in knowing how to report ethical concerns or observed misconduct
80%	think Bunge is committed to sustainability and being a responsible corporate citizen



DIVERSITY

As a global company with deep roots in the communities where we work and live, our employees represent a wide variety of skillsets and backgrounds critical to meeting the ever-changing needs of a growing world. We are continuously enhancing our efforts to ensure our workforce, programs and practices nurture inclusion and diversity. This is a critical area of importance for our company, and we recognize the need for continuous

Results and feedback from these surveys provide us with valuable information and inform how we allocate investments in workplace culture and future talent programs.



improvement toward a more diverse and inclusive workforce, but this year was particularly notable as we established a new DE&I vision, global strategy, pillars and governance.

In 2021, we emphasized our focus on unconscious biases by offering programming and taking a systemic review of our processes to uncover and work to remove biases throughout talent acquisition and development. We also laid groundwork for how we will measure and track our progress for years to come, and increased our accountability through external commitments such as joining [Paradigm for Parity](#) and signing the [CEO Action for Diversity & Inclusion](#).



“I believe we truly Act as One Team when everyone feels represented, recognized and included. We should celebrate our unique perspectives and experiences and challenge ourselves to continually expand our understanding of one another.”

RaShetta Chavis
Senior Human Resources Business Partner



Diversity

DIVERSITY & INCLUSION WEEK

In 2021, we continued our monthly cross-functional D&I calls, engaged in numerous diversity initiatives around the world and provided advanced resources to celebrate diversity and enhance our culture of inclusion.



Bunge employees in Brazil celebrated Semana da Diversidade & Inclusão (Diversity & Inclusion Week).

Bunge leaders Deborah Borg, Chief Human Resources and Communications Officer and Paula Tirapelli, Global Senior Manager of Talent Management appeared as guest speakers at the Women in Food & Agriculture and National Grain & Feed Association events, respectively.



Diversity & Inclusion

We were also recognized this year as a “3+” corporation by [50/50 Women on Boards](#), a leading global education and advocacy organization that tracks and commends top companies for their commitment to driving gender balance and diversity within their corporate boards. Corporations recognized with the honor of “3+” have three or more women actively serving on their board of directors. We’re grateful to have three incredible and influential women helping to guide Bunge – [Shelia Bair](#), [Kathleen Hyle](#) and [Carol Browner](#).



2,500 leaders from the Bunge Loaders Croklaan team in Europe completed unconscious bias training in 15 different languages.

81% of employees agreed that Bunge is committed to diversity in the workplace.

While our internal diversity is top-of-mind, we also have a heightened focus on diversity in the industry. We have systems in place to track our supplier diversity and Bunge is a founding member of the [Together We Grow](#) consortium, a public-private coalition between agriculture and food companies, universities, non-profits and the U.S. Department of Agriculture (USDA) to focus on addressing diversity and inclusion within the agriculture and food sectors in the United States. This coalition reinforces our commitment to improve diversity representation within our company and across the industry. Our Chief Human Resources and Communications Officer, Deborah Borg, serves as the current Board chair.

Workforce Highlights (as of December 31, 2021):

22,700
Employees

23%
Female
(total population)

40%
Female
(salaried population)

8.3
Average years
of service

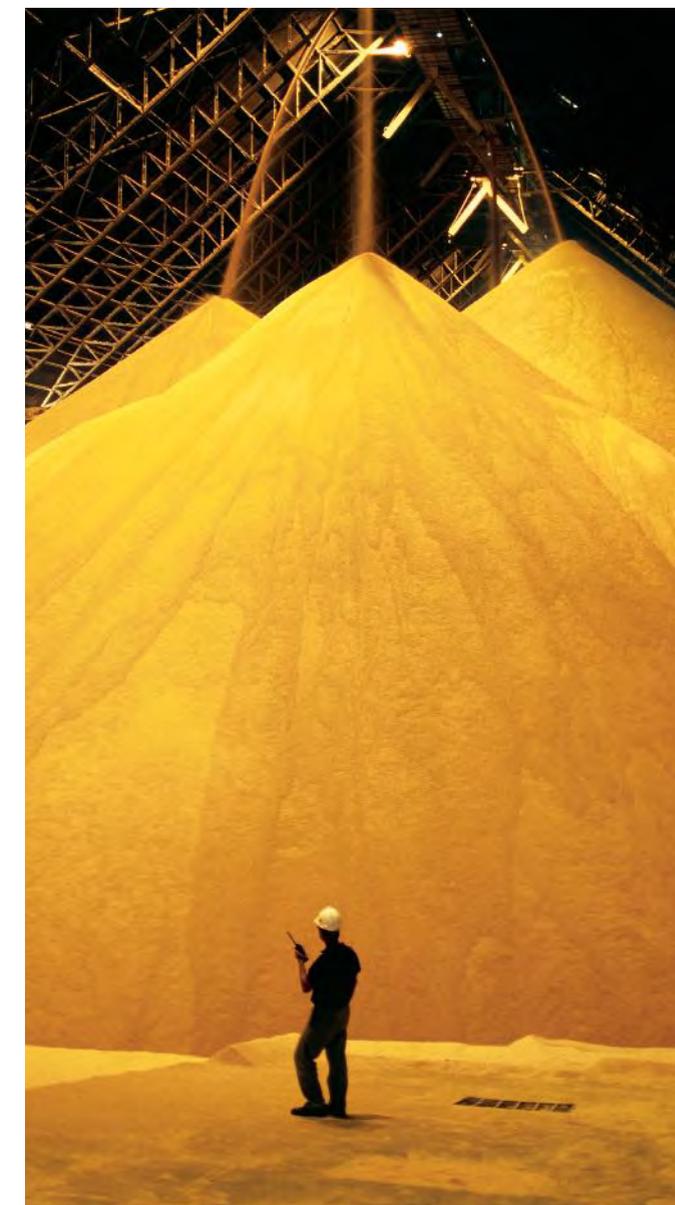
3%
Increased female
representation
in senior leadership roles



Our Employee Resource Groups (ERGs)

Bunge ERGs allow us to foster community-building and create awareness-raising initiatives that support a diverse and inclusive workplace.

- Women @Bunge
- Proud & Allied
- Veterans
- Asian Professionals
- Bunge Global Black Network



Talent Acquisition & Development

At Bunge, we have a continued focus on attracting and retaining the talent needed to ensure we can fulfill our essential purpose today and into the future.

To embrace and emphasize the need for diversity and innovative talent within our workforce, we engage in partnerships with universities and in our communities to ensure we are actively building a strong pipeline of diverse talent to support Bunge's future. Some of our biggest partnerships in 2021 include Mathison, Professional Diversity Network and CIRCA.

In 2021:

44%

of all new hires across the organization were women

Once employees have joined Bunge, their career development is our top priority. As customer demands and business realities shift, we focus on training and skill development that will help employees prepare for the future. In 2021, we strengthened our learning and development platform, Learning@Bunge – which gives employees the opportunity to develop leadership, technical and interpersonal skills through integrated virtual trainings. In addition, we offer one-on-one mentoring to help employees realize their career potential and develop into successful leaders.

“The leadership development programs are an exciting opportunity for selected individuals who are passionate about growing personally and professionally – and helping Bunge grow too.”

Laura Kohlenberg
Global Talent Management

Bunge's targeted female development programs provide coaching and skill development to support participants in honing their leadership skills and enabling them to reach their full potential.

In 2021:

87,000+

hours of training Bunge employees logged

In addition to supporting our employees through development opportunities, Bunge offers flexibility and benefits to support our employees in managing their work and life. We are intentional as we continue to

make enhancements to our plans for creating an inclusive and globally connected work environment that meets our diverse workforce where they are.

Talent Development Summary

>60

participants in targeted female development programs

~475

leadership exchange participants

~150

leadership development program graduates

124

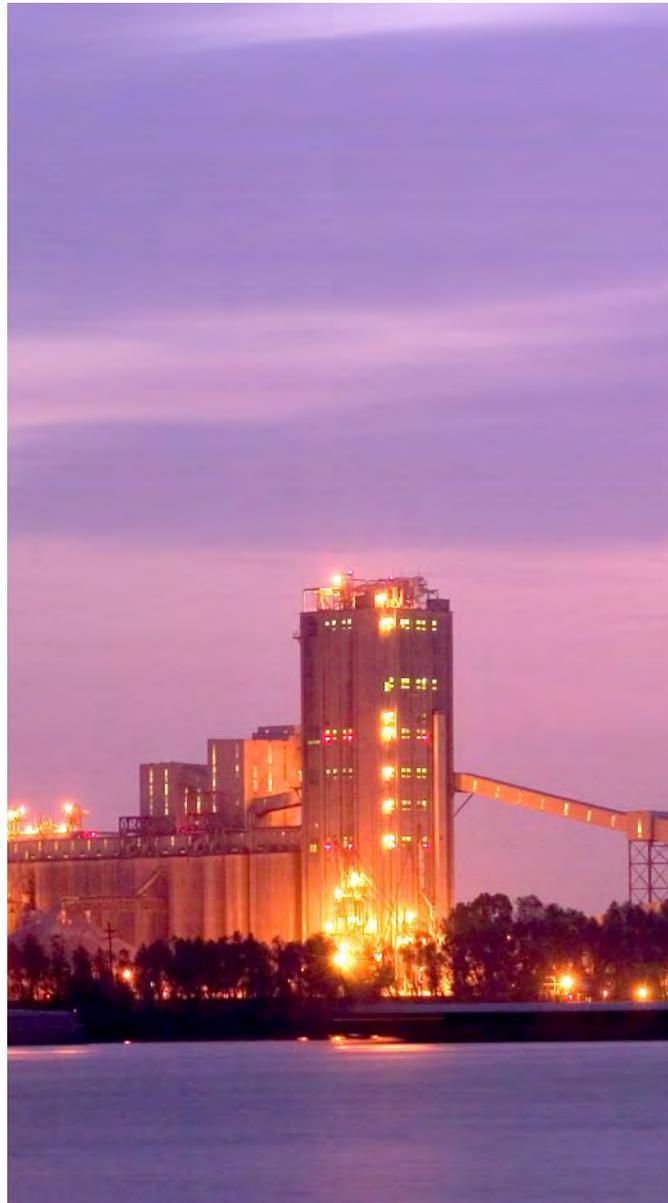
trainees

343

interns joined Bunge in 2021



Ethics & Compliance



All members of the Bunge community – full-time, part-time and temporary employees – have a duty to follow our [Code of Conduct](#) and comply with our policies and procedures, as well as all applicable laws, rules and regulations where Bunge conducts business. Our Code also applies to Bunge’s Board of Directors, with respect to all activities they engage in on Bunge’s behalf. We also expect that suppliers, consultants, contractors and other business partners will uphold the principles of this code.

In 2022, we made enhancements to our Code of Conduct that underscored a deeper focus on environmental and social matters, and reflected the new values and principles of the One Bunge model.

The audit committee of Bunge’s board of directors oversees the ethics and compliance program. The ethics and compliance function is executed by the Chief Compliance & Ethics Officer and the program is carried out by a global team located in various key offices throughout the world.

To ensure full understanding and compliance with the spirit and word of the Code, mandatory annual trainings are provided to all Bunge employees. **In 2021, 100% of employees, officers and directors completed this training.**

Ethics and Compliance Helpline

A key component of our ethics commitment is our helpline, available to any individual within Bunge or outside our business to report suspected illegal or unethical activity, and potential violations of our Code of Conduct. The helpline is staffed by an independent third-party provider. It is available 24 hours a day, seven days a week, in the preferred languages of our employees.

In the past year, approximately 342 questions and concerns were reported through our Ethics Helpline, via website submittals and our open-door policy through management. All reports are forwarded to our Ethics and Compliance Department, appropriately investigated, and all necessary action is taken based on the findings.

While individuals are encouraged to identify themselves, anonymous reports are accepted where local law allows. Reports are kept confidential to the extent possible, consistent with the need for appropriate investigation and resolution of the issue.

Issues and allegation types that are included in the hotline’s scope include:

- Theft, fraud or any form of dishonesty
- Bribery or corruption
- Conflicts of interest
- Human rights abuses or other forms of exploitation
- Non-compliance with environmental laws, regulations or activities
- Harassment or discrimination
- Accounting or financial irregularities
- Workplace health and safety
- On-the-job drug or alcohol abuse
- Violence or threatening behavior
- Violations of our Code, company policies or laws



Community Engagement & Corporate Contributions

Access to quality food and education are two of the most basic human needs. Unfortunately, for many people and communities these necessities are considered a privilege. At Bunge, we want to empower and support renowned partners and non-profit organizations that are working to provide communities with the resources they need to have healthy and successful lives.

Through our global corporate contributions program, we provide financial support or in-kind gifts to organizations whose missions or activities are aligned with the [UN's Sustainable Development Goals](#) (SDGs) with a priority focus on Zero Hunger (SDG2) and Quality Education (SDG4). We also work with partners around the world to drive long-standing, successful social impact projects.



In 2021, Bunge invested in social projects and donated a total of US\$5.1 million to support communities in which we have a business presence.



Social Impact Projects Connected to Our Business:

- **Supporting local businesses in Brazil through Fundação Bunge:** Bunge launched in 2021 a program called Projeto Economia da Gente to help the development of local businesses and entrepreneurs in the regions where it operates. The company offered courses on management and governance practices, environmental and social responsibility, as well as different tools and technologies that contribute to the digital transformation and promotion of services and products. The local businesses and entrepreneurs - who participate in the training - are now part of Bunge's internal procurement catalog that allows participants to be able to be the company's suppliers, benefiting the regions and municipalities where they operate.
- **Women in Shea:** As part of the Women's Cooperatives Project, one of Bunge Loders Croklaan's projects to empower women in the shea supply chain, we supported business trainings and coaching sessions to women in the Nasia and Nakpaya communities in Northern Ghana to improve the livelihood of the female shea pickers and their families through knowledge sharing and collectivism.



Community Engagement & Corporate Contributions

BUNGE VOLUNTEERS

We also encourage our employees to give back to the communities where they work and live by volunteering their time and expertise to local social initiatives they are passionate about. Our volunteers support organizations and programs such as food drives, scholarship opportunities, educational services for children, investing in rural/agrarian agriculture and more.

HUMANITARIAN ASSISTANCE

Responding to disasters through humanitarian assistance also plays a crucial role in Bunge's social commitment. We support communities affected by natural disasters, such as tornados and hurricanes in the U.S., and public health crises, such as the COVID-19 pandemic.



Bunge's Ukraine Response:

Bunge supported humanitarian emergency aid efforts by donating \$1 million in bottled oil and wheat to organizations in Ukraine and by contributing a combined \$1 million dollars to Vostok-SOS and the World Food Programme (WFP). To amplify our impact, Bunge also matched financial contributions employees made to the WFP, which in total was able to provide around 100,000 meals. Our employees in countries that neighbor Ukraine also generously volunteered to assist displaced colleagues and their families by offering temporary shelter, helping find healthcare, community services, schools for children, as well as providing food, clothing and more. Moving forward, we will remain focused on the safety of our employees and in doing our part to provide essential food for all.

Disaster Relief in the United States: A few months after tornados tore through Western Kentucky (US) and the city of Mayfield, the community is still recovering. In response, Bunge donated US\$100,000 to the Mayfield Graves County Tornado Relief Fund.

“When the tornado hit Mayfield, the first thing we all thought of was the people. We have a strong relationship with our community of farmers, customers, and neighbors there. In the few months since, we’ve witnessed not just the agriculture community but the whole country rally behind the city to support them. We’re incredibly proud to be a part of that, as Mayfield continues to rebuild,” said Kevin

Glauber, Merchandising Manager at Bunge's Cairo crush plant in Illinois.

Bunge's local team also volunteered to support the community by contributing to Operation Christmas Tuesday in Mayfield where they handed out supplies and gifts directly to those who needed them. Glauber added, “The destruction in Mayfield is difficult to put into words. We were glad to be able to provide some assistance and holiday cheer to a handful of families.”

“The deep care our employees have for one another and the communities we operate in is truly heartwarming, and a testament to the values that we share as One Bunge. Our employees’ response to support one another and the people of Ukraine is an incredible demonstration of this.”

Our courageous colleagues and their families are in our thoughts each day. Their safety remains our top priority – and always will.”

Greg Heckman
CEO, Bunge



Health & Safety

The safety of our team and the communities in which we operate is of paramount importance to us, and remains a key part of our business culture. We envision an organization where no one gets hurt – one that ensures we can meet our commitments to employees, their families and our customers around the world. In 2021, we enhanced our approach to assessing potential health and safety risks, which is an important part of preventing fatalities and serious injuries.

Our relentless pursuit of safety is rooted in our care and concern for people and their families. We believe safety is a shared responsibility. Everyone has the right and responsibility to stop work if conditions become unsafe, regardless of position or experience. Our approach to caring for each other – Stop. Think. Protect. – has a focus on incident prevention through safety leadership at all levels, front-line engagement and active recognition and control of seven high-potential exposures.

Safety is also a pillar of our Bunge Production System, which are the standards that define how we handle operations and represent our best practices. We have three levels with clear expectations of what is required at each facility and how to continuously improve. These efforts have led to an overall improvement when it

comes to safety in our plants, and we remain diligent in working toward creating an incident-free workplace.

2021 Safety Performance Data

0.21

Lost Time
Injury Rate
(LTIR)

0.73

Total Recordable
Injury Rate
(TRIR)

1

Fatalities

Per 200,000 hours worked



Innovation & Food Safety

Between shifting dietary preferences and global demands for plant protein, our teams are constantly looking for ways to bring our innovative portfolio of products to those who need it the most. Contributing to the growth of a more sustainable food system is an important part of our business.

Innovation is not limited to one team at Bunge – there is work happening across the organization that is pushing limits and creating new ways of working and new product lines to bring us into the future. We have a close eye on what is happening in our industry and in our world to discover how Bunge can play a role in the growing demand for more plant-based proteins, to finding new use for our by-products, to the cutting-edge renewable fuel space.

Sustainability is a key component of our innovation. We continue to see growing interest from potential partners in non-food applications for oils, wanting to replace petroleum-based products with plant-based ones. Nearly half of the products in our pipeline are plant-based alternatives.

“The focus on climate is becoming even more ingrained in our innovation process. Our best projects deliver performance and a positive climate impact. For example, we developed a plant-based butter with the same great taste and texture as dairy butter and produces 6x less CO2 emissions.”

Sharon Walbert
Vice President of Global Innovation

Our new product, Karibon, won the Clean Label & Natural Innovation Award at the 2021 Fi Europe Innovation Awards. It is the first 100% shea-based premium Cocoa Butter Equivalent (CBE) that has all the processing benefits and versatility of leading CBEs in the market combined with the nutritional and sustainability benefits of shea. [Learn more here.](#)



Innovation & Food Safety

Bunge supplies high-quality products around the world and collaborates with our customers to develop tailored solutions of plant-based oils and fats and milled products. We co-create with customers through our global, agile team of food scientists and researchers. We employ more than 200 R&D staff across our 10 creative studios located on five continents and, in 2021, we created more than 20 new food and ingredient products.

These innovations span both products and services and deliver on a wide range of needs, from improving products to meeting new consumer demands to reducing the environmental footprint of existing products. Our global R&D centers are comprised of bench top labs, pilot plants, sensory labs and culinary testing kitchens where we can not only tell our customers about our food and ingredient solutions but demonstrate our capabilities and allow them to taste the products themselves.

Bunge is committed to bringing together consumer demands and science to improve diets across all stages of life, which is why we invest in people and assets – including our world-class research and development facilities – to produce quality products that meet or exceed global regulatory and safety requirements.

Quality, Food and Feed Safety (QFS) is a crucial part of what we do at Bunge and everyone along our value chains shares responsibility in following safe food practices. QFS ensures our performance meets or exceeds global certification schemes, agreements and regulatory requirements. We continually build our employees' QFS skills through training and development and leverage comprehensive Quality and Food Safety Management Systems that incorporate standardized policies to help us achieve our overall mission.

“At Bunge, we’re committed to prioritizing safe and efficient operations at each step in our value chain. As a global food producer, quality, food and feed safety is vital to the work we do at Bunge because we have a responsibility to keep our products and our customers safe.”

Arnie Sair
Sr. Director, Global Quality & Food Safety



In 2021, we held the second annual Bunge World Food Safety Day celebration complete with a panel discussion from our QFS leaders, creative content and interactive recipes, activities and QFS tips for employees and their families. The week-long celebration centered around the theme, “Safe food for a healthy tomorrow” and farmers, employees and consumers alike learned more about how Bunge plays an end-to-end role in the overall quality and safety of food and feed around the world.





BUNGE

GRI & SASB Index



This GRI Index corresponds to Bunge’s sustainability content and data provided for the period between January 1, 2021 - December 31, 2021, with some data presented for the first half of 2022. The GRI report is prepared in accordance with GRI Standards, Core Option, and refers to publicly available information sourced from the Bunge website as well as external reports such as the company’s U.S. SEC filings (10-k and associated proxy statements). We report annually on sustainability topics that were identified through the most recent materiality assessment and are what we believe the topics that best represent Bunge’s economic, environmental and social performance.

GRI Standard	Disclosure	Comment or Location	UN SDG
General Disclosure	102-1 Name of the Organization	Bunge Limited	
	102-2 Activities, brands, products and services	Our Business	
	102-3 Location of headquarters	St. Louis, Missouri, United States	
	102-4 Location of operations	Who We Are	
	102-5 Ownership and legal form	Limited Liability Company formed under the laws of Bermuda. We are registered with the Registrar of Companies in Bermuda under registration number EC20791. The company is registered at New York Stock Exchange as BG.	
	102-6 Markets served	Who We Are	
	102-7 Scale of the organization	2021 Annual Report	
	102-8 Information on employees and other workers	2021 Annual Report ; Page 74	
	102-9 Supply chain	2021 Annual Report	
	102-10 Significant changes to the organization and its supply chain	None	
	102-11 Precautionary principle or approach	Bunge has policies in place to reduce or avoid negative impacts on the environment where there are threats of serious or irreversible environmental damage.	
	102-12 External initiatives	UN Global Compact, World Business Council for Sustainable Development, Roundtable for Sustainable Palm Oil, Round Table for Responsible Soy, and Global Shea Alliance.	



General Disclosure

102-13 Membership of associations	Page 73	
102-14 Statement from senior decision-maker	Page 3	
102-15 Key impacts, risks and opportunities	2021 Annual Report	
102-16 Values, principles, standards and norms of behavior	Code of Conduct	SDG 16
102-17 Mechanisms for advice and concerns about ethics	Code of Conduct: Page 57	SDG 16
102-18 Governance structure	Page 7	
102-19 Delegating authority	Page 7	
102-20 Executive-level responsibility for economic, environmental and social topics	Page 7	SDG 16
102-21 Consulting stakeholders on economic, environmental, and social topics	Page 73	SDG 16 & 17
102-22 Composition of highest governance body	SCRC	
102-23 Chair of the highest governance body	SCRC	
102-24 Nominating and selecting the highest governance body	2022 Proxy	
102-25 Conflicts of interest	2022 Proxy	
102-26 Role of highest governance body in setting purpose, values and strategy	2022 Proxy	
102-40 List of stakeholder groups	2022 Proxy	SDG 16 & 17
102-41 Collective bargaining agreements	Global Labor Policy	SDG 8



General Disclosure

102-42 Identifying and selecting stakeholders	Page 73	SDG 16 & 17
102-43 Approach to stakeholder engagement	Page 73	SDG 16 & 17
102-44 Key topics and concerns raised	Page 73	
102-45 Entities included in the consolidated financial statements	2021 Annual Report	
102-46 Defining report content and topic boundaries	Page 73	
102-47 List of material topics	Page 73	
102-48 Restatements of information	None	
102-49 Changes in reporting	None	
102-50 Reporting period	January 1st 2021 to December 31st 2021	
102-51 Date of most recent report	May 2021	
102-52 Reporting cycle	Annual	
102-53 Contact point for questions regarding the report	sustainability@bunge.com	
102-54 Claims of reporting in accordance with GRI Standards	Developed in compliance with GRI Core Option	
102-55 GRI content index	Page 64	
102-56 External assurance	For the current report, Bunge did not seek external assurance. Certain aspects of our sustainability targets and performance, however, are audited by third parties.	



Management Approach			
Material Disclosure	103-1 Explanation of the material topic and its boundary	Management approaches are described in each section introduction.	
	103-2 The management approach and its components	Sustainability requirements are becoming increasingly demanding in our market, and food and agribusiness suppliers such as Bunge are asked to meet a range of criteria across multiple stakeholder groups. Bunge's sustainability performance is usually vetted by our customers, by sector roundtables and criteria, and by NGOs. In addition, our businesses may be audited by customers from time to time and are also subject to other third-party audits related to product quality and sustainability criteria, depending on market needs. During 2021, Bunge responded to various customer inquiries ranging from SMETA (SEDEX Members Ethical Trade Audit), and ECOVADIS, providing insights into Bunge's operations, facilities and assurances of product quality and safety.	
	Economic Performance		
	201-1 Direct economic value generated and distributed	2021 Annual Report	
	201-2 Financial implications and other risks and opportunities due to climate change	2021 Annual Report ; 2021 CDP Climate ; Page 17	
	201-4 Financial assistance received by government	None	
	Energy		
	302-1 Energy consumption within the organization	Page 71	SDG 13
	302-3 Energy intensity	Page 71	SDG 13
	302-4 Reduction of energy consumption	Page 13	SDG 13
	Water		
	303-1 Interactions with water as a shared resource	Page 13	SDG 6
	303-2 Management of water discharge-related impacts	Page 13	SDG 6
	303-3 Water withdrawal	Page 72	SDG 6
	303-4 Water discharge	Page 72	SDG 6
303-5 Water consumption	Page 72	SDG 6	



Material Disclosure

Biodiversity		
304-1 Sites near areas of high biodiversity value	Page 26	SDG 15
304-2 Significant impact of activities, products and services on biodiversity	Page 26	SDG 15
Emissions		
305-1 Direct (Scope 1) GHG emissions	Page 71	SDG 13
305-2 Energy indirect (Scope 2) GHG emission	Page 71	SDG 13
305-3 Other indirect (Scope 3) GHG emissions	Page 71	SDG 13
305-4 GHG emissions intensity	Page 71	SDG 13
Waste		
306-1 Waste generation and significant waste-related impacts	Page 72	SDG 6
306-2 Management of significant waste-related impacts	Page 72	SDG 6
306-4 Waste diverted from disposal	Page 72	SDG 6
Employment		
401-1 New employee hires and employee turnover	Page 74	SDG 8
403-1 OHS management system	Page 60	SDG 8
403-5 Worker training on OHS	Page 56	SDG 8
People, Labor, Occupational Health and Safety		
403-9 Work-related injuries	Page 60	SDG 8
404-1 Average hours of training per employee	Page 56	SDG 8
404-2 Programs for upgrading employee skills	Page 56	SDG 8
405-1 Diversity of governance bodies and employees	2022 Proxy Statement	
408-1 Operations and suppliers at risk for incidents of child labor	Page 25	SDG 8
409-1 Operations and suppliers at risk for forced or compulsory labor	Page 25	SDG 8
416-1 Assessment of health and safety impacts of products	Page 61	SDG 8



SASB Index

In addition to the GRI Index, Bunge's 2021 Global Sustainability Report includes a SASB Index that is cross referenced to both GRI and other disclosure platforms, such as CDP, as well as a TCFD reference index.

Topic	SASB Accounting Metric	SASB Code	Comment or Location
Greenhouse gas emissions	Gross global Scope 1 emissions	FB-AG-110a.1	Page 71
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	FB-AG-110a.2	2021 CDP Climate Page 11
Energy management	1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-AG-130a.1	Page 71
Water management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-AG-140a.1	2021 CDP Water Page 72
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AG-140a.2	2021 CDP Water Page 13
Workforce health & safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	FB-AG-320a.1	Partially reported: Safety (link to p 60)
Environmental & social impacts of ingredient supply chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	FB-AG-430a.1	Non-Deforestation Report , Page 26
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AG-430a.2	Non-Deforestation Report , Page 26
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	FB-AG-430a.3	Non-Deforestation Report , Page 26 2021 CDP Forests
Ingredient sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	FB-AG-440a.1	2021 CDP Climate
Activity metrics	Number of processing facilities	FB-AG-000.B	2020 Annual Report



TCFD Framework

Recommended	Comment or Location
Governance: Disclose the organization's governance around climate-related risks and opportunities.	
a. Describe the board's oversight of climate-related risks and opportunities.	2021 CDP Climate 2022 Proxy Statement Page 17
b. Describe management's role in assessing and managing climate-related risks and opportunities.	2021 CDP Climate Page 17
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	2021 CDP Climate 2021 Annual Report
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	2021 CDP Climate
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2021 CDP Climate
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	
a. Describe the organization's processes for identifying and assessing climate-related risks	2021 CDP Climate
b. Describe the organization's processes for managing climate-related risks	2021 CDP Climate
c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	2021 CDP Climate
Metrics and Targets: Disclose how the organization identifies, assesses, and manages climate-related risks.	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2021 CDP Climate
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	2021 CDP Climate Page 71
c. Describe the targets used by organization to manage climate-related risks and opportunities and performance against targets.	2021 CDP Climate Page 11



Energy and Emissions Data

ENERGY

2021 Energy Consumption	
Direct energy (in gigajoules, GJ)	
Non-Renewable Sources	33,708,403
Natural gas	31,350,693
Gasoline	3,827
Light oil	17,168
Diesel	198,368
Fuel oil/heavy oil	140,366
Liquefied petroleum gas (LPG)	109,997
Coal	1,887,984
Renewable Sources	12,911,644
Wood or wood waste	7,013,369
Seed hulls	4,125,256
Other primary solid biomass	1,773,019
Sugar Cane Wastes	0
Total direct energy consumption	46,620,047

EMISSIONS (mt/CO2eq)

	2020	2021
Direct (Scope 1) emissions	1,879,450	1,789,793
Indirect (Scope 2) emissions	1,475,874	1,402,799
Total	3,355,324	3,192,592

2021 Supply Chain (Scope 3) emissions (mt/CO2eq)

Purchased Goods & Services	50,720,936
Processing of Fuel	2,303,716
Upstream Logistics	6,159,582
Other sources	44,254,194
Total Scope 3 emissions	103,438,427

2021 GHG Emissions (metric tons CO2e)

Emissions intensity ratio (Scope 1 & 2)	50.57 (KgCO2e/MT)
Energy intensity	0.94 (GJ/MT)



Waste and Water Data

WASTE	
2021 Non-hazardous Waste (metric tons)	
Landfill disposal	33,376
Composting	18,442
Land farming	1,834
Physical or chemical treatment	1,032
Incineration - without energy recovery	354
Incineration - with energy recovery	7,690
Fertilizer	8,392
Biogas production	60,552
Recovery	35,715
Reuse	23,061
Recycling	65,711
On-site storage	1,354
Another treatment	890
Total Non-hazardous Waste	258,403

WASTE	
2021 Hazardous Waste (metric tons)	
Incineration	74
Hazardous landfill disposal	731
Recycling	810
Recovery	144
Reuse	66
Land farming	0
On-site storage	15
Total non-hazardous waste	1,840

WATER	
Water Withdrawals for 2021 (in cubic meters)	
Total volume of fresh surface water withdrawn	11,337,553
Total volume of ground water withdrawn	12,204,312
Total volume of rainwater collected directly	-
Total volume of waste water from other sources	-
Total volume withdrawn from municipal supplies	11,287,469
Total volume of sea water withdrawn	41,481,189
Total volume of water withdrawn	76,310,523

Water Discharges in 2021 (in cubic meters)	
Total volume of fresh surface water discharged	14,705,609
Total volume of brackish water discharged	41,481,190
Total volume of groundwater discharged	28,004
Total volume of waste water from other sources	647,002
Total volume discharged to municipal sources	7,682,650
Total volume of water discharged	64,544,455



Stakeholder Engagement

MATERIALITY AND ENGAGEMENT

Engagement with our stakeholders is a key part of Bunge’s approach to doing business, and takes place through daily interactions with customers, investors, employees, non-governmental organizations (NGOs), governments, local communities, industry groups and others. We value the inputs received, and diligently seek to enhance our own operations in line with stakeholder expectations.

Based on our interactions throughout the year and reviews of current industry trends, we have defined the following material topics for our ESG reporting:

Major Industry Associations Where Bunge May Have Leadership Role	
ABIA (Brazilian Association of the Food Industries)	FEDIOL
ABIOVE (Brazilian Association of Vegetable Oils Industries)	Field to Market
ABTP (Brazilian Association of Port Terminals)	Future Farmers of America
ATP (Association of Private Port Terminals)	Institute for Shortening and Edible Oils
ASAGA (Argentinian Association of fats and oils)	National Black Growers Council
Canadian Canola Council	National Grain and Feed Association
Canadian Oilseed Processors Association	National Oilseed Processors Association
CAPPRO (Paraguayan Chamber of Cereals and Oilseeds Processors)	North America Export Grain Association
CIARA (Argentinian Oil Industry Chamber)	SASB (Sustainable Accounting Standards Board)
COCERAL	Soft Commodities Forum
Commodity Markets Council	TEGMA
EBB (European Biodiesel Board)	United Nations Global Compact
ELMA (European Lecithin Manufacturers)	U.S.-Ukraine Business Council
EUFIC (EU Food Information Council)	Waterways Council

Sustainability Pillars	Materiality 2021	Related SDG
 Action on Climate	Emissions and Energy Water	   
 Responsible Supply Chains	Deforestation Human Rights Product Quality and Safety	   
 Accountability	Corporate Governance Health and Safety	 



Employee Data

2021 External Hire Rate by Age

	External Hire Rate	External Hires	Average Headcount
All Ages	24%	5,554	22,705
<20	190%	389	205
20-29	64%	2,713	4,240
30-39	21%	1,646	7,708
40-49	11%	610	5,663
50-59	5%	176	3,673
60+	2%	19	1,037
Unallocated	1%	1	178

2021 External Hire Rate by Gender

	External Hire Rate	External Hires	Average Headcount
All Genders	24%	5,554	22,705
Male	25%	4,322	17,372
Female	23%	1,232	5,333

2021 External Hire Rate by Regions

	External Hire Rate	External Hires	Average Headcount
All Regions	24%	5,554	22,705
Asia	21%	633	3,061
EMEA	11%	692	6,578
North America	19%	838	4,528
South America	40%	3,391	8,539

2021 Termination Rate by Age

	Termination Rate	Terminations	Average Headcount
All Ages	27%	6,051	22,705
<20	94%	193	205
20-29	57%	2,411	4,240
30-39	24%	1,826	7,708
40-49	15%	867	5,663
50-59	11%	409	3,673
60+	32%	329	1,037
Unallocated	9%	16	178

2021 Termination Rate by Gender

	Termination Rate	Terminations	Average Headcount
All Genders	27%	6,051	22,705
Male	28%	4,789	17,372
Female	24%	1,262	5,333

2021 Termination Rate by Region

	Termination Rate	Terminations	Average Headcount
All Regions	27%	6,051	22,705
Asia	15%	465	3,061
EMEA	15%	965	6,578
North America	26%	1,179	4,528
South America	40%	3,442	8,539



Employee Data

2021 Employee Diversity by Age

	Total	%
All Ages	22,705	-
<20	205	1%
20-29	4,240	19%
30-39	7,708	34%
40-49	5,663	25%
50-59	3,673	16%
60+	1,037	5%
Unallocated	178	1%

2021 Employee Diversity by Gender

	Total	%
All Genders	22,705	-
Male	17,372	77%
Female	5,333	23%

2021 Employee Diversity by Regions

	Total	%
All Regions	22,705	-
Asia	3,061	13%
EMEA	6,578	29%
North America	4,528	20%
South America	8,539	38%



The Bunge logo is centered on a background of green fern leaves. The logo consists of the word "BUNGE" in a white, bold, sans-serif font. The letter "U" is stylized with a white icon of a globe or a stylized plant stem above it, composed of several horizontal lines of varying lengths.

BUNGE

This document includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical facts, including statements regarding our environmental and other sustainability plans and goals, made in this document are forward-looking. We use words such as anticipates, believes, could, estimates, expects, future, intends, may, should, will and similar expressions to try to identify forward-looking statements. Forward-looking statements reflect management's current expectations and are inherently uncertain. Our actual results, performance or prospects could differ materially from those expressed or implied by these forward-looking statements for a variety of reasons, including changes in circumstances, assumptions not being realized, scientific or technological developments, evolving sustainability strategies and government regulations or other risks, uncertainties and factors. These risks, uncertainties and other factors are described in our 2021 Annual Report on Form 10-K, including under Item 1A. Risk Factors. All forward-looking statements speak only as of the date made, and we undertake no obligation to publicly update or revise any forward-looking statements to reflect events or circumstances that may arise after the date of this report except as required by law.

