Fertiglobe

An ADNOC and OCI Company

ANNUAL REPORT 2023

Content

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ABOUT FERTIGLOBE

From nitrogen fertilizers to low-carbon energy sources, Fertiglobe contributes to the decarbonization of food, fuel, and feedstock.

A Message from Our Chairperson

H.E. Dr. Sultan Ahmed Al Jaber

Our low-carbon ammonia strategy aligns with the UAE's Green Agenda 2030 and Net-Zero 2050 strategic initiative.

I am pleased to report another strong year at Fertiglobe, where we prioritized competitive and sustainable growth, as well as maximizing shareholder value. With a highly competitive dividend yield, healthy balance sheet and strong cash flow, Fertiglobe continues to present a compelling investment proposition today, and in the future.

Healthy Financial Performance and Attractive Shareholder Returns

Fertiglobe achieved strong financial results in 2023, despite the global headwinds that have challenged the industry. As urea and ammonia prices returned to normal levels after peaking in 2022, we achieved revenues of $2.4 billion. We maintained healthy margins, with adjusted EBITDA of $1.0 billion at a margin of 42%, and the adjusted net profit attributable to shareholders stood at $363 million with dividends of $475 million, including recommended H2 2023 dividends of $200 million.

As we continue to evolve to meet the dynamic demands of the market, our Manufacturing Improvement Plan (MIP), and the implementation of focused commercial strategies, saw us achieve a 5% increase in own-produced sales volumes compared to the previous year. At the same time, our Cost Optimization Program achieved 51% of its 2024 target by year-end 2023.

ADNOC to Raise its Stake in Fertiglobe to 86.2%

At the end of 2023, ADNOC announced its intention to acquire OCI Global's 50% stake in Fertiglobe, bringing its total shareholding to 86.2% once the transaction is completed. ADNOC and OCI's successful partnership saw Fertiglobe become the world's largest seaborne exporter of ammonia and urea fertilizer. ADNOC's majority shareholding underscores the confidence in the Company's business strategy and will enable Fertiglobe to accelerate the pursuit of new market and product opportunities.

Sustainability at Our Core

Aligned with the UAE's Green Agenda 2030 and Net Zero by 2050 strategic initiative, our low-carbon ammonia growth strategy took significant steps in 2023. In Egypt, we successfully delivered the first shipment of internationally recognized renewable ammonia.

In line with our use of cutting-edge technology to reduce carbon emissions, we tested the installation of the world's first cost-effective CycloneCC carbon capture unit, developed by Carbon Clean, in our UAE facilities.

Future Focus

The coming year is expected to be one of transformation and growth. In the near term, our MIP and Cost Optimization Program aims to generate incremental run rate EBITDA of $100 million by the end of 2025, and $50 million annual run rate savings by the end of 2024, respectively. This implies that Fertiglobe's combined Manufacturing Improvement Plan and Cost Optimization Program will contribute 15% incremental annual EBITDA by the end of 2025, compared to 2023 levels. Supported by robust free cash generation and a healthy balance sheet, Fertiglobe remains committed to balancing dividend payments with selective growth spending on value accretive projects.

We will accelerate the development of a sustainable hydrogen value chain and establish a strong global growth platform for ammonia and clean ammonia. With ADNOC's support, Fertiglobe is ideally positioned for significant market expansion both for fertilizers and low-carbon solutions, building on its established global market presence to tap new growth opportunities across the ammonia and hydrogen value chains.

As we look to the future, we are maintaining a firm focus on technology, innovation and digitization and are investing in the integration of Artificial Intelligence (AI) throughout our operations, to unlock value, enhance efficiencies, and reduce emissions.

I would like to extend my gratitude to our employees, management and Board of Directors. Our performance and the milestones we have achieved would not have been possible without their support. Our unique value proposition offers compelling shareholder returns, and together we will continue to grow.

H.E. Dr. Sultan Ahmed Al Jaber
Chairperson

Fertiglobe at a Glance

A global pioneer in the production and export of urea, ammonia, and diesel exhaust fluid (DEF), paving the way for a more sustainable world and spearheading decarbonization efforts across the industry, food, transport, and energy sectors.

Fertiglobe Holding Limited (Fertiglobe) was founded in 2019 with a vision of shaping a more sustainable future through the production and distribution of vital commodities. Formed as a strategic partnership between ADNOC and OCI Global, Fertiglobe has grown to become the world's largest seaborne exporter of urea and ammonia combined. In December 2023, it was announced that ADNOC would acquire OCI Global's 50.0% stake in Fertiglobe, to increase its total ownership to 86.2%, subject to legal and regulatory approvals expected to be received in 2024. As an early mover in sustainable ammonia, the Company is already playing a pivotal role in decarbonizing industries such as food production, transportation, and energy sectors. Furthermore, Fertiglobe is in a favorable position to capitalize on the increasing demand for renewable and low-carbon ammonia.

With four state-of-the-art production facilities strategically located across the UAE, Egypt, and Algeria, Fertiglobe's annual production capacity consists of 5.1 million metric tons of urea and 1.6 million metric tons of merchant ammonia, making it the largest producer of nitrogen fertilizers in the Middle East and North Africa (MENA) region.

Leveraging its ideally positioned storage and distribution hubs, along with direct access to six key ports on the Mediterranean, Red Sea, and Arabian Gulf, Fertiglobe caters to a range of agricultural and industrial customers in 53 countries.

Headquartered in Abu Dhabi and incorporated in the Abu Dhabi Global Market (ADGM), Fertiglobe has been listed on the Abu Dhabi Securities Exchange (ADX) since October 2021. The Company employs over 2,700 men and women across its production facilities and headquarter offices.

Our Cultural Pillars

Our Purpose

We aim to responsibly drive sustainable agriculture, fuel, and industrial feedstock by producing and distributing essential products to customers around the world.

Safety

Safety is the cornerstone of our cultural pillars. We promote a zero-injury workplace, creating conditions for all our employees to continuously work toward the protection of our people, our assets, and the communities around us.

Accountability

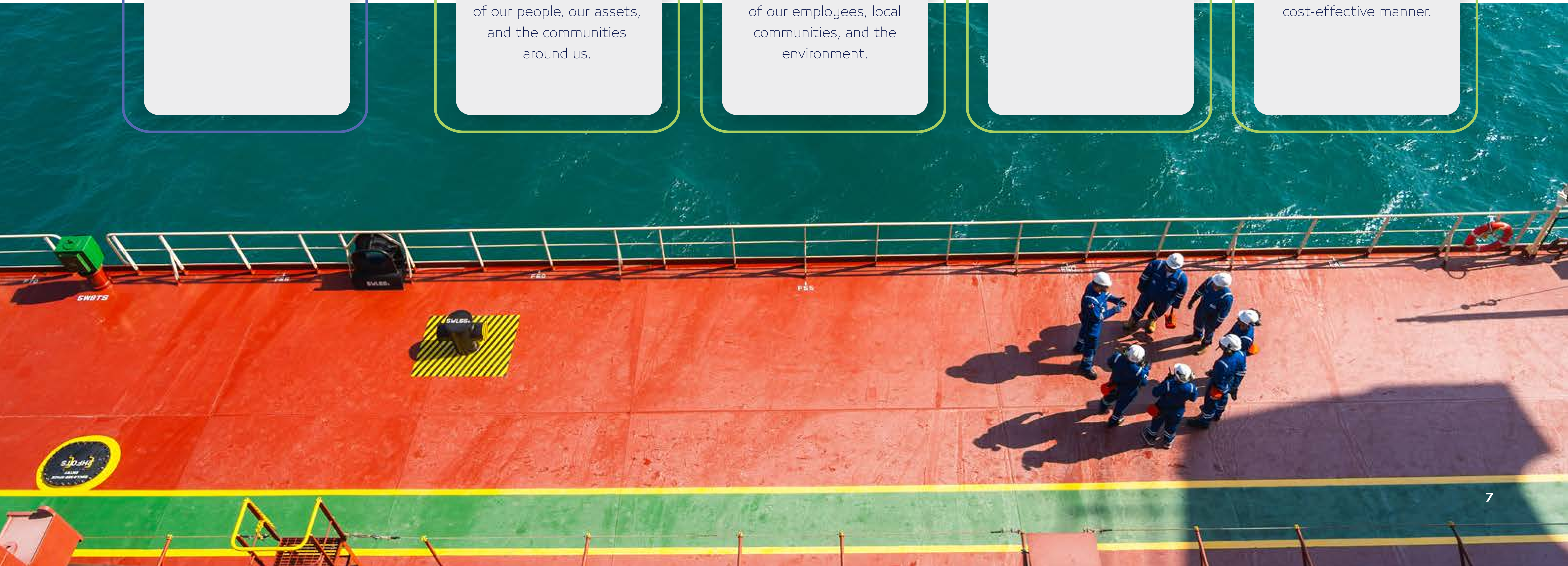
We foster a culture of accountability in which we take responsibility for our actions, show high levels of ownership, and have an unwavering commitment to the health and safety of our employees, local communities, and the environment.

Collaboration

We value a culture of collaboration in which we are inclusive, share constructive feedback, foster teamwork, and work toward common goals.

Excellence

We have a strong track record of operational and commercial excellence. We continuously strive to deliver high-quality services to our customers in a reliable, efficient, and cost-effective manner.



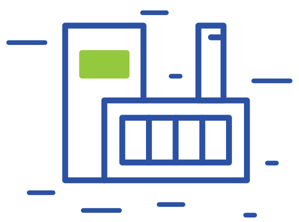
Our Story

1983

ADNOC's Fertil-1 facility in Abu Dhabi commences production

2000

OCI Global's EFC-1, located near the port of Ain Sokhna in Egypt, commences production



2005

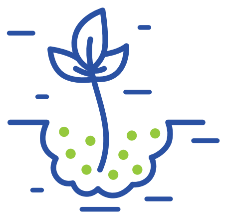
OCI Global acquires a 30% stake in EBIC and commences the construction of the facility

2006

OCI Global's EFC-2 commences production

2007

OCI Global acquires 100% of the Egyptian Fertilizers Company (EFC)



2009

OCI Global's EBIC complex, located near the Ain Sokhna Port, commences production

OCI Global acquires an additional 30% stake in EBIC

2013

Operations kick off at OCI Global's Algerian Sorfert facility

Fertil-2 begins production

2019

Fertiglobe is established as a strategic partnership between OCI Global and ADNOC

2021

Fertiglobe acquires an additional 15% in EBIC

Successful listing on ADX in landmark IPO

2022

Fertiglobe commissions first phase of 100 MW green hydrogen plant in Ain Sokhna

Trial shipments of DEF to Europe

2023

Fertiglobe ships world's first ISCC PLUS-certified renewable ammonia

ADNOC announces the purchase of OCI's 50% stake in Fertiglobe for $3.62 billion, with the transaction expected to close in 2024

Our Investment Highlights

Largest exporter of urea and ammonia combined globally, with a unique ammonia platform

High-quality asset base at an **attractive cost curve** position, underpinned by long-term feedstock contracts

Attractive dividend capacity supported by strong Free Cash Flow (FCF) generation and robust capital structure across commodity cycles

Fertiglobe

An ADNOC and OCI Company

State-of-the-art, young asset base and global storage and distribution capabilities, strategically located to reach key global markets

Multi-pronged growth strategy centered on non-GDP growth levers

Early mover advantage in renewable and low-carbon ammonia, providing an ideal position to drive the energy transition

More details on our capital investments related to clean energy/decarbonization on page 63

A Snapshot of 2023 Performance

Financial

Revenue	$2,416.2m	-52% y-o-y
Adj. EBITDA	$1,003.7m	-59% y-o-y
Net Profit	$505.0m	-72% y-o-y
Free Cash Flow[1]	$(200.5)m	-110% y-o-y
Own Produced Sales Volumes	5.71mt	2022: 5.43mt
Dividends Paid[2]	$975m	2022: $1,090m

Sustainability

GHG intensity	2.94 ton CO_2e/N-tons (Scope 1+2+down-stream emissions)	2022: 3.03
Energy Intensity	37.37 GJ/ton of ammonia produced	2022: 38.44
Electricity Sourced from Renewable Sources[4]	63%	2022: 65%
Freshwater Withdrawal	0%	2022: 8%
Our Employees	2,721	2022: 2,761
Women in Leadership Positions[3]	15%	2022: 18%
Lost Time Injury Rate (LTIR)	0.10	2022: 0.02
Total Recordable Incident Rates (TRIR)	0.12	2022: 0.27
Number of Fatalities	0	2022: 0
Compliance Concerns Investigated	100%	2022: 100%
Corruption Incidents	0	2022: 0
Breaches of Customer Privacy	0	2022: 0

[1] Includes USD 906.2 million dividends paid to minorities and WHT.

[2] This includes H2 2022 dividends of $700 million, paid in Q2 2023, and H1 2023 dividends of $275 million, paid in Q4 2023. H2 2023 dividends of $200 million are yet to be approved by shareholders at the Annual General Meeting (AGM) and are payable in Q2 2024. These bring total announced dividends for 2023 to $475 million.

[3] The decreased percentage of Women in Leadership Positions (Top Management) is due to the revision of the organizational design during 2023, with subsequent changes in the methodology used to measure the 2023 ratio, although the absolute number of female senior leaders has not changed significantly.

[4] During 2023, in line with our approach in 2022, we purchased EACs (I-RECs) from solar electricity producers in Egypt and the UAE for 100% of our purchased electricity consumption at our facilities in both countries, equal to 63% of Fertiglobe's overall purchased electricity.

Key Highlights for 2023

Trial Shipment of DEF

At the start of 2023, Fertiglobe successfully concluded multiple trial shipments of Diesel Exhaust Fluid (DEF) to Europe, showcasing its adaptability and advancing its sustainability strategy.

Memorandum of Understanding with AD Ports Group

In September 2023, Fertiglobe signed a non-binding Memorandum of Understanding (MoU) with AD Ports Group to explore logistics and supply chain opportunities for storing and shipping urea and ammonia at ports in Egypt and the UAE that would reduce Fertiglobe's GHG footprint and optimize its cost structure.

Capital Structure Optimization

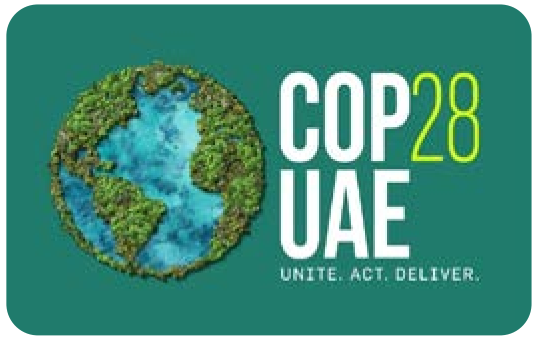
In 2023, Fertiglobe reached a commercial agreement on the terms of a new $500 million term facility. The proceeds were used to refinance shorter-term borrowings to support the Company's maturity profile and liquidity.

Modular Carbon Capture Technology Pilot

In October 2023, ADNOC and Fertiglobe deployed the world's first cost-effective modular CycloneCC carbon capture unit at Fertiglobe's nitrogen fertilizer plant in the Al Ruwais Industrial Complex in the UAE.

Inaugural Renewable Ammonia Shipment from Egypt Facilities

In 2023, Fertiglobe completed the first shipment of the world's first renewable ammonia with ISCC PLUS certification. The renewable ammonia was produced at the Egypt Green Hydrogen electrolyzer and was sent to Tuticorin Alkali Chemicals and Fertilizers Limited in India for the production of near-zero emissions soda ash, a key ingredient in laundry powder to be produced by Unilever.



Participation in COP28

In 2023, Fertiglobe participated in COP28 held in Dubai, UAE. The Company's leaders engaged in discussions on the role of low-carbon ammonia in industrial processes and its potential as a sustainable fuel on a global scale.

ADNOC Acquires OCI's shares in Fertiglobe

On 15 December 2023, ADNOC and OCI entered into a binding agreement for ADNOC to purchase OCI's entire 50% stake in Fertiglobe for $3.62 billion, with the transaction expected to complete in 2024. The agreement will make ADNOC the majority shareholder in Fertiglobe, increasing its shareholding to 86.2%, with 13.8% remaining in free float on ADX.

Awards and Recognitions

In 2023, Fertiglobe was recognized for its robust performance and strategic milestones in shaping a more sustainable future.

Recognized in the first Fortune 500 Arabia Top 50 company list

Ranked #41 on Forbes Middle East's Top 100 listed companies in 2023

Winner of the Global ESG Award in October 2023 – category: Climate Change Mitigation – with the Egypt Green project

Sustainalytics risk rating: 27 – "Medium" risk category

Fitch and S&P announced placing Fertiglobe on a positive credit watch following the announcement of the OCI-ADNOC transaction, with the expectation to raise Fertiglobe's credit rating by (at least) one notch following completion of the transaction

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STRATEGIC REPORT

In 2023, Fertiglobe leveraged its agile business model, expansive global reach, and solid fundamentals to excel in a challenging operating environment.

CEO Message

Ahmed El-Hoshy

At Fertiglobe, sustainability is a fundamental cornerstone of our mission and purpose. In 2023, we intensified our efforts to reduce our environmental footprint, enhance resource efficiency, and contribute to a more sustainable world.

As we reflect on the achievements of Fertiglobe in 2023, I am pleased to present another year marked by resilience, strategic advancements, and sustainable growth. This year, Fertiglobe demonstrated unwavering determination, set new benchmarks, and achieved milestones that cemented our position as a global leader in the industry. Our agile response to market dynamics, along with our robust operational and commercial capabilities, not only ensured business continuity but also positioned us for future growth.

Toward the end of the year, it was announced that ADNOC would be acquiring OCI's 50% stake in Fertiglobe, as part of OCI's previously announced strategic review, for a total consideration of $3.62 billion, representing a 25% premium to the price at IPO. I am incredibly proud of Fertiglobe's successes since its IPO and this transaction is a testament to the Company's strategic evolution to independence from OCI. I am confident that Fertiglobe has found its long-term strategic partner in ADNOC, and with their continued support and guidance, the Company will continue its sustainable growth trajectory, leveraging its asset base, people, and ADNOC partnership to create value while reducing our environmental footprint.

Prioritizing Health and Safety

At the forefront of our priorities is the health and safety of our workforce. Our unwavering pledge to health and safety is evident in consistently achieving industry-leading low total recordable incident rates (TRIR). Our achievements are reflected in the continuous decline in Fertiglobe's TRIR, which reached 0.12 per 200,000 man-hours in 2023 compared with 0.27 per 200,000 man-hours in 2022. We firmly believe that every incident is preventable, and thus, we are dedicated to cultivating a culture of zero injuries across all our production sites. Our focus throughout the year was centered on enhancing health and safety through vigilant monitoring, proactive prevention measures, and robust reporting systems across all our facilities. Our devotion to the welfare of our team remains resolute, underpinning our operational resilience.

Dividends and Capital Structure

At Fertiglobe, we implemented a dividend policy that allows us to deliver value to our shareholders by distributing the Company's excess free cash flow after providing ample capital to fuel the Company's growth strategy and adhering to our investment-grade parameters. Due to our competitive standing on the global cost curve, which resulted in our above-industry-average adjusted EBITDA margin of 41% in 2023, strong free cash generation capabilities, and robust balance sheet, we remain well positioned to return capital to our shareholders. In 2023, Fertiglobe disbursed $975 million in cash dividends, and it has announced H2 2023 dividends at $200 million, subject to shareholder approval at the AGM in April 2024.

Sustainability: A Core Commitment

Throughout the year, we achieved significant milestones in our long-term strategy by expanding to new verticals, widening our portfolio, and growing our global reach. In doing so, we cemented our leading position in the market and are well-equipped to capture opportunities in the low-carbon economy. Fertiglobe's ambition is to play a pivotal role in the transition to sustainable agriculture and the development of low-carbon fuel and industrial feedstock solutions.

At Fertiglobe, sustainability is a fundamental cornerstone of our mission and purpose. In 2023, we intensified our efforts to reduce our environmental footprint, enhanced resource efficiency, and contributed to creating a more sustainable world. We are not only morally obliged, but also competitively positioned, to adopt sustainable practices in a world where environmental awareness is rising and influencing the demand for products and solutions that respect the planet. We are proud of our impact toward the industry's decarbonization efforts and influencing the processes of adjacent industries. As a prominent global leader with extensive scale and reach, we are eager to utilize our influential position to catalyze innovation and meaningful change.

Throughout 2023, we delivered on our sustainability strategy through leveraging our expertise in low-carbon ammonia production and carbon capture. We completed the first shipment of internationally recognized renewable ammonia with ISCC PLUS certification, which was produced using renewable hydrogen from Fertiglobe's Egypt Green Hydrogen Plant, the first integrated green hydrogen plant outside of Europe.

In addition, Fertiglobe, alongside ADNOC, deployed the first cost-effective modular carbon capture unit, CycloneCC, at the Al Ruwais Industrial Complex in Abu Dhabi. The technology, developed by Carbon Clean, is designed to enhance the cost-effectiveness of point source carbon capture within industrial facilities and help us to achieve our emission reduction targets.

As we continue to explore new avenues, partnerships will remain crucial to our sustained success. As part of our commitment to fostering sustainable operations, we reached our target of zero freshwater withdrawal in all our sites and, in line with our approach in 2022, we grounded our Scope 2 emissions to zero in our manufacturing sites in Egypt and the UAE through the procurement of Renewable Electricity Certificates (I-RECs). Also, as a member of the United Nations Global Compact (UNGC), we are committed to integrating the Ten Principles into our business strategy, culture, and daily operations and contributing to the Sustainable Development Goals (SDGs).

Recognition

Fertiglobe's performance and efforts in decarbonization were recognized by the investment community on a global scale. Our share price has continuously outperformed our peers over the past two years, highlighting our resilience amid uncertain conditions in our industry. As such, we are included in a number of leading indices, including FTSE, ADX15, and FTSE Emerging Markets and our investment grade credit ratings have been reaffirmed by S&P, Moody's, and Fitch (BBB-, Baa3, and BBB-), with both Fitch and S&P placing Fertiglobe on a positive credit watch following the announcement of ADNOC's acquisition of OCI's stake in Fertiglobe, with a likely, at least, one notch upgrade to credit ratings expected post deal closing. This reflects our solid financial position, characterized by our resilient financial policy, above industry-average margins across cycles, as well as strong cash generation capability.

Charting the Path Forward

Looking ahead, Fertiglobe is poised for sustained growth and innovation. In the coming year, we will leverage our agile business model and proven strategies to seize pivotal growth opportunities within our industry. We are proud of the positive progress made on the Manufacturing Improvement Plan (MIP), with all time high operating rates achieved at several production lines across Egypt and the UAE, and look forward to continuing this path, with ~$100 million in incremental annual EBITDA expected to be achieved by improving our production and energy efficiency by 2025, compared to 2023. In addition, we remain on track to realize the $50 million run rate savings target by the end of 2024, as part of our cost optimization program, with 51% of the target already implemented by December 2023. With that, we remain committed to delivering long-term value to our stakeholders across cycles while embracing our responsibility to society and the environment, whilst supplying essential fertilizers to customers globally.

Our strategic roadmap not only meets the demands of the present, but also lays the foundation for a sustainable future and positions us at the forefront of industry developments. With this in mind, we are eager to further develop our low-carbon ammonia platform and to deliver on our hydrogen strategies.

Finally, I would like to extend my gratitude to the entire Fertiglobe team for their dedication and hard work. Our achievements are due to their commitment to excellence and exceptional performance. I would also like to express appreciation to our valued stakeholders—customers, partners, and investors—for their trust and collaboration, as well as to our highly experienced management team and our valued board members for playing a vital role in realizing our mission and delivering on our strategies.

As we conclude another remarkable year, I am confident that Fertiglobe is well-positioned for the future. Together, we will continue to cultivate growth, foster sustainability, and shape a brighter tomorrow.

Ahmed El-Hoshy
Chief Executive Officer

Our Operating Environment

Navigating the dynamic and evolving landscape of our industry requires a strategic approach that is deeply aligned with the prevailing operating environment and its underlying megatrends, which present both challenges to overcome and opportunities to seize.

Megatrends Influencing Our Industry

Climate Change

The changing climate, with its increased unpredictability and severity, has substantial implications for the livelihood of millions of people. For example, agricultural productivity is impacted by increasing pest pressure, drought, and flooding, which in turn negatively affect crop yields and global food security. The global push for decarbonization to mitigate the impact of climate change is well underway with developed and developing countries as signatories of the Paris Climate Agreement to keep the world on the path to limiting global warming to 1.5 Celsius. The energy transition is at the center of the global decarbonization drive, as energy fuels all aspects of the global economy and touches everyday life. A balance needs to be reached to improve living standards for billions of people, but not at the cost of environmental destruction. At the same time, adaptation solutions are needed, especially for sectors on the front line of climate change, such as agriculture.

Population Growth and Food Security

The consequences of global population growth, coupled with environmental degradation, resource scarcity, changing societal expectations, and geopolitical threats, require careful reconsideration of global food systems, balancing expected population growth to 10 billion people by 2050 with preserving and restoring ecological landscapes.

To meet the growing food demand alone, the agricultural sector will need to increase production by 60% in the same time frame. The transition to a more resource-efficient, environmentally friendly, and low-carbon agricultural system can only be achieved through meaningful partnerships between the agricultural and food industries, the employment of sustainable farming techniques, and the adoption of digital and technological innovations. Crop yield optimization through more efficient fertilizer use and lower water consumption is essential.

Growing sustainability awareness has impacted consumer behavior, particularly in high-income economies, characterized by a shift to more sustainable and plant-based alternatives. However, this trend is counterbalanced by increased global demand for meat-based nutrition in developing countries driven by economic prosperity and a growing middle class.

Our Operating Environment - continued

Water Stress

Fresh water is critical for all aspects of life and the economy. This includes growing food, producing goods, and providing drinking water. Many of the world's critical water systems have become stressed, resulting in disruptions in infrastructure, such as power generation, industrial production, and food security. Climate change is altering weather patterns and water around the world, causing shortages and droughts in some areas and floods in others. At the current consumption rate, this situation will only get worse, which will have detrimental impacts on food security, human lives, and industrial production, especially in water-stressed areas. Solutions must come from all sectors to conserve and restore waste ecosystems that we rely on.

Soil Degradation

Soil degradation affects global food security with significant environmental implications. At present, it is estimated that more than a third of the earth's soil is degraded, primarily due to soil erosion, nutrient depletion, loss of biodiversity, and pollution. With poor farming techniques exacerbating the problem, many farmers are now focusing on soil health and regenerative agriculture by adopting sustainable farming techniques that improve soil structure, increase carbon sequestration, and promote biodiversity.

Loss of Biodiversity

Biodiversity is crucial as it sustains the health and resilience of ecosystems, providing essential ecosystem services, supporting food security, and contributing to the overall wellbeing of the planet. Consequently, biodiversity loss limits the ability of ecosystems to be productive and resilient to adapt to changing environmental conditions, increasing the vulnerability of food production to climate change and other stressors. This poses a significant threat to global food systems by undermining the natural processes essential for agricultural productivity, such as soil fertility, pollination, and pest control. The employment of regenerative agricultural practices aimed at protecting and regenerating natural systems promote biological diversity and climate change adaptation.

Digital and Technological Innovation

Digital innovation and technological transformation significantly impact all aspects of the economy, from manufacturing to energy, to food production. The use of advanced technologies, such as precision agriculture, the Internet of Things (IoT), big data and analytics, and automation, enables farmers and food companies to make better decisions; improve safety, energy efficiency, and production productivity; and optimize fertilizer usage. From a transparency perspective, digitalization allows for greater traceability in the value chain, enabling consumers and businesses to track the origin and journey of products, as well as environmental and social impacts of everything they consume.

Geopolitics

Geopolitical conflicts, including the war between Ukraine and Russia and the conflict in the Middle East, may have direct and indirect impacts ranging from supply shocks and disruptions, global supply and demand, including for crop nutrients, raw materials, energy and commodity prices, and the global macroeconomic environment, including inflation.

Our Operating Environment - continued

Risks and Opportunities

While megatrends have associated challenges and risks to mitigate, they also present new opportunities for Fertiglobe to pursue.

Risks

- Disruptions and other physical impacts on our operations, value, and supply chain, resulting from climate change, extreme weather events, heat stress, and water scarcity.
- Changes in customer preferences, societal expectations, and the regulatory environment, resulting in decreased demand for our products and increased operational and environmental costs.
- Increasing competition for finite resources, leading to higher price levels and increased geopolitical tensions.
- Slow transition from fossil fuels to clean energy sources, leading to continued dependence on fossil fuels and missed opportunities for investment in clean energy, increasing production cost, and loss of customers.

Opportunities

- Development of resilient food, fuel, and feedstock systems by expanding the product offering of sustainable and resource-efficient solutions.
- Increasing focus on regenerative agriculture and soil health, which requires expertise, knowledge, and technology that combines carbon sequestration, biodiversity, and resource conservation with optimal fertilizer usage.
- Increasing demand for sustainable fuel and feedstock solutions, which leads to diversification of gas supplies, reduced dependence on finite resources, and improved energy security.
- Expansion of collaboration and information-sharing to promote greater transparency and more efficient decision-making across the entire supply and value chain.

Our Business Model and Strategy

Our Purpose: Responsibly driving sustainable agriculture, low-carbon fuel, and feedstock by producing and distributing essential products to existing and new customers around the world.

Fertiglobe is dedicated to strategically aligning with clean energy trends and establishing leadership in both nitrogen fertilizers and the energy sector. Our commitment to sustainability drives us to become a frontrunner in the fields of nitrogen and low-carbon ammonia.

Fertiglobe's current business model is anchored on three pillars: **operational excellence** ensures the flawless execution of our existing business, emphasizing efficiency and reliability. Simultaneously, our **centralized commercial strategy** ensures a consistent and cost-effective delivery of essential nitrogen fertilizers to our customers around the globe.

Fertiglobe's organic growth trajectory is mainly driven by clean energy trends, particularly in the field of low-carbon ammonia. Through **leadership in renewable and low-carbon ammonia,** we aim not only to meet but also to set industry standards, showcasing our dedication to transformative and sustainable practices.

The ammonia market's outlook is poised for development along diverse pathways, presenting untapped opportunities that align with the evolving energy landscape.

Ammonia has the potential to decarbonize GHG emissions across multiple applications

01
Fertilizers for Agriculture:

Addressing the escalating demand driven by population growth and global food security concerns.

02
Energy Transition:

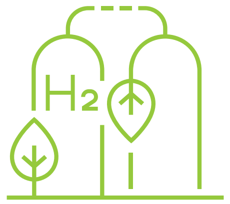
Exploring applications in power generation, carbon-free bunker fuels for shipping, and as a carrier for hydrogen, driven by the prom-ising hydrogen economy.

03
Industrial Applications:

Capitalizing on global economic growth to expand into various industrial sectors.

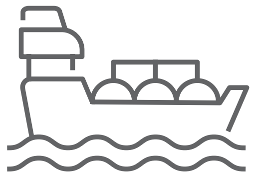
1. Emissions and Carbon Markets

The development of Emission Trading Systems (ETS) and the Carbon Border Adjustment Mechanism (CBAM), along with the increasing prominence of carbon credits, serves to incentivize and regulate emissions reductions. This, in turn, fosters a market for innovative low-carbon solutions.



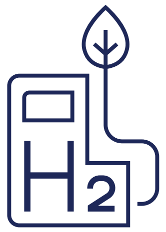
2. Low-Carbon Hydrogen Economies

The commitment to establishing low-carbon hydrogen economies is evident in the creation of nationwide hydrogen roadmaps and strategies. This commitment acts as a catalyst, driving demand for technologies that facilitate hydrogen production with minimal environmental impact.



3. Decarbonization Trend

Corporations, in their pursuit of alignment with global sustainability goals, are increasingly setting ambitious emissions reduction targets. Simultaneously, national efforts to achieve net-zero emissions create a growing demand for solutions that facilitate the broader decarbonization of industrial processes.



4. Energy Transition and Security

The ongoing global energy transition is marked by a shift toward cleaner and more sustainable energy sources. This transition propels a heightened demand for technologies that support and accelerate the adoption of sustainable energy solutions. Concurrently, the imperative for energy security and supply diversification is growing. Technologies that enhance resilience, security, and the diversification of energy sources are in high demand, ensuring a stable and sustainable energy future.

These key demand drivers collectively shape the energy landscape, fostering innovation and growth in sectors aligned with emissions reduction and low-carbon practices.

Our Business Model and Strategy - continued

Our Growth Strategy Centers on Three Key Pillars

1
Operational Excellence

2
Centralized Commercial Strategy

3
Leadership in Renewable and Low-Carbon Ammonia

1. Operational Excellence

Operational excellence is at the heart of Fertiglobe's strategy. Across all aspects of the organization, Fertiglobe is committed to excellence, and during 2021, we launched an operational excellence program to maximize production efficiencies, minimize emissions and waste, and maintain our industry leading health and safety records. Fertiglobe's operational excellence program is founded on three key pillars: (i) process safety and asset reliability, (ii) energy efficiency, and (iii) cost optimization. The program leverages existing expertise across its platform to share best practices, provide in-house technical support, and cooperate on committees to implement preventative and predictive programs, including the assessment of the end-of-life of equipment and associated systems. Ultimately, the program aims to drive improvements in utilization rates toward maximum proven capacity (MPC) and improve energy efficiency and is expected to deliver additional annual EBITDA of at least $100 million by the end of 2025, compared to 2023. In addition, as of December 2023, we have implemented 51% of the targeted $50 million run rate savings announced as part of the Company's cost optimization program in May 2023, and are on track to achieve the full target by the end of 2024.

Our Business Model and Strategy - continued

Thanks to its focus on debottlenecking and capacity optimization, Fertiglobe has already achieved significant incremental capacity above design and has been recording higher and steady utilization rates, allowing it to extract more value out of its asset base. Building on this, value-accretive engineering opportunities are continuously assessed to further increase production at attractive capital costs. Fertiglobe believes operational excellence does not stop at the gates of its plants. The Company holds all suppliers and business partners to the standards set out in its Business Partner Code of Conduct.

Fertiglobe's Approach to Operational Excellence

Process Safety and Reliability

- Site-led improvement programs reflecting site-specific process safety and reliability priorities
- Global reliability program focused on the identification and elimination of repeated issues
- Structured readiness reviews for major turnarounds to improve completion times, competitiveness, and predictability

Energy Efficiency

- Energy-efficient designs featured by Fertiglobe's young asset base
- Immediate focus on operational excellence, supported by industry leading monitoring tools
- Identify and pursue further efficiency through select value accretive investments

Cost Optimization

- Capital deployment optimization and centralized CapEx review framework
- Central procurement strategy and global framework agreements
- Best-practice-sharing and interchange of resources and expertise between OpCos

Our Business Model and Strategy - continued

Robust HSE Policies with an Exemplary Safety Record

Fertiglobe believes that the health and safety of its employees is essential to the successful conduct and future growth of the business, and the Company has been committed to providing a safe and healthy workplace for all employees and stakeholders since inception. All aspects of the Company's operations are guided by strict HSE policies to avoid potential risks to people, communities, assets, and the environment. While an overarching HSE policy is in place across the entire Company, Fertiglobe's management and Board of Directors, in coordination with the Group HSE team, also implement facility-specific policies and strategies to ensure that improvements are made in a timely and effective manner across all production plants.

A key pillar of Fertiglobe's HSE policy is safety, with the Company working tirelessly to achieve leadership in safety and occupational health standards across its operations. By fostering a culture of zero injuries at all production facilities and continuously improving health, safety, and environmental monitoring, prevention, and reporting, Fertiglobe has successfully decreased its TRIR to 0.12 incidents per 200,000 man-hours in 2023, down from 0.27 recorded in 2022 and well below the fertilizer industry average of 0.83 (IFA 2021 report).

While management takes immense pride in the improvements achieved, it is cognizant that more can be done, and continues to prioritize enhancements to safety procedures and training every step of the way. More specifically, to ensure the Company continues to improve its performance, awareness program and refresher sessions for all employees and contractors have been implemented as part of its training program and continues to reinforce, monitor, and update its HSE standards and policies on a regular basis.

Further details on the Company's approach to HSE are available starting page 73 of this report.

Our Business Model and Strategy - continued

Behind Fertiglobe's consistent growth lies its unwavering commitment to safety, as well as operational and commercial excellence

2. Centralized Commercial Strategy

The Company's commercial operations and strategy are centralized and ultimately aim to expand its presence across existing and new key markets, maximize netback prices, and further capture downstream value. Fertiglobe's commercial strategy is focused on three main pillars: (i) increase market penetration to further maximize netbacks, (ii) increase volumes traded through the Company's in-house distribution business, and (iii) expand product offering to capitalize on long-term growth potential.

Front and center in Fertiglobe's commercial strategy is its extensive global footprint. As at year-end 2023, the Company boasts a broad inland storage and distribution infrastructure, enabling it to reach customers in 53 different countries all over the world. Thanks to its strategic production footprint, the Company is able to target customers both east and west of the Suez Canal, setting it apart from many competitors that opt for narrower focuses. The Company is actively exploring opportunities to optimize its distribution and production capabilities through acquisitions, partnerships, joint ventures, business combination transactions, or other major transactions that are in line with its strategic goals and financial return expectations. When assessing new opportunities, the Company evaluates any potential transactions against its strict financial policies and return requirements. Similarly, the Company's sales and marketing platform currently benefits from an on-the-ground presence across seven key markets with plans to increase this by a further nine markets by 2025.

Meanwhile, in line with Fertiglobe's innovative nature, the Company is constantly looking for new products to launch and new subsegments of the market to penetrate to ensure it remains at the forefront of a fast-changing industry. This includes exploring non-fertilizer applications for ammonia and urea, such as DEF and the use of renewable and low-carbon ammonia as a shipping fuel in the future. With its strategic locations near major shipping routes, Fertiglobe is well-positioned to capture additional demand from these growing application fields across both products. Similarly, as demand for renewable and low-carbon ammonia continues to rise, Fertiglobe is committed to leveraging its existing strategic advantages to capture a significant share of this high-potential market.

Additional information on Fertiglobe's global distribution capabilities and product portfolio are available on pages 29 and 30 of this report.

3. Leadership in Renewable and Low-Carbon Ammonia

Fertiglobe is committed to being an environmental steward and capturing the significant opportunity offered by the global shift to cleaner energy sources. With ammonia's end markets covering food, fuel, and feedstock, the Company believes that low-carbon and renewable ammonia represents an opportunity to decarbonize a sizable portion of today's global GHG emissions across agricultural, industrial, and transportation sectors.

Fertiglobe is ideally positioned to capture a growing share of this new market, leveraging its development expertise, unique geographical position, shareholder relationships, and unmatched global footprint. The Company boasts a multi-decade success track record in ammonia production and distribution, and today, it is a leading global exporter of seaborne merchant ammonia. This offers plug-and-play capabilities in the renewable and low-carbon ammonia transition. It also enables the Company to tap into an experienced in-house team with wide-ranging technical expertise developed over multiple decades. Meanwhile, with its production facilities located across Egypt, Algeria, and the UAE, Fertiglobe has access to ample low-cost solar and wind resources, which are key components in the production of renewable ammonia. Its production facilities are also in close proximity to important low-carbon import markets within the EU and Asia, placing it at an advantage versus competitors. The Company also boasts an unmatched global footprint that enables it to efficiently reach key markets around the world in a cost-effective manner and benefits from strong shareholder support, including ADNOC's experience in carbon capture, OCI Global's downstream ammonia infrastructure, as well as their long-lasting relationships with local governments and renewable sector players. Coupled with Fertiglobe's financial firepower, these factors place the Company in a strong position to pursue value accretive projects targeting high-impact initiatives while maintaining strong capital discipline.

How We Create Value

A Holistic Approach to Generate and Maximize Value

Input Capital

Financial	$**4.6** BN Total assets $**1.9** BN Equity $**32.5** MN CapEx in energy efficiency, and low-carbon projects
Natural	**161,691** TJ Energy consumed **62** M M³ Water withdrawn **63%** of all purchased electricity is from renewable sources
Manufactured	**4** Production plants **6.6** MT Production capacity **>850** KT urea and **225** KT ammonia storage capacity (including partnerships)
Human	Skills, competencies, and experience of **2,721** Employees Organizational focus on health and safety and wellbeing
Social & Relationship	**~3,000** Active suppliers Community engagement initiatives
Intellectual	Partnership with key stakeholders, distinctive knowledge on low-carbon technologies

Our Mission

As a global leader in the production and distribution of ammonia and urea, Fertiglobe aims to create sustainable value for all stakeholders and deliver sustainable solutions to its customers.

The Company takes a holistic approach to creating value as it works to optimize all available resources, thereby maximizing our positive financial, social, and environmental impacts for a greener future.

Our Cultural Pillars

- Safety
- Accountability
- Collaboration
- Excellence

Fertiglobe
An ADNOC and OCI Company

Our Purpose

We aim to responsibly drive sustainable agriculture, fuel, and industrial feedstock by producing and distributing essential products to customers around the world.

Our Strategy

- Operational Excellence
- Centralized Commercial Strategy
- Leadership in Renewable and Low-Carbon Ammonia

Output Capital & Outcomes

Financial	Consistent financial growth and maximized free cash flow $**2,416** MN Revenue $**1,004** MN Adj. EBITDA $**(201)** MN FCF $**975** MN Dividends paid in FY 2023 $**475** MN Dividends announced for FY 2023
Natural	Minimized environmental impact of operations **2.94** GHG intensity **0%** Freshwater withdrawal **36%** Waste reused, recycled, or recovered
Manufactured	Nitrogen-based solutions to help feed to world and drive decarbonization of key industries **6.2** MT Ammonia and urea own-produced and third-party traded sales volumes Production and shipment of several low-carbon ammonia and DEF test cargoes
Human	Safe, fair, and stimulating work environment **0.10** LTIR **0.12** TRIR **15%** Women in leadership positions
Social & Relationship	Support and development of local communities, improved relationships with suppliers and other stakeholders **58%** Spent on local suppliers **61** Apprenticeship trainees, **160** University trainees in Algeria, **47** Internships in Egypt, **21** Internships in the UAE
Intellectual	Development of innovative renewable and low-carbon solutions **3** Ongoing projects in low-carbon and renewable space

Financial	Natural	Manufactured	Human	Social & Relationship	Intellectual
8 Decent Work and Economic Growth	7 Affordable and Clean Energy; 12 Responsible Consumption and Production; 13 Climate Action; 14 Life Below Water; 15 Life on Land	2 Zero Hunger; 12 Responsible Consumption and Production	8 Decent Work and Economic Growth; 5 Gender Equality	8 Decent Work and Economic Growth	9 Industry, Innovation and Infrastructure; 13 Climate Action; 17 Partnerships for the Goals

Our Products

Embracing sustainability as a core value, we are committed to developing products and initiatives that provide our customers with low-carbon and more sustainable choices, as well as growing the proportion of sustainable products in our portfolio.

Our Nitrogen Fertilizers

Fertiglobe's products serve as a reliable nitrogen source, a vital nutrient for crop development, catering to customers worldwide and playing a crucial role in safeguarding global food security.

Granular Urea

Granular urea is a white, crystalline, solid fertilizer with a nitrogen content of approximately 46%. Synthesized under high pressure and temperature from the interaction of ammonia and carbon dioxide, urea boasts the highest nitrogen content among nitrogen fertilizers. While its primary application lies in agriculture, urea is also used as a raw material in various industrial processes, including resin, melamine, DEF, and animal feedstock production. Its high nitrogen content and ease of handling and transportation make urea the world's most traded nitrogen fertilizer by volume.

Merchant Ammonia

Ammonia, a colorless gas with the highest energy density among non-hydrocarbon compounds, is produced under high temperature and pressure by combining nitrogen (82%) and hydrogen. It serves as a fundamental building block for industrial chemicals and nitrogen fertilizers and can be directly applied as a fertilizer. The principal raw material used in the traditional production process of ammonia is natural gas, which Fertiglobe sources through long-term supply contracts with partners across its countries of operation.

Together, ammonia and urea account for 57% of a crop's annual nutrient needs. Currently, only about 10% of the ammonia produced is traded as merchant ammonia, with the majority converted into other nitrogen products like urea, nitrates, DAP, and MAP. Fertiglobe's current focus lies primarily in the global merchant ammonia market.

Our Sustainable Product Portfolio

Fertiglobe is committed to being an environmental steward and to capitalizing on opportunities arising from the global transition to cleaner energy sources. As such, the Company is growing its sustainable product portfolio as new applications for ammonia emerge in the burgeoning clean hydrogen economy.

Ammonia

Renewable ammonia: Fertiglobe is one of the limited producers of renewable ammonia from hydrogen derived from the electrolysis of renewable electricity at its facilities in Egypt. In 2023, Fertiglobe announced its first shipment of ISCC PLUS-certified renewable ammonia from its facilities in Egypt, which will be used in the production of near-zero emissions soda ash, a key ingredient in laundry powder to be manufactured by Unilever in India.

Low-carbon ammonia: Fertiglobe has produced and delivered several test shipments of low-carbon ammonia from its ammonia plant in the UAE, employing low-carbon hydrogen derived from natural gas with carbon capture.

Value Proposition

- Ammonia has emerged as a highly promising product for propelling hydrogen economy and facilitating energy transition. Clean ammonia and hydrogen present a broad range of decarbonization opportunities, including significant reductions in emissions from marine fuel, power generation, transportation, construction, and agriculture. These sectors collectively contribute to approximately 80% of global GHG emissions.
- Fertiglobe received the ISCC PLUS certification for renewable ammonia at its Egyptian facilities. The sustainable product and mass balance system is ISCC PLUS-certified and can be used to produce green downstream products. The renewable ammonia GHG footprint is at least 73% lower versus a fossil fuel comparator and qualifies as a renewable fuel from non-biological origins (RFNBO).

In 2023, Fertiglobe completed its first shipment of ISCC PLUS certified renewable ammonia from its facilities in Egypt

Our Products – continued

Main Demand Areas

- Sustainable fertilizers made from renewable or low-carbon ammonia offer GHG intensity reduction, lowering the GHG footprint of the food value chain.
- Marine fuel to lower GHG emissions and other air pollutants in shipping to meet FuelEU Maritime mandates, lower EU's Emission Trading Scheme exposure, and voluntary Scope 3 reduction.
- Decarbonization of Scope 3 in chemical industries as ammonia is a base chemical that goes into many products, such as consumer goods and medicines, and it is also used in refrigeration, pulp, paper, and textile production processes.
- Low-carbon ammonia can be used in power generation to reduce GHG emissions, with emerging demand to co-fire coal-based power plants.

Looking Ahead – Advancing Our Renewable and Low-Carbon Ammonia Platform

Fertiglobe is ideally positioned to capitalize on emerging demand for low-carbon ammonia as a leader in merchant ammonia and an early mover in renewable and low-carbon ammonia projects. The Company is a leading seaborne merchant ammonia exporter with extensive reach and a diverse client base to capture a prominent share of the burgeoning market as it develops. Fertiglobe's facilities are strategically located in countries with abundant access to low-cost solar and wind resources, both essential inputs to produce low-carbon ammonia.

Fertiglobe's strategic location also grants its direct access to European and Asian markets. Furthermore, the Company's projects and initiatives leverage our robust network of strategic relationships with governments and relevant players in the renewable sector.

Fertiglobe is actively engaged in multiple sustainability ventures, most notably the Egypt Green Hydrogen project in collaboration with Scatec, Orascom Construction, the Egyptian Electricity Transmission Company, and the Sovereign Fund of Egypt. The commissioning of the first phase of the project began at the end of 2022, making it the first integrated green hydrogen facility in Africa. Upon completion, the 100 MW electrolysis plant will have the capacity to generate up to 15 ktpa of green hydrogen, serving as a feedstock to produce approximately 90 ktpa of renewable ammonia at facilities in Egypt. In November 2023, Fertiglobe completed the first shipment of the world's first ISCC PLUS-certified renewable ammonia, produced from its pilot Egypt Green Hydrogen electrolyzer.

Fertiglobe is involved in other initiatives, including a 1,000 ktpa low-carbon ammonia project in Abu Dhabi in partnership with TA'ZIZ (majority owned by ADNOC and ADQ), GS Energy Corporation, and Mitsui & Co., Ltd. At the start of 2023, a Shareholders' Agreement was signed relating to the formation of a company for the development and operation of a low-carbon ammonia production plant at the Ruwais Derivative and Industrial Complex.

Our Products – continued

Diesel Exhaust Fluid (DEF)

DEF, which is also known as AdBlue in Europe, is a non-hazardous aqueous urea solution consisting of approximately 67.5% deionized water and approximately 32.5% urea, used to reduce NO_x and particulate emissions from diesel combustion.

Value Proposition

- DEF is used in Selective Catalytic Reduction (SCR) systems to lower harmful vehicle exhaust emissions from diesel engines, with the added advantage of improving vehicle fuel economy by approximately 5% and using diesel fuel more efficiently.
- DEF breaks down nitrogen oxides emissions into nitrogen gas and water vapor, thereby eliminating environmentally harmful emissions from cars, trucks, buses, and other heavy-duty vehicles.
- Providing a transitional option for emission abatement for truck and rail in the near- to medium- terms, as the switch to electric vehicles has proven to be challenging to date for heavy-duty trucks and farm vehicles due to poor power-to-weight ratios, leaving only a few near-term alternatives to DEF.

Main Demand Areas

- Demand growth is being propelled by regulations in the US, EU, and China, mandating the replacement of aging vehicles, with a specific focus on heavy-duty trucks. This is further accentuated by higher-dosing rates in modern diesel engines. DEF customers include truck stop chains, wholesale retailers and packagers, and smaller regional distributors.
- DEF demand is set to grow over 8% per annum, with the US, EU, and China being the most attractive markets in terms of consumption.

Customers

Customers include truckstop chains, wholesale retailers and packagers, and smaller regional distributors.

Platform Equipped to Meet Growing DEF Demand

Fertiglobe's EFC and Fertil production plants are equipped with cutting-edge DEF production technologies. Currently, the Fertil plant produces a limited quantity of DEF to serve local demand. Meanwhile, Fertiglobe completed multiple trial shipments of DEF produced at its EFC plant in Egypt. Fertiglobe has the capacity to produce 0.5 million tons of DEF at its facilities in Egypt and the UAE, and both facilities are able to quickly ramp up production as demand for DEF grows globally.

DEF production capacity at Fertiglobe's Egypt and UAE plants

0.5 mn tons

Our Reach

Headquartered in Abu Dhabi, **Fertiglobe's reach extends to Europe, Australia, Africa, Asia, and the Americas through a global distribution network** of branches, agents, and strategic partnerships east and west of the Suez Canal.

Located at the crossroads of three continents—Europe, Asia, and Africa—Fertiglobe enjoys seamless connectivity to key nitrogen markets worldwide. The Company's global distribution network allows export diversification across several regions and access to critical market insights, enabling proactive responses to evolving market and demand trends. Fertiglobe's distribution prowess is further bolstered by the strategic placement of its production facilities and a robust storage and distribution infrastructure.

Leveraging Strategic Partnerships and Offices

Fertiglobe benefits from an extensive network of distribution partnerships and alliances with major nitrogen and other fertilizer producers and importers worldwide. This approach has empowered the Company to enhance its supply chain margins by extending its influence in established markets, bridging the gap to end-users. Additionally, the Company's commercial division is actively operating in seven global markets with a goal of broadening its branch network to an additional nine markets within the next two years.

In 2023, Fertiglobe expanded its commercial team to ensure efficiency across a widening market footprint. The Company also structured third-party urea and ammonia offtake agreements for third-party sales and digitized its commercial activities (Commodity Trade and Risk Management – CTRM).

Export-Centric Production Facilities

Fertiglobe's four export-focused production facilities benefit from direct access to six vital ports and distribution hubs situated along the Mediterranean Sea, Red Sea, and the Arabian Gulf. The location of the production facilities also allows the Company to circumvent Suez Canal fees when shipping to markets on both the eastern and western sides of the Canal, a key distinction between Fertiglobe and its competitors. In addition, Fertiglobe is able to export from its two facilities in Egypt to Argentina on a duty-free basis, presenting it with a significant competitive edge over most other industry players.

Robust Storage and Distribution Infrastructure

Fertiglobe's business operations are underpinned by an extensive inland storage and distribution infrastructure. This encompasses more than 850,000 metric tons of owned or leased warehousing capacity for urea, inclusive of strategic partnerships, and 225,000 metric tons of owned or leased warehousing capacity for ammonia. The robust infrastructure and the efficient, multi-modal, on-site loading, and logistics operations allow Fertiglobe to efficiently channel products into high-demand markets.

Fertiglobe's global operations leverage a dedicated in-house chartering team, who are responsible for coordinating the logistics for the Company's 1.07 million metric ton annual freight capacity for liquid ammonia and freight movements for 4.7 million tons of urea in dry bulk vessels. Fertiglobe currently operates four chartered vessels and can add additional vessels to meet business requirements. The Company currently has the capacity to handle up to six ammonia vessels, four annual leases, and two leases on a spot basis.

In addition to Fertiglobe's on-site and at-port owned and leased storage capacity, the Company can utilize nearly 300,000 metric tons of leased urea warehousing capacity at strategic destinations across Europe, Australia, and the Americas, either through direct leases or strategic partnerships.

Countries reached by Fertiglobe's distribution and strategic partnership network

53

A Global Footprint

Representative Office
Production
Warehouses
Distribution Partners

Our Facilities

Fertiglobe operates four state-of-the-art production facilities strategically located in the MENA region, boasting a total annual production capacity of 6.6 million tons.

Leveraging a Strategic Asset Base

Fertiglobe relies on its state-of-the-art production facilities, strategically located in the MENA region, to ensure sustainable growth and meet operational excellence goals. The location of Fertiglobe's production facilities in the UAE, Egypt, and Algeria, ensures high-quality production, cost optimization, and direct access to global markets. With four plants ideally positioned near six key ports and distribution hubs by the Mediterranean Sea, Red Sea, and Arabian Gulf, the Company enjoys logistical advantages, optimizing freight routes east and west of the Suez Canal, unlocking significant synergies and duty advantages. Moreover, across its production footprint, Fertiglobe benefits from secure, long-term, competitive natural gas supply contracts and comparatively low conversion rates. These factors consistently position Fertiglobe favorably on the global exporter cost curve in ammonia and urea production.

Optimizing Production Capacity

As at year-end 2023, Fertiglobe's total annual production capacity stood at 5.1 million metric tons of urea and 1.6 million metric tons of merchant ammonia. The Company is currently the largest nitrogen producer in the MENA region and the leading global seaborne exporter of nitrogen fertilizers. Additionally, Fertiglobe has the largest ammonia export production capacity in the MENA region, ranking among the top three globally.

One of Fertiglobe's key strengths lies in its young asset base, with almost half of its capacity under 10 years old, in contrast to the industry norm of 80% of older ammonia plants. This translates into lower maintenance costs and a more environmentally friendly footprint. Fertiglobe's overlapping technologies across its different facilities enable efficient and synergistic maintenance across its plants, contributing to cost savings and improved cash flow. Committed to operational excellence, Fertiglobe is actively exploring cost-effective engineering opportunities to further boost capacity utilization and deliver on its production targets.

Capacity by Asset ('000 tpa)

Plant	Country	Gross Ammonia	Net Ammonia	Urea	DEF	Total*
EFC	Egypt	876	-	1,679	350	1,679
EBIC	Egypt	748	748	-	-	748
Sorfert	Algeria	1,606	803	1,259	-	2,062
Fertil	UAE	1,205	-	2,117	100	2,117
Total MPC		**4,435**	**1,551**	**5,055**	**450**	**6,606**

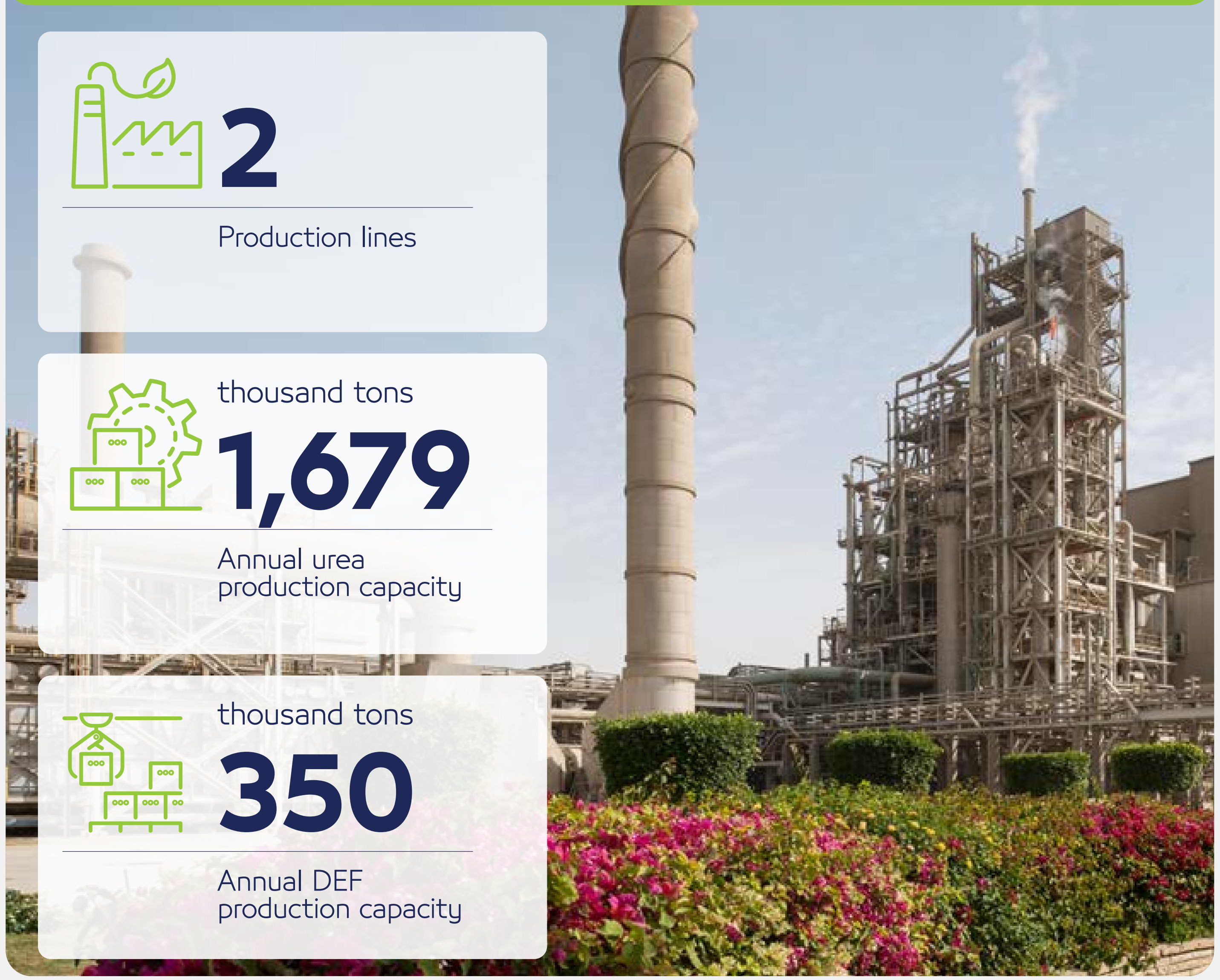
*Total excludes DEF.

Our Facilities - continued

Egypt

EFC and EBIC are situated in the Suez Industrial Development Company's (SIDC) industrial park with access to three key Egyptian ports: Ain Sokhna, Adabeya, and Damietta. Being in close proximity to one another unlocks notable synergies for the facilities, optimizing operational efficiency and overall productivity. The location imparts significant benefits, including a freight cost advantage over other Middle Eastern and Asian urea producers and the ability to reduce costs by bypassing the Suez Canal. Furthermore, both facilities enjoy tax exemptions from European and Argentinean import duties.

Egyptian Fertilizers Company (EFC)

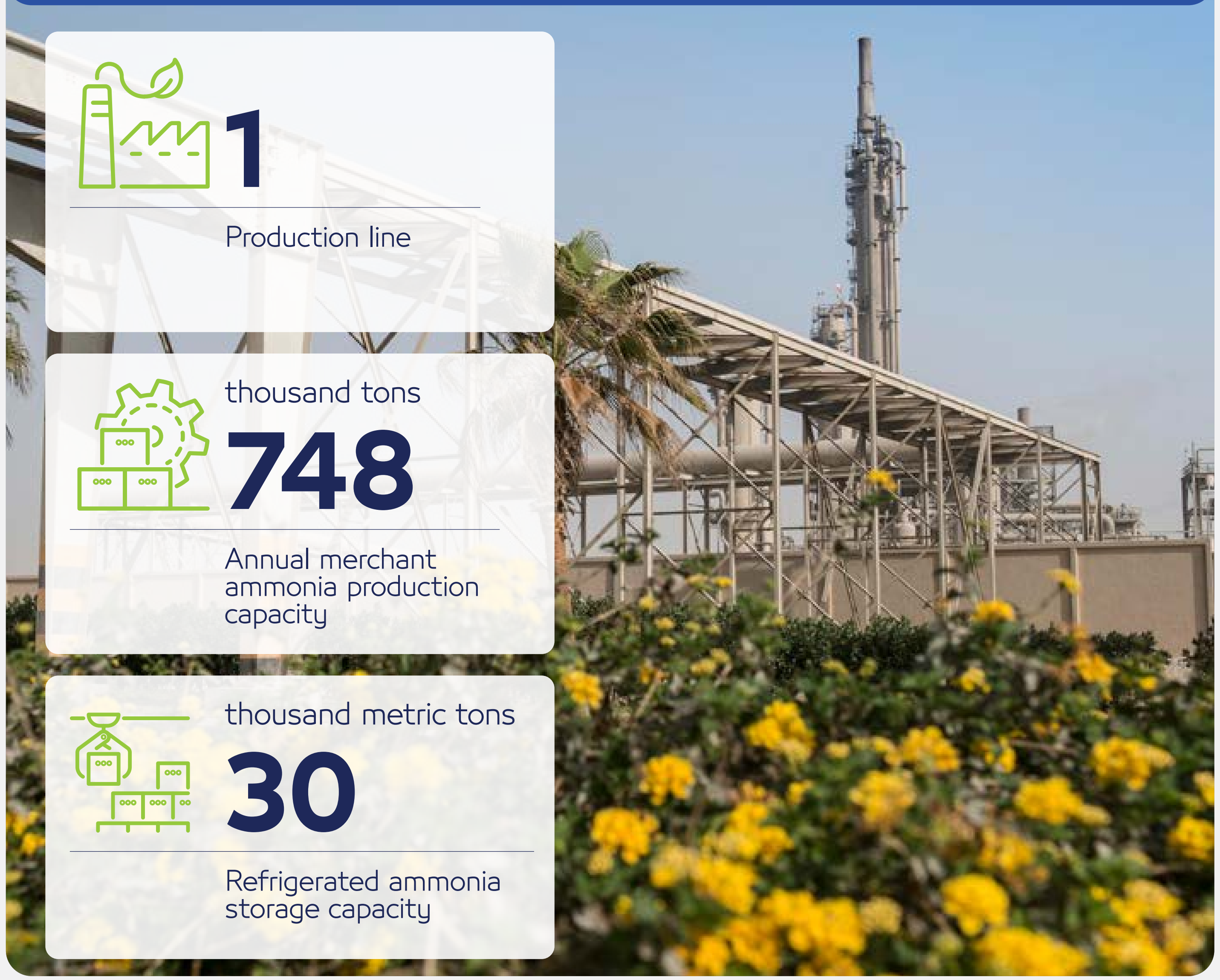


2
Production lines

thousand tons
1,679
Annual urea production capacity

thousand tons
350
Annual DEF production capacity

Egyptian Basic Industries Corporation (EBIC)



1
Production line

thousand tons
748
Annual merchant ammonia production capacity

thousand metric tons
30
Refrigerated ammonia storage capacity

Our Facilities - continued

Algeria

Strategically located in the Arzew industrial complex in northwest Algeria, Sorfert is one of the largest integrated nitrogen fertilizer producers in North Africa. The plant is situated near three Algerian ports and enjoys access to two export jetties at Arzew Port and Bethioua Port, with a direct ammonia pipeline to the port, and exclusive access to urea export logistics.

UAE

Situated within ADNOC's integrated downstream complex in Al Ruwais Industrial City, Abu Dhabi, Fertil enjoys a prime location directly along the Arabian Gulf. The facility has access to two advanced urea ship loaders situated on the dedicated export jetty and operated by Fertil. The facility's strategic location allows it to export globally with favorable access to Asia, Australia, and East and South Africa.

Sorfert

2
Production lines

thousand tons
803
Annual merchant ammonia production capacity

million tons
1.3
Annual urea production capacity

Fertil

2
Production lines

million tons
2.1
Annual urea production capacity

thousand tons
100
Annual DEF production capacity

2023 Business Performance

Operational Performance

- **Manufacturing Improvement Plan (MIP) progressing well,** with all time high operating rates achieved at several production lines across Egypt and the UAE.
- **Record energy efficiency for ammonia production in EFC,** leading to historically low-carbon intensity for EFC.
- **Production of renewable ammonia at Egypt facilities,** with the first shipment used in the production of sustainable laundry powder by Unilever in India.
- **Integrity Operating Windows concept operationalized** across all ammonia and urea plants.
- **Progressing with implementation of risk-based inspection (RBI) methodology,** with Fertil-2 being the first to reach full implementation.
- **Demo projects for producing low-carbon ammonia at our UAE facilities,** with novel technologies being tested.

HSE performance indicators show strong improvement compared to 2022, driven by:

- Visible change in the safety culture and employees' awareness.
- Successful roll out of the "Life Saving Rules" concept and process safety fundamentals across all OpCo's.
- Implementation of PAN Fertiglobe HSE software for follow-up on audit points and Process Hazard Analyses.

Industry Leading Safety Performance (TRIR)

Total own-produced sales volumes (excluding DEF) increased 5% to 5,711kt in 2023 compared to 5,431kt in 2022, driven by improved production efficiency and operating rates across our facilities.

- Urea own-produced sales volumes improved 7% YoY (4,506kt in 2023 vs. 4,204kt in 2022).
- Ammonia own-produced sales volumes fell 3% YoY (1,189kt in 2023 vs. 1,227kt in 2022).
- DEF own-produced sales volumes were 16kt in 2023.

Traded third-party volumes fell 57% to 472kt in 2023 compared to 1,088kt in 2022.

Despite lower benchmark prices in 2023, with ammonia Middle East and urea Egypt down 58% and 49% YoY, respectively, the commercial team was able to **realize netbacks outperforming benchmark indices,** supported by our strategic locations and duty-free access to key markets.

Leveraged the flexibility of Fertiglobe's operations and commercial capabilities to capitalize on favorable market dynamics in ammonia, reflecting positively on overall netbacks.

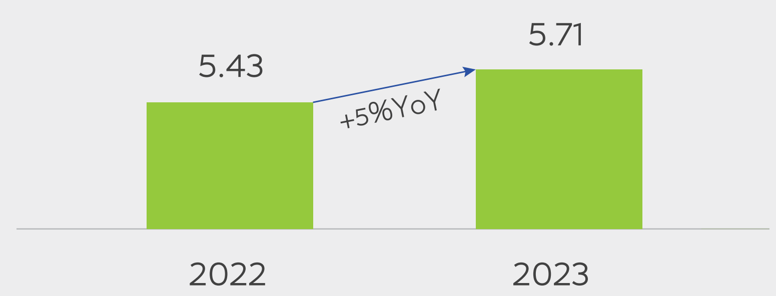
Expanded sales portfolio via several trial shipments of DEF into Europe.

Successfully shipped the world's first internationally recognized renewable ammonia with ISCC PLUS[1] certification, produced using renewable hydrogen from the pilot Egypt Green Hydrogen electrolyzer at our facilities in Egypt. The ammonia will go into the production of near-zero emissions synthetic soda ash, a key ingredient in laundry powder, for Unilever.

Our commercial strategy boasts three key pillars to capture demand growth and build the platform for increased supply (third-party product or upstream growth):

1. **Develop a fit-for-purpose downstream position in growth markets.**
   Rationale: Increase market penetration and build competitive edge through optimizing value chain position in Fertiglobe's markets.
2. **Expand product offering.**
   Rationale: Boost value proposition to Fertiglobe's strategic customers using portfolio diversification while improving resilience and netbacks.
3. **Boost supply chain organization using third-party trade volume or upstream growth.**
   Rationale: Build on flexible export platform in place today to tap into key growth opportunities.

Own-Produced Sales Volumes (MT)



1 ISCC – International Sustainability and Carbon Certification

2023 Business Performance – continued

Leadership in Sustainability

Fertiglobe continued to run **pilot shipments of low-carbon ammonia** to key markets in Asia and Europe.

Successfully delivered inaugural shipment of the world's first internationally recognized renewable ammonia with ISCC PLUS certification. The renewable ammonia was produced at the Company's facilities in Egypt using renewable hydrogen from its pilot Egypt Green Hydrogen electrolyzer and will go into the production of near-zero emissions synthetic soda ash – a key ingredient in laundry powder – for Unilever.

Egypt Green Hydrogen is the first integrated green hydrogen plant in Africa, which will, at full scale, produce up to 90 ktpa of renewable ammonia at the Company's facilities in Egypt. The FID is expected in H1 2024.

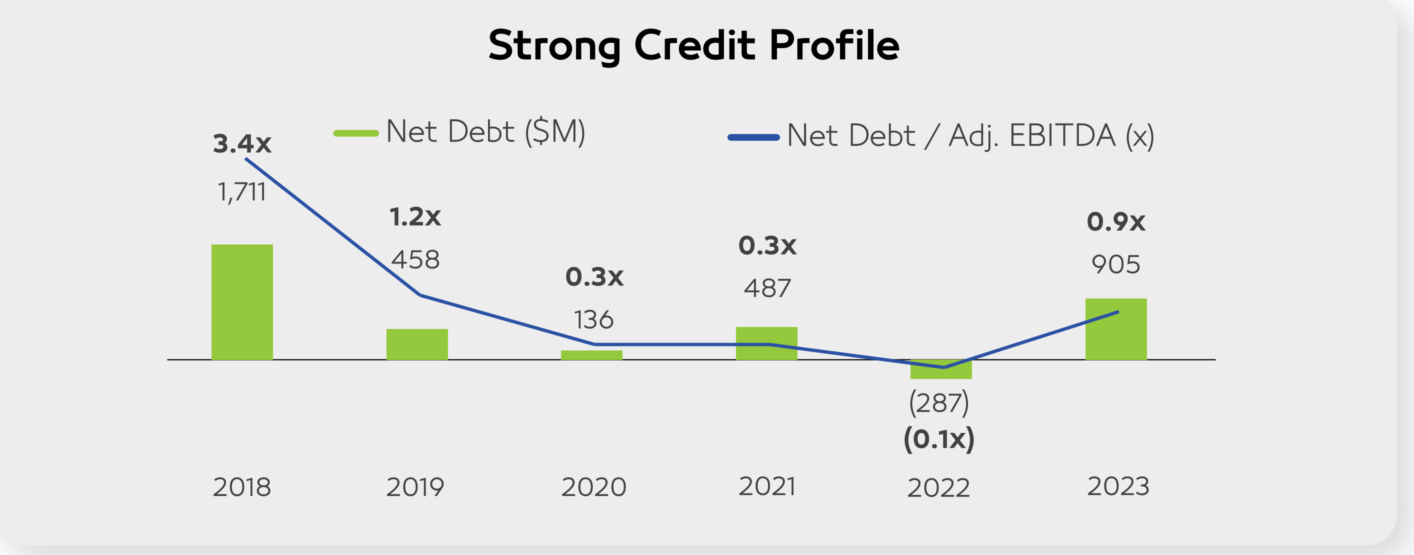
In 2023, Fertiglobe completed several trial shipments of DEF into Europe.

Dividends and Capital Structure

Fertiglobe **adheres to a clear dividend policy** that aims to distribute the Company's excess free cash flow after providing for growth opportunities while maintaining its investment grade ratings.

During 2023, Fertiglobe distributed $975 million in cash dividends, including $700 million in April 2023 for H2 2022 and $275 million in November 2023 for H1 2023.

Fertiglobe announced H2 2023 dividends of $200 million, taking its total dividends for 2023 to $475 million, positioning Fertiglobe as one of the highest dividend payers in our industry by dividend yield.



2023 Financial Performance

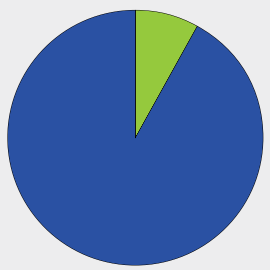
Key Financial Performance Indicators

$ million	2023	2022	%Δ
Net Revenue	2,416.2	5,027.5	-52%
Adjusted EBITDA	**1,003.7**	**2,473.0**	**-59%**
Operating Profit	710.1	2,185.4	-68%
Net Finance Costs	(122.7)	(125.8)	-2%
Net Profit Attributable to Shareholders	**348.9**	**1,249.5**	**-72%**
Adjusted Net Profit Attributable to Shareholders	363.0	1,287.1	-72%

Sales Volumes

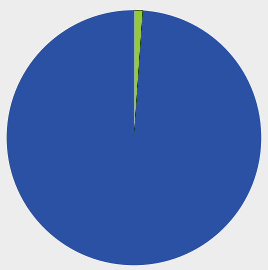
('000 metric tons)	2023	2022	%Δ
Own Product			
Ammonia	1,189	1,227	-3%
Urea	4,506	4,204	7%
DEF	16	-	100%
Total Own Product Sold	**5,711**	5,431	5%
Third-Party Traded			
Ammonia	196	297	-34%
Urea	276	791	-65%
Total Traded Third-Party Product	**472**	1,088	-57%
Total Own Product and Traded Third-party	**6,183**	6,519	-5%

2023 Revenue by Segment



Own Products 92%
Third-Party Trading 8%

2023 Adjusted EBITDA by Segment



Own Products 99%
Third-Party Trading 1%

2023 Performance Highlights

Revenue

- **Net revenues** reduced in 2023 by 52% due to a decrease in nitrogen prices. In 2023, the Urea Egypt benchmark was 49% lower at an average price of $386 per metric ton, and the Ammonia Middle East benchmark was 58% lower at an average price of $415 per metric ton.
- **Sales volumes** were down marginally year-on-year to 6.18 million metric tons compared to 6.52 million metric tons in 2023 due to 57% lower traded volumes, which was partially offset by a 5% rise in own-produced volumes sold.

Adjusted EBITDA[1]

- **Adjusted EBITDA** fell 59% compared to the previous year largely due to lower selling prices. 2022 was an exceptional year with record price trends.
- **Adjusted EBITDA margin** was lower at 42% in 2023 versus 49% in 2022.

Operating Profit

- **Operating profit** fell 68% to $710 million primarily due to a 64% decrease in gross profit compared to the previous year.
- **Gross profit** decline for the year came on the back of lower net revenues for the year, partially offset by a 42% YoY decrease in costs of goods sold as a result of lower gas costs.

Net Finance Costs

- **Finance costs** increased by 44% to $119 million in 2023, reflecting an increase in SOFR compared to the previous year and the increase in the Group's debt.
- **Finance income** increased to $16 million in 2023 compared to $2 million in 2022, mainly generated from cash held in short-term deposits.

Net Profit Attributable to Shareholders

- **Net profit attributable to shareholders** was $349 million, representing a 72% fall from the $1,250 million net profit recorded in 2022. The reduction in net profit resulted from decrease in revenues driven by lower prices.
- **Adjusted net profit**[1] **attributable to shareholders** reduced to $363 million in 2023 compared to $1,287 million in 2022.

[1] Fertiglobe uses Alternative Performance Measures (APM) to provide a better understanding of the underlying developments of the performance of the business. The APMs are not defined in IFRS and should be used as supplementary information in conjunction with the most directly comparable IFRS measures.

2023 Financial Performance – continued

Condensed Consolidated Statement of Cash Flows for the Year Ended 31 December

$ million	2023	2022
Cash and cash equivalents at 1 January	**1,442.0**	**899.1**
Cash flows for operating activities	797.6	2,477.3
Cash flows in investing activities	(114.6)	(115.5)
Cash flows in financing activities	(1,378.4)	(1,800.5)
Net cash flows	(695.4)	561.3
Currency translation adjustments	13.2	(18.4)
Cash and cash equivalents at 31 December	**759.8**	**1,442.0**

Net Debt/(Cash) as at 31 December

$ million	2023	2022
Long-term interest-bearing debt	1,490.2	1,065.6
Short-term interest-bearing debt	174.9	89.6
Gross interest-bearing debt	**1,665.1**	**1,155.2**
Cash and cash equivalents	(759.8)	(1,442.0)
Net debt/(cash)	**905.3**	**(286.8)**

2023 Performance Highlights

Cash Flows for Operating Activities	• **Cash flows from operations** decreased to $798 million in 2023 compared to $2,477 million last year, reflecting the reduced net profit for the year.
Cash Flows in Investing Activities	• **Cash flows used in investing activities** marginally decreased by $1 million in 2023 versus the previous year. Total capital expenditures stood at $115 million in 2023, down from $116 million recorded last year. Of the total, $94 million were related to maintenance capital expenditures in 2023 and $102 million in 2022.
Cash Flows in Financing Activities	• The net proceeds from borrowing in 2023 were $520 million. The proceeds were initially drawn under the RCF and subsequently replaced with the new $500 million facility obtained by the Group in Q4 2023. This further improves Fertiglobe's maturity profile and liquidity, in line with the Company's commitment to an investment grade capital structure. • During 2023, Fertiglobe distributed $975 million in cash dividends, including $700 million in April 2023 for H2 2022 and $275 million in November 2023 for H1 2023. Dividend to minorities increased to $886 million in 2023 as compared to $462 million in 2022, mainly due to dividends in Algeria as a result of exceptional profits in 2022.
Free Cash Flow[2]	• **Free cash flow** before growth capital expenditure amounted to $(201) million in 2023, compared to $1,912 million in 2022. The year-on-year movement was mainly driven by the reduction in EBITDA owing to prices and increased one-off dividends to minorities mainly in Algeria.
Gross Debt	• **Gross interest-bearing debt** increased to $1,665 million in 2023 compared to $1,155 million in 2022, mainly reflecting the new $500 million term loan facility that was signed in Q4 2023.
Cash and Cash Equivalents	• Following the $975 million dividend to shareholders and $886 million dividend to minorities, **cash and cash equivalents** reduced to $760 million in 2023 from $1,442 million in 2022.
Net Debt/(Cash)	• A decrease in earnings and 2023 dividends paid to shareholders and minorities led Fertiglobe to move from a net cash position of $287 million in 2022 to net debt of $905 million as at December 2023.

[2] Fertiglobe uses Alternative Performance Measures (APM) to provide a better understanding of the underlying developments of the performance of the business. The APMs are not defined in IFRS and should be used as supplementary information in conjunction with the most directly comparable IFRS measures.

2023 Sustainability Performance

Responsibly drive sustainable agriculture, fuel, and industrial feedstock

Sustainable Operations

GHG Intensity	Energy Intensity
2.94	**37.37**
tCO_2e/N-tons	GJ/ton of ammonia produced
2022: 3.03	2022: 38.44

Freshwater Withdrawal	Renewable Electricity
0%	**63%**
Freshwater withdrawal/total water withdrawal	Electricity sourced from renewable sources
2022: 8%	2022: 65%

Product Stewardship

Non-Compliance Concerning the Health and Safety Impacts of Products and Services

0

Incidents

2022: 0

Low-Carbon and Renewable Ammonia Projects

3

Projects

Social Value

LTIR	TRIR
0.10	**0.12**
Per 200,000 hours worked	Per 200,000 hours worked
2022: 0.02	2022: 0.27

Female Leadership	Student Internship/ Apprenticeship Program
15%	**289**
Women in leadership positions	Number of participants
2022: 18%	2022: 14

Responsible Business Practices

Corruption Incidents	% Compliance Concerns Investigated	Breaches of Customer Privacy
0	**100%**	**0**
2022: 0	2022: 100%	2022: 0

03

SUSTAINABILITY REPORT

Fertiglobe is a world leader in the development of long-lasting solutions that enhance food security for the world's ever-growing population and low-carbon sources of energy for the world's most important industries, and it is committed to creating sustainable value for all stakeholders.

Driving Sustainable Growth

Our Approach

Environmental, social, and governance (ESG) principles are ingrained in our mission and strategic objectives. As Fertiglobe is a leading fertilizer producer and world's largest seaborne exporter of ammonia and urea combined, enabling pathways to global food security is core to our mission.

Fertiglobe's ambition is to play a pivotal role not only in the transition to sustainable agriculture but also in the development of low-carbon fuel and industrial feedstock solutions. To this extent we are focused on:

- Leading decarbonization solutions through our low-carbon and renewable platforms to reduce downstream emissions
- Developing and promoting products to minimize impacts and dependencies on the environment, beyond GHG emission reduction

Our steadfast commitment lies in the creation of sustainable value for all stakeholders, encompassing employees and communities alike. Fertiglobe is dedicated to establishing an inclusive, dynamic, and secure work environment. We actively promote community support in the areas where our Company operates and advocate for sustainable practices in our supply chain, whenever feasible, all while upholding responsible business practices.

In order to foster the integration of sustainability principles in every aspect of our operations, we have strengthened our business model. **Sustainability is intricately woven into our industrial strategy and strategic objectives, reflecting our commitment to a holistic approach.** In this context, our ESG governance structure and operating model play a crucial role as enablers of our sustainability commitments.

We are committed to ensuring that our activities make positive contributions to the UN Sustainable Development Goals (SDGs), and we have identified several goals where we have positive impacts.

As a further step in our sustainability journey, we have joined the UNGC Network in March 2023, committing to implementing the 10 universal principles in the areas of human rights, labor, environment, and anti-corruption.

ESG Award

In October 2023, Fertiglobe won the Global ESG Award – for the Climate Change Mitigation category – with the Egypt Green project, demonstrating our tangible commitments to driving the global energy transition

ESG Ratings

- Sustainalytics risk rating: 27 – the "Medium" risk category
- ESG Invest: 65/100

MISSION

As a global leader in the production and distribution of ammonia and urea, Fertiglobe aims to create sustainable value for all stakeholders and deliver sustainable solutions to its customers. The Company takes a holistic approach to creating value as it works to optimize all available resources, thereby maximizing our positive financial, social, and environmental impacts for a greener future.

PURPOSE

We aim to responsibly drive sustainable agriculture, fuel, and industrial feedstock by producing and distributing essential products to customers around the world.

ESG Framework

Fertiglobe is moving forward with an ongoing commitment to sustainability, supported by concrete actions that reinforce our purpose-driven mission. To this end, we have defined four sustainability pillars, ambitions, and goals that are representative of key issues and opportunities. Our ESG framework is aligned with our corporate strategy and business planning, the UAE's National Vision, and the UN SDGs. Based on a continuous improvement approach, sustainability goals may be revised and updated as our operating context evolves.

Responsibly drive sustainable agriculture, fuel, and industrial feedstock

Sustainable Operations

Fostering sustainable operations by carrying out programs to increase production efficiencies, reduce carbon footprint, minimize the impact of waste production, and ensure sustainable sourcing and use of water resources.

- Reduce our carbon footprint and our Scope 1 and 2 GHG emissions intensity in line with our majority shareholder's targets.
- Zero freshwater withdrawal at all sites.

7 AFFORDABLE AND CLEAN ENERGY; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION; 14 LIFE BELOW WATER

Product Stewardship

Developing and promoting products and services to minimize the impacts and dependencies on the environment and maximize the impacts on society.

- Providing low-carbon and renewable products to help decarbonize downstream industries.
- Develop products to enhance nutrient use efficiency.
- Mitigating environmental impacts beyond GHG emission reduction, including Diesel Exhaust Fluid.

2 ZERO HUNGER; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION; 15 LIFE ON LAND; 17 PARTNERSHIPS FOR THE GOALS

Social Value

Building an inclusive, stimulating, and safe working environment and promoting social development for the benefit of our communities and all stakeholders.

- Zero injuries at all facilities.
- Increase gender diversity among our employees.
- Employee engagement, talent, and development of our own workforce.
- Maintain a healthy low-voluntary turnover rate.

2 ZERO HUNGER; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH

Responsible Business Practices

Setting high standards of governance, ethics, and transparency and enacting policies and practices to promote ethical behavior and decision-making.

- Committed to implementing our compliance framework globally and our procedures and trainings.

5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH

Stakeholder Engagement

Fertiglobe believes in the importance of healthy two-way communication and collaboration with all its priority stakeholders and use their inputs to enhance our ESG strategy.

We regularly engage with our stakeholders to understand their expectations, needs, and interests through customer and investor meetings and calls, industry and investor conferences, customer service, employee meetings, surveys, portals and hotlines, community outreach programs, and governmental or regulatory interactions.

In 2023, we reinforced our work with state governments, partners, and authorities across the regions where we operate to advance our business objectives and facilitate the transition to clean energy, with a particular focus on the decarbonization projects being developed in line with our sustainability strategy. In the UAE and Egypt, our ongoing discussions with relevant government entities include advocating for required regulations and removal of obstacles in the service of accelerating decarbonization pathways. Additionally, the Commercial and Sustainability Teams held discussions with key customers in Europe in 2023 to provide relevant information and data pertaining to the CBAM regulation and its strategic impacts. Throughout 2023, in addition to our day-to-day engagement, we also engaged with our stakeholders as part of the materiality assessment.

Our Ecosystem: Key Memberships and Alliances

To advance existing and new efforts to transform the food system, Fertiglobe generates multi-stakeholder partnerships. Fertiglobe is an active participant of the **International Fertilizer Association (IFA)** with Ahmed El-Hoshy, CEO of OCI and Fertiglobe, on the IFA Board of Directors. We participate in and contribute to the agendas of multiple committees, such as the Sustainability, Science and Agronomy, and Communications committees. Through IFA, we supported the development of the Ammonia Technology Roadmap, in collaboration with the International Energy Agency, in 2021 and the development of roadmaps to reducing emissions of fertilizer use in 2022.

Fertiglobe is an active member of the **Arab Fertilizers Association (AFA)**. In 2023, we collaborated as an AFA member with the European Bank for Reconstruction and Development (EBRD), the International Fertilizer Association (IFA), the Arab Fertilizer Association (AFA) and the Federation of Egyptian Industries (FEI) to support the Egyptian Nitrogen fertilizer industry in the transition to a less carbon intensive pathway.

Fertiglobe is a member of the **United Nations Global Compact (UNGC)**, a global platform for business and non-business entities to proactively network and engage in areas of human rights, labour, environment, and anti-corruption. In 2023, Fertiglobe also joined the Target Gender Equality Accelerator, a nine-month learning journey, to foster understanding and advance our gender equality practices.

2023 UAE Sustainability Year and COP28

2023 was the year of sustainability in the UAE and the year of COP28, hosted in Dubai. This event concluded with a historic agreement made by 198 parties to accelerate climate action, reflecting the COP28 presidency's goal to provide the most ambitious response possible to the global stocktake and delivering on the central aims of the Paris Agreement.

We were honored to contribute to COP28 and foster the dialogue on energy transition. Our Company's leaders have been engaged in discussions on the role of low-carbon ammonia in industrial processes and its potential as a sustainable fuel on a global scale. We also had the opportunity to share Fertiglobe's decarbonization efforts and milestones as a certified global renewable ammonia producer, as well as their impact on our value chain, and the role of regulations and incentives in scaling the supply of low-carbon and renewable products to accelerate the energy transition.

Stakeholder Engagement – continued

The table below illustrates our engagement with each stakeholder group.

Stakeholders	Our Approach	Engagement
Employees	We engage employees in matters through several channels	• Internal sessions to determine the materiality of ESG topics involving investor relations, sustainability, compliance, finance, human capital, manufacturing, HSE, procurement, and local teams • Interview and selection training • Diversity and inclusion workshop on inappropriate workplace behavior • E-learning compliance trainings covering code of conduct, diversity and inclusion, conflicts of interest, global workplace harassment, anti-bribery, anti-corruption, and data privacy topics • Installed D&I focus groups and established a SteerCo, with representatives from all operating companies and head offices, to collect ideas to further accelerate our D&I Roadmap
Customers	We stay in regular contact with our customers to identify opportunities to collaborate on ESG topics and the selling of green products	• Customer letters, direct communication by the commercial leadership team, participation in industry events, proactive supply chain management, and product information and safety sheets published on our website
Investors	We interact with our investors on a regular basis also to address ESG topics (e.g. project, HS)	• Investor meetings and conferences, conference calls with investors following the publication of results, press releases, and annual general meetings
Communities	We maintain mutually beneficial relationships with the communities where we operate	• Engagement with local community groups and non-profits • Local talent recruitment
Suppliers	We stay in regular contact with our suppliers, and we maintain a Business Partner Code of Conduct that outlines our expectations toward our suppliers	• Organizing tenders and running meetings and interviews with shortlisted vendors to finalize selections
Industry Bodies	We are an active member of several industry associations where we work with our peers to sustainably improve global standards in our industries and engage in dialogue on key global challenges related	• Bilateral meetings with elected officials and representatives of the executive branches of national and regional governments and meetings with local market authorities
Governments	We maintain relationships with state governments, authorities, and agencies in the countries where we operate to advance our business objectives, ensure compliance with regulations, and engage and foster collaborations on sustainability-related topics	• Meetings on sustainability-related initiatives and events (COP28, COP27 Business leader Group, Moait for DEF regulation) • Providing feedback and comments to legislative processes through requests for comments and public consultation

Materiality Assessment

During 2023, we reviewed our double materiality assessment exercise performed the previous year. The assessment consisted of four phases:

Mapping:
Identifying the list of potential material ESG topics, based on peer benchmarks, our operating environment, and the regulatory landscape. We mapped the topics along the value chain: upstream, direct operations, and downstream.

Validation:
ESG matters were validated with internal and external stakeholders through workshops and interviews.

Assessment and Grouping:
Each ESG topic was assessed in terms of impact and financial materiality, cross-checked with our risk register and Enterprise Risk Management (ERM) principles, and grouped into ESG matters.

Approval:
The results were approved by the Sustainability Steering Committee.

Impact Materiality

An ESG matter is material from an impact perspective when it pertains to our actual or potential, positive or negative impacts on people or the environment over the short-, medium-, and long-term. For actual impacts, materiality is based on the severity of the impact, while for potential impacts, materiality is based on the severity and likelihood of the impact. Severity is based on the scale, scope, and irremediable character of the impact.

Financial Materiality

An ESG matter is material from a financial perspective if it triggers or may trigger material financial effects on our business. This is the case when the matter generates or may generate risks or opportunities that have or are likely to have a material influence on our cash flows, development, performance, position, cost of capital, or access to finance in the short, medium, and long term.

Topics are assessed on three parameters:

- Continuation of use of resource
- Reliance on the relationship
- Opportunities

The materiality of anticipated risks and opportunities is assessed based on a combination of the likelihood of occurrence and magnitude of the potential financial effects, while for the current risks and opportunities, materiality is based on the magnitude of current financial effects.

Materiality Assessment – continued

2023 Material Topics

The results of the materiality assessment are the basis for further strategy development and ESG reporting.

ESG Pillars and Material Topics

Materiality Assessment – continued

Material Topics	Description	Upstream	Direct Operations	Downstream
Product stewardship	Developing and promoting products with the aim to minimize impacts and dependencies on the environment, including impacts on climate change, water and soil pollution, and biodiversity and ecosystems, and maximize the impacts on society by taking measures to prevent health and safety issues. We support measures to improve nutrient use efficiency during the usage of fertilizers and develop low-carbon and sustainable products to foster the decarbonization of downstream industries.			•
Climate change action (excluding downstream)	Fuels and electricity used in own operations result in GHG emissions from our plants and upstream supply chain (e.g., natural gas extraction and transport), leading to long-term changes in the Earth's climate and impacts on biodiversity. To mitigate these impacts, it is essential to reduce our energy consumption and Scope 1 and 2 GHG emissions, which represent also opportunities in terms of resource efficiency, sourcing of renewable sources and new projects in the low-carbon and renewable ammonia space.	•	•	
Health, safety, and wellbeing	Promoting a healthy and safe working environment that protects the physical and mental wellbeing of our employees (incl. contractors) while at work. This includes ensuring safe operations, keeping employees and contractors safe, and providing access to safe, clean drinking water and sanitation to maintain sufficient standards of hygiene.		•	•
Water in our operations	The impact and dependencies of our operations on freshwater and marine water availability, quality, and distribution. In order to mitigate risks, minimize impacts, and adapt to the changing environment: we are focused on improving our water efficiency over time, avoiding freshwater withdrawal in our industrial sites, and ensuring safe water discharge.	•	•	•
Employee engagement, talent, and development of our own workforce	Attracting, retaining, and developing talents through policies and practices aimed at ensuring employees' professional growth, learning and development opportunities, and engagement. We foster the creation and maintenance of a healthy, inclusive, and forward-thinking working environment.		•	
Responsible business practices	Policies and practices to ensure business is based on values and principles that promote ethical behavior and decision-making, protect data, mitigate financial risks, and enable speaking up, contributing positively to the economy and meeting stakeholder expectations.	•	•	•
Diversity and inclusion in our own workforce	Building an inclusive and diverse working environment and ensuring fair treatment and equal opportunities for all employees.		•	
Human and labor rights	Upholding and promoting internationally recognized rights and freedoms of employees in our own workforce and all who work across the supply chain.	•	•	
Resource use and circular economy	We still rely on fossil fuels for most of our production. To improve our environmental impacts, we are looking for ways to use renewable and recycled feedstocks in our production at scale. We minimize waste and ensure compliance in our operations and safe disposal of hazardous waste and we support measures to improve nutrient use efficiency during the usage of fertilizers.	•	•	
Non-GHG pollution in our operations	Pollutants from manufacturing other than GHG emissions, including NO_x, SO_x, and VOC emissions, pollution of soils, substances of concern, and harmful substances that impact human health and the environment. We take measues to upgrade and invest in our production plants to limit any impacts on our neighbors and the environment.		•	
Local community engagement	Establishing and maintaining mutually beneficial relationships with the communities through community projects and local procurement practices.	•		•

Sustainable Operations

We aim to foster sustainable operations by carrying out programs to increase production efficiencies, reduce carbon footprint, minimize the impact of waste production, and ensure the sustainable sourcing and use of water resources.

GHG Intensity
2.94
tCO_2e/N-tons

Electricity Purchased from Renewable Sources
63%

Energy Intensity
37.37
GJ/ton of ammonia produced

Freshwater Withdrawal
0%

Energy Intensity Reduction vs. 2022
~3%

GHG Intensity Reduction vs. 2022
~3%

Managing Our Environmental Impacts

Fertiglobe's business operations are governed and managed by a commitment to environmental stewardship aimed at safeguarding and preserving the environment and managing any potential environmental adverse impacts resulting from the Company's operations and activities. We are committed to fostering sustainable operations by applying comprehensive programs to increase production efficiencies, reduce carbon footprint, minimize the impact of waste production, and ensure the sustainable sourcing and use of water resources.

To this end, we have developed a robust set of policies, procedures, best working practices tools, and effective management systems.

Environmental Management System (EMS)

Our assets in Egypt and the UAE hold global certifications recognizing the quality of our environmental management processes, including ISO 14001 Environmental Management System and ISO 50001 Energy Management System, and they are integrated with other management systems, such as Quality Management systems. Our plant in Algeria follows HSE standards and procedures, even though if is non-certified. The EMS's cover 100% of employees and contractors, regardless of employment type, and are audited internally by certified internal auditors and externally via inspectors from certifications membership bodies on an annual basis.

Compliance

We are compliant with the applicable environmental regulations at each of our locations.

Energy and Climate Change

Management Approach

As a producer of ammonia and urea, we generate GHGs along our value chain. However, our products are essential to meet the global challenges of food security, decarbonized industrial processes, and cleaner fuel solutions. Our products contribute to the production of crop yields necessary to meet global food demand, and ammonia is one of the most promising industrial products to enable clean energy transition.

Accordingly, through their respective cycles, our products contribute positively to the fight against climate change by aiding in the sequestration of carbon in farming, land reclamation, and the reduction of transport emissions. We are unequivocal in our goal to reduce and manage our environmental impact wherever possible, and we have invested heavily in achieving this by both minimizing our environmental footprint through continuous investment in state-of-the-art technologies to maintain one of the world's youngest and most efficient asset fleets while maximizing our development of greener products through our low-carbon and renewable ammonia platform and our DEF production capabilities.

Our Commitment

We are committed to reducing our carbon footprint, and our Scope 1 and 2 GHG emissions intensity are in line with our majority shareholder's targets. We aim to achieve these reductions through a comprehensive climate strategy that includes investing in low-carbon technologies and projects and cooperating with all our stakeholders, industry peers, governments, and other institutions in the fight against climate change.

In particular, our GHG reduction strategy is based on three pillars:

- **Operational excellence** through a strong focus on energy efficiency and asset reliability which results in a reduction in energy consumption and therefore minimizes our reliance on fossil fuels and purchased energy, consequently reducing the intensity of our GHG emissions.
- **Transitioning our facilities to renewable energy sources (RES)** through power purchase agreements (PPAs) and renewable energy certificates (RECs) for our purchased electricity (Scope 2).
- **New strategic, low-carbon, and renewable technologies** that follow the transition pathway of blue and renewable, capitalizing on both new and established technologies, such as electrolysis, Carbon Capture and Storage (CCS), and purchased blue and renewable hydrogen.

Our low-carbon ammonia strategy plays a crucial role as it supports both our own and our customers' decarbonization objectives. We are willing to reduce our GHG footprint along our value chain and, to this extent, we have conducted a comprehensive inventory of Fertiglobe's GHG Scope 3 emissions and we keep investigating reduction opportunities.

Energy and Climate Change - continued

Operational Excellence Program

We continuously look for ways to maximize our production efficiencies, minimize our emissions and waste, and maintain our industry leading health and safety records. Operational excellence is integral to optimizing energy efficiency, which in turn is necessary to minimizing our Scope 1 GHG emissions, the bulk of which are emitted through the consumption of natural gas in ammonia production.

The program is founded on three key pillars that are tightly interlinked: **process safety, reliability, and energy efficiency**, underpinned by our commitment to minimizing waste and maximizing resource productivity. The program is expected to yield significant reductions in GHG intensity. Developing our workforce, our most important asset, represents the key enabler for the program. To this extent, we focus on continuous training (in-house and external), workshops, knowledge-sharing, and leadership assessments.

Process safety enables reliability, which in turn enables energy efficiency to achieve lower GHG emissions

Process Safety	Reliability	Energy Efficiency
• **Leading process safety design elements** featured by Fertiglobe's young asset base. • **Site-led improvement programs,** reflecting the site-specific process safety priorities. • **Group-wide leading performance KPIs** and best practices for Process Safety Fundamentals.	• **Site-led improvement programs,** reflecting site-specific priorities and the "Focus & Follow Through" approach. • **Global reliability program** focused on eliminating repeat issues and the timely anticipation on reliability threats. • **Structured readiness reviews** for major turnarounds to improve completion times, competitiveness, and predictability.	• **Energy-efficient designs** featured by Fertiglobe's young asset base. • **Immediate focus on operational excellence,** supported by monitoring tools. • **Reviewing our energy and feedstock purchases** with the aim to increase our use of green or renewable sources, including increasing our purchase of renewable power (such as solar and wind energy) and increasing our consumption of biofuels and alternative green feedstocks. • **Identify and pursue further efficiency through select value accretive investments.**
Best-in-class facilities, minimizing emissions and waste		
NO_x abatement • We have invested in our nitric acid plants to bring our nitrogen oxide (NO_x) emissions down by installing the best available abatement technology, such as de-NO_x or selective catalytic reduction units.	**Waste heat capture and recovery** • The waste heat and steam systems in all our plants are highly integrated, and we endeavor to use all heat within our processes to make use of energy in the most efficient way possible.	**CO_2 capture, recycling, and sale** • Our production facilities emit GHGs directly from the conversion of natural gas into our products and indirectly through the generation of purchased electricity and steam. We diligently work to minimize our CO_2 emissions by investing in reduction technologies, recycling CO_2 within our downstream processes, and selling CO_2 to third parties. We are also exploring Carbon Capture and Storage (CCS) opportunieis.

Workforce Development

Renewable Electricity

We strive to decarbonize our operations by shifting our power consumption to renewable energy sources through solutions available in the markets where we operate, such as PPAs and Energy Attribute Certificates (EACs) purchased in the same market where consumption takes place.

In 2022, we finalized our renewable energy market evaluation and developed a purchasing strategy based on best available options in the markets where we operate. For our sites in Egypt and the UAE, we are focused on EACs in the short-term, while monitoring the development of the corporate PPA market for the eventual availability of this option. We continue to assess new renewable sourcing opportunities in Algeria in order to further decarbonize our operations.

In line with our approach in 2022, we purchased EACs (I-RECs) from solar electricity producers in Egypt and the UAE in 2023 for 100% of our purchased electricity consumption at our facilities in both countries, which is equivalent to 63% of Fertiglobe's overall purchased electricity, grounding our Scope 2 emissions to zero in Egypt and UAE sites.

Energy and Climate Change - continued

2023 Performance Summary

Our Operations

In 2023, Fertiglobe's total energy consumption decreased despite an increase in production, resulting in almost 3% reduction of our energy intensity compared to 2022 and highlighting our continuous efforts to reduce our environmental footprint. The purchase of EACs (I-RECs) for 100% of our purchased energy consumption at our facilities in Egypt and UAE, equivalent to 63% of Fertiglobe's overall purchased electricity, contributed to the reduction of 190,615 tCO_2e of our Scope 2 emissions.

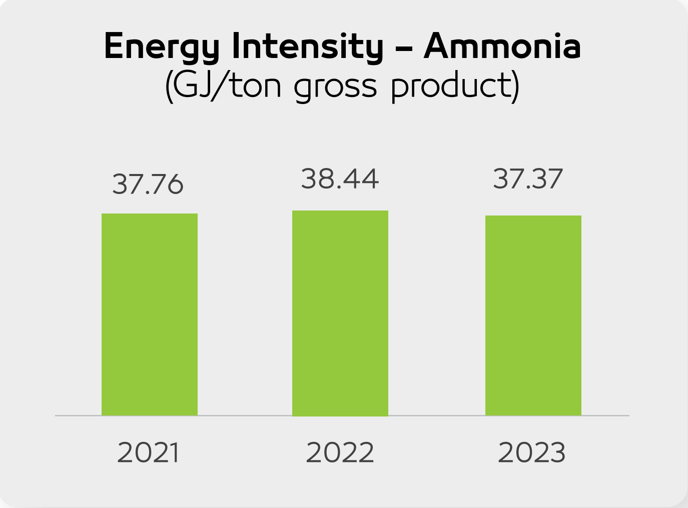
Fertiglobe's overall GHG intensity decreased to 2.94 tCO_2e/N-ton in 2023, compared to 3.03 tCO_2e/N-ton in the previous year, corresponding to an almost 3% YoY reduction driven by our decarbonization pillars.

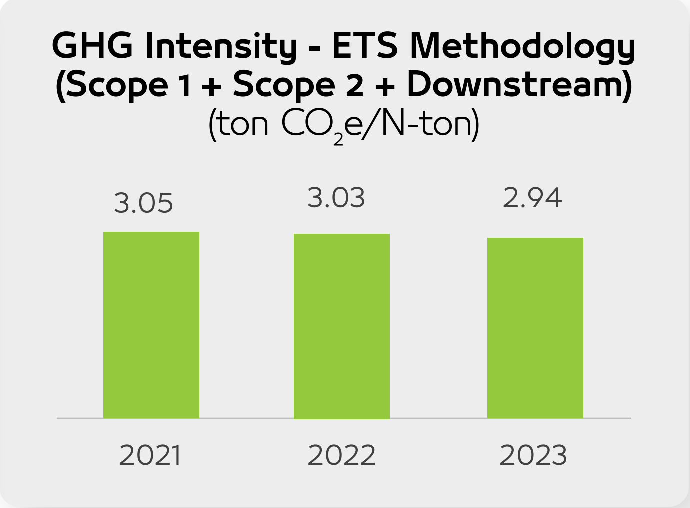
Our Value Chain

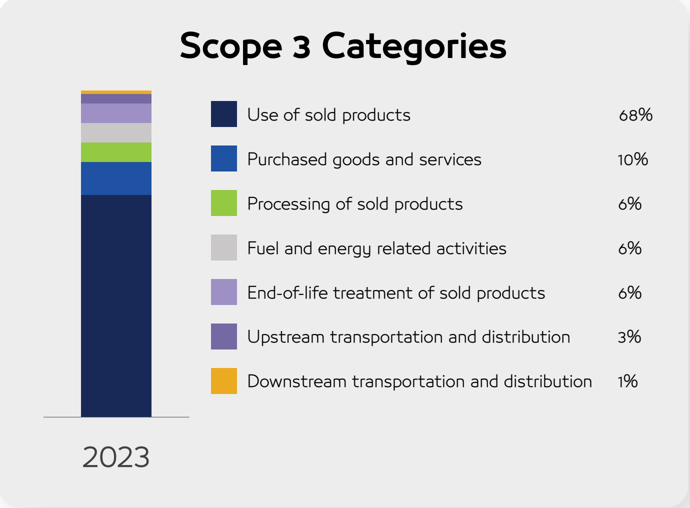
In 2023, Fertiglobe conducted an inventory of GHG impacts across the entire value chain. Similarly to numerous other industries, the chemical sector primarily sees the majority of its GHG emissions originating from both upstream and downstream value chain activities, commonly referred to as Scope 3 emissions.

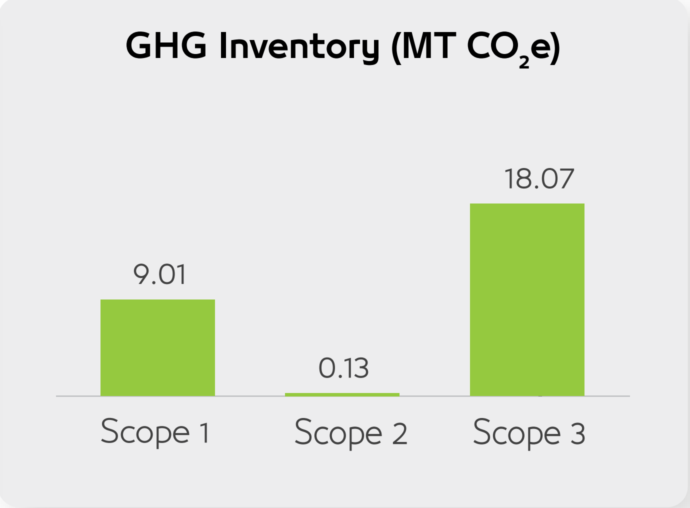
Our approach was aligned with the GHG Protocol's Corporate Value Chain Scope 3 Standard. After a first analysis of the 15 Scope 3 categories, we have identified 7 categories relevant to Fertiglobe. Among those, Category 1 - Purchased Goods and Services and Category 11 - Use of Sold Products combined account for approximately 80% of our value-chain emissions.

This initial step is pivotal in shaping an effective corporate climate change strategy and identifying future reduction initiatives.









How We Calculate Our GHG Intensity

GHG intensity metrics presented across the report are calculated according to the EU ETS methodology, meaning that the numerator includes, other than the Scope 1 and Scope 2 emissions, the CO_2 used in the production of urea and other downstream processes, which is defined as Scope 3 per the GHG protocol.

Our Scope 1 and Scope 2 intensity calculated according to the GHG Protocol is equal to 1.84 in 2023, 1.98 in 2022, and 2.01 in 2021 (ton CO_2e/N-ton).

Climate Change Risks and Opportunities

Physical Risks

Extreme weather events

Changing weather patterns

Water scarcity

Physical risks caused by rising global temperatures include extreme weather events (hurricanes, floods), changing weather patterns, increased water stress, and rising sea levels. These events and changes can impact our supply chain, disrupt planting cycles and growing conditions, and impede farmers' ability to apply crop nutrients.

Potential Impact

- Rising insurance costs and lower pay-outs
- Unplanned downtime
- Interruptions to supply chain, such as power outages caused by hurricanes
- Changing weather patterns impacting availability of water and reducing predictability of planting seasons
- Commodity price volatility

Transition Risks

Regulatory changes

Cost to transition to lower emissions technology

Dietary shifts

Reputational risks

Transition risks associated with transitioning to a lower-carbon economy are primarily related to (i) changes in carbon-linked regulations and policies, such as the European Carbon Border Adjustment Mechanisms (CBAM), and other potential carbon taxation mechanisms, (ii) costs associated with transitioning to lower emissions technology and resource efficiency, (iii) dietary shifts to more plant-based nutrition, and (iv) failure, real or perceived, to meet GHG reduction expectation.

Potential Impact

- Carbon tax and stricter environmental requirements
- Risk of technology failures and higher capital expenditures to transition to lower emissions technologies

Fertiglobe Resilience: Mitigants and Opportunities

The transition to lower emissions technologies, the development of new low-carbon markets, and price volatility due to climate change represent key opportunities for Fertiglobe. Our decarbonization strategy is a key lever to reduce the emissions, carbon taxes, and operating costs; water management is a key mitigant to address water scarcity within the organizational boundaries. Proactive engagement with stakeholders and comprehensive sustainability reporting can play a role in meeting stakeholders transparency expectations.

Key opportunities

- New low-carbon and renewable products and demand markets: we are growing our sustainable fuel and feedstock product portfolio to accelerate the decarbonization of our operations and value chain, going beyond ammonia's conventional uses and markets, as described on pages 60-67
- Lower carbon urea: it helps reducing agricultural emissions while continuing to provide a key nutrient to maximize soil health and feed the crops that are favored by global dietary shifts, as described on pages 61-62
- Resource efficiency: Energy-efficient designs featured by Fertiglobe's young asset base, focus on operational excellence, review of our energy and feedstock purchases with the aim to increase our use of renewable sources, as described on pages 48-51

Water

Management Approach

Water is an essential but finite resource, and water stress is an increasing threat globally, particularly in already vulnerable regions. Given the relevance of water as shared resource, water management is one of the key pillars in the Manufacturing Improvement Plan (MIP), that contemplates the environmental management system requirements and local operating environments.

We primarily use water in our production processes for cooling, steam generation, or in our downstream aqueous products. Our water management processes use the Best Available Technologies (BAT) wherever possible to eliminate our need for freshwater and surface water and to minimize our water discharge and consumption by maximizing the reuse, recycling, and recovery of wastewater in our production processes. Most of the water used in our processes is recycled several times in closed loop systems to reduce water withdrawal. In terms of water sources, we use non-potable water, such as desalinated seawater, and treated water from industrial sources.

According to water management program needs, we closely monitor our water withdrawals and discharges at every facility and ensure any discharged water is treated to meet applicable environmental regulations. We meet or exceed all water quality regulations and permits through our water management and treatment processes to ensure we do not impact local water sources.

Water performance management, including quantity and quality, is a mainstay of our overall HSE reporting system. In addition, we evaluate environmental techniques that can help us improve our water stewardship at every facility based on a life cycle assessment.

Our Commitment

We are committed to zero freshwater withdrawal at all our sites and have installed desalination units to use seawater instead of freshwater at all our sites. We work diligently to maximize our water efficiency and are focused on reducing our water use wherever possible.

Water - continued

Water Management: each plant works to maximize water efficiency

Water is sourced from seawater, municipal sources, and wells.

Water is used in the production process in several ways, such as cooling water, steam, or as a raw material for our downstream products. Water is circulated and reused many times throughout our production cycles.

Following several cycles through our plants, water is recycled by neighboring plants where interconnections exist or is safely released as unpolluted water vapor.

Water is treated at water treatment facilities to ensure it is safe and clean.

Water is safely discharged as per local regulations or used for irrigation.

CASE STUDY
Water Management in the Egyptian Facilities

40

Acres of land reclaimed in the Egyptian desert through our water recycling efforts

1.6

Million m^3 of water reused for irrigation in the Egyptian desert

As of October 2022, we fully substituted our freshwater consumption with desalinated water, eliminating Fertiglobe's dependence on freshwater at all sites. The desalinated water is supplied from a recently built desalination plant at Ain Al Sokhna to our facilities in Egypt on a contractual basis. The desalinated water is further treated in polishing units. A calcination unit was built for further treatment of the desalinated water for better operating properties. Remainder water supply comes from non-potable groundwater and is treated in reverse osmosis plants owned and operated by Fertiglobe.

Improved Water Efficiency
Desalinated water has better operating properties compared to previously used freshwater. Since transitioning to desalinated water, efficiency has improved remarkably, leading to water savings. Blow down of cooling towers decreased by c.50%, reducing makeup water and wastewater discharge as a result. Wastewater flow reduced by c.30%.

Regeneration cycle was significantly improved, leading to a lower consumption of chemicals for water treatment. Overall water consumption decreased and led to higher reliability and efficiency of heat exchangers.

Zero Effluent Discharge
Both Fertil and EFC have implemented a novel solution to the large quantity of water produced as a by-product of the urea manufacturing process. The facilities invested in the construction of irrigation and evaporation ponds to avoid discharging effluents into the environment. EFC is the only plant in Egypt to do this, with three ponds capable of holding a total of 15,000 m^3 of water, while Fertil has two ponds capable of holding a total of 24,800 m^3 of water.

Water Recycling and Reuse
In 2022, EBIC implemented a wastewater treatment and reuse closed loop system for cooling water that reduces the plant's water intake by approximately 5%.

Land Reclamation in the Egyptian Desert
The water collected at EFC's irrigation ponds is used to irrigate 40 acres of forestry that was planted by EFC in the nearby desert, contributing to essential land reclamation in the Egyptian desert and creating an additional source of carbon sequestration. The 40 acres of forestry sequester an estimated 31.2 metric tons of CO_2 a year.

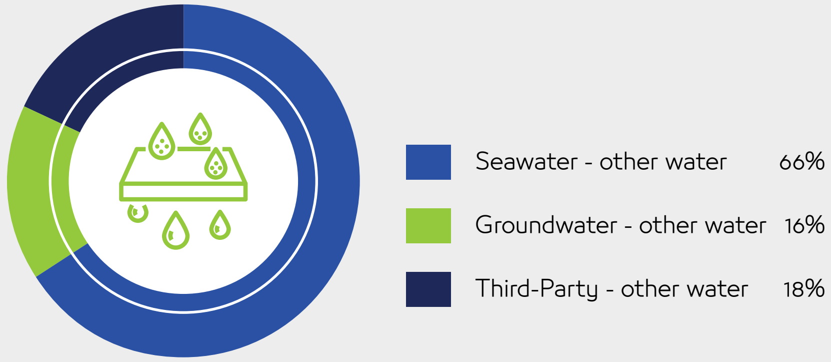
Water - continued

2023 Performance Summary

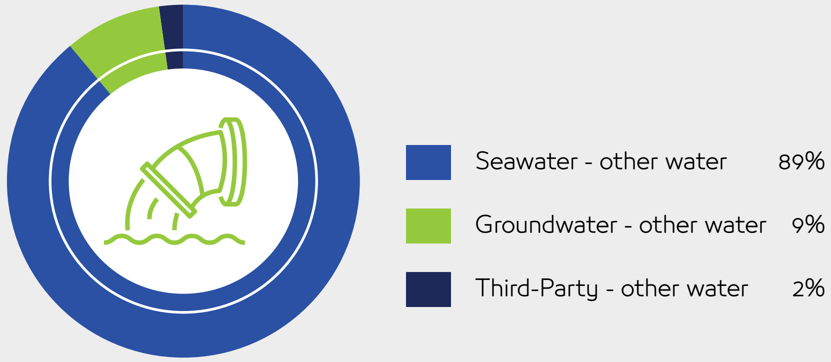
We are proud to announce that **in 2023, we reached our target of zero freshwater withdrawal in all our sites.** Our production facilities in Algeria and the UAE source 100% of their water intake from the sea, while facilities in Egypt transitioned their freshwater withdrawal to a mixture of desalinated and non-potable groundwater treated via reverse osmosis since 2022. Fertiglobe is now fully reliant on sustainable water sources, and reliance on freshwater sources at all our MENA assets has been eliminated.

In 2023, we sourced 62 million m^3 of water that were used in our operations in several ways, including cooling water, steam, or as a raw material for our downstream products, and we discharged almost 35 million m^3 of water. Sea water plays an important role in our operations, accounting for the 66% of total withdrawal and 89% of discharge. 27 million m^3 of the water consumed are mainly referred to evaporation processes or are used for irrigation purposes.

2023 Water Withdrawal by Source



2023 Water Discharge by Destination



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Freshwater Withdrawal

Waste

Management Approach

We are actively employing a variety of strategies to manage our industrial waste and safeguard the environment. Adopting a process-based waste management approach offers numerous advantages; it enhances the safety and health of our workers, reduces disposal costs, tackles logistical challenges, ensures regulatory compliance, and optimizes our environmental sustainability efforts. Additionally, it plays a crucial role in significantly curbing both input and output industrial pollution. We employ a cradle-to-grave approach to monitor hazardous waste transport throughout the supply chain and manage waste in strict compliance with specific environmental policies and procedures. These procedures are voluntarily applied to each Operating Company (OpCo) under the umbrella of the highest internationally recognized standards. We are committed to the regular assessment of all significant environmental aspects, such as spent catalysts and their impacts. Through this process, we determine control measures aimed at mitigating risks associated with adverse environmental impacts (threats) or capitalizing on beneficial environmental impacts (opportunities). The majority of our industrial waste is non-hazardous, stemming primarily from routine maintenance activities. Our distribution processes are primarily bulk shipments with minimal packaging required. Each facility monitors and minimizes its hazardous and non-hazardous waste through effective waste management programs to ensure the application of industry best practices and to dispose of solid waste in an environmentally sound manner. The primary source of hazardous waste is spent catalyst, which is disposed of safely as per local regulations. All processes undergo regular reviews by our HSE teams to identify and implement waste reduction opportunities where possible.

Our Commitment

Our strategies are designed to proactively prevent waste through upstream and downstream interventions. On the production side, these strategies focus on optimizing resource and energy usage while reducing toxicity levels during manufacturing. Some initiatives enhance resource efficiency within or even prior to the manufacturing process, including product design, cleaner production practices, reuse of scrap material, improved quality control, and participation in waste exchanges. Meanwhile, other strategies target the consumption side, aiming to raise awareness and encourage environmentally conscious consumption patterns. We also emphasize consumer responsibility to contribute to the reduction of overall waste generation.

We are committed to minimizing potential waste leakage, effluents, or spills through primary and secondary containment systems that are regularly inspected and process-based audited through environmental management systems. Our emphasis is on the importance of not creating waste in the first place, prioritizing waste prevention over finding optimal disposal methods for already generated waste.

2023 Performance Summary

In 2023, the amount of waste generated in all our production facilities was 2,982 tons, of which 36% was reused, recycled, or recovered. During the year, our facilities reported zero environmental incidents (EI), representing an environmental incident rate (EIR) of zero. This performance reflects the principles outlined in our environmental compliance program. A continual improvement process is kept in place to achieve improvement in overall environmental performance.

Waste reused, recycled, or recovered

36%

Fostering Sustainable Behaviors Among Our Employees

In order to encourage greater environmental consciousness and more sustainable practices, contribute to ban single-use plastics, and support national targets in the countries in which we operate, reusable water bottles, sustainable coffee tumblers, and environment-friendly Canvas Bags have been distributed to all the employees located in the UAE, and Egypt.

Other Environmental Impacts

Nitrogen fertilizer use helps improve agricultural efficiency, which protects biodiversity by maximizing yields of existing farmland, thereby reducing the need to sequester new land for farming.

Local Biodiversity and Ecosystem Services

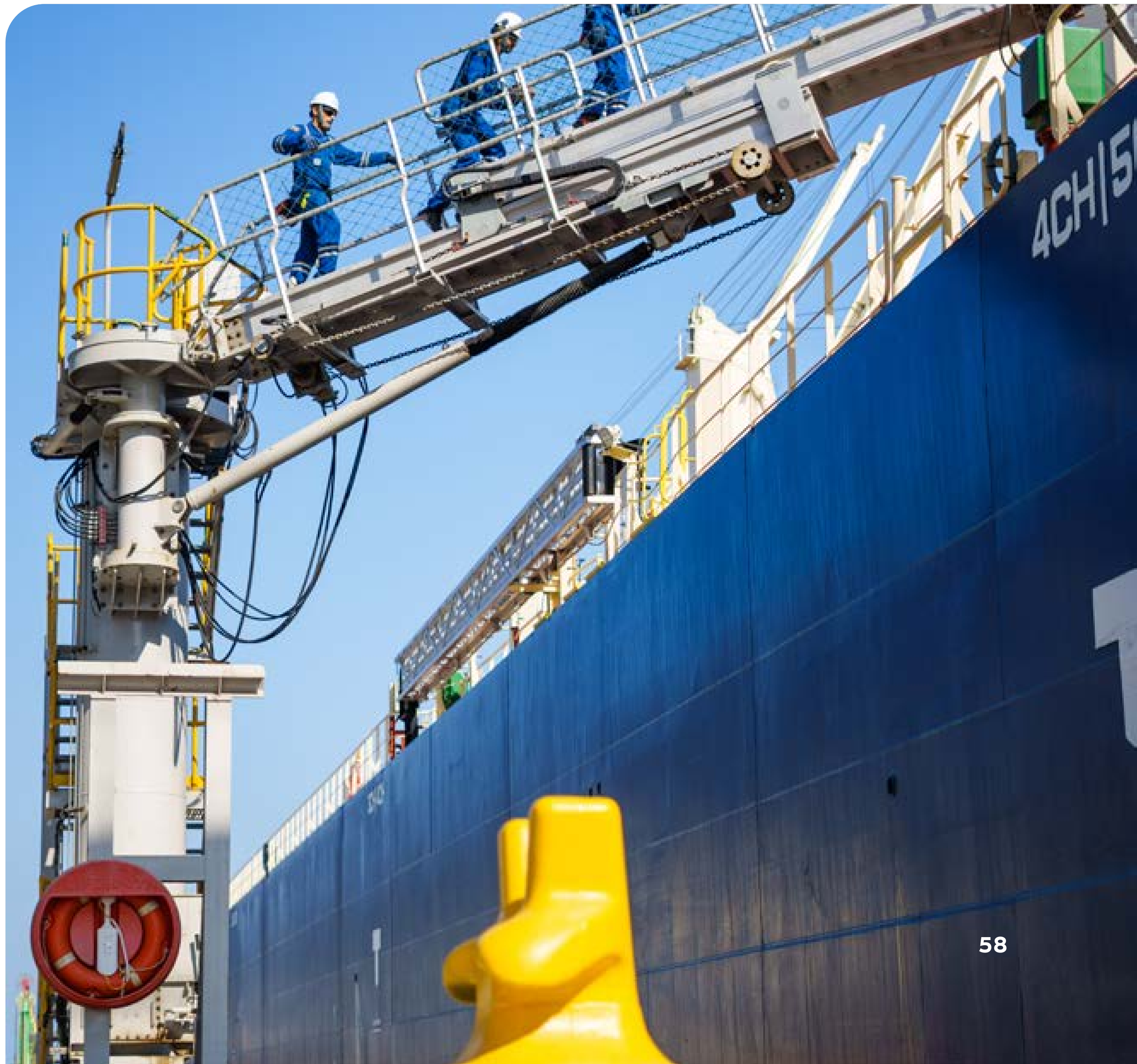
We comply with all relevant regulatory requirements and environmental policies when assessing new projects, which would include environmental and biodiversity impact assessments wherever relevant. Nitrogen fertilizer use helps improve agricultural efficiency, which protects biodiversity by maximizing yields of existing farmland, thereby reducing the need to sequester new land for farming. None of our production facilities are located near protected areas or areas of high biodiversity, thus a biodiversity management plan is discretional.

Non-GHG Emission in Pollution in Our Operations

Fertiglobe plants apply the best available technology that uses ultra-low emissions burners. Fuel or natural gas combustion activities are the most significant operations sources of non-GHG emissions. Fertiglobe has devised and implemented robust actions and policies to effectively measure and reduce non-GHG pollution, particularly targeting NO_x and SO_x emissions. The Company monitors non-GHG emissions from our operations through a Continuous Emission Monitoring System (CEMS) in compliance with applicable environmental regulations. Also, non-GHG emissions inventory is considered a good base resource for data comparison and a full evaluation of the electiveness of policies cutting down emissions.

Reduction Opportunities

Fertiglobe is actively exploring various avenues to capitalize on opportunities for reducing non-GHG emissions. In our pursuit of continuous improvement, we have set ambitious goals to achieve rapid progress, leveraging technological upgrades and deploying abatement equipment. A recent milestone in our ambitious agenda involves a concerted effort to reduce emissions by transitioning from fossil fuels to low/renewable carbon alternatives, embracing the shift toward renewable energy sources. Additionally, the introduction of pollution control technologies (e.g., produce DEF, catalytic converters to reduce exhaust pollutants from passenger cars and utilize ultra-low NO_x burners) can also reduce N_2O emissions.



Product Stewardship

We aim to develop and promote products and services to minimize impacts and dependencies on the environment (e.g., climate change, air, water and soil pollution, and biodiversity and ecosystems) and maximize impacts on society (e.g., food security, land use changes, and health and safety).

Low-Carbon and Renewable Ammonia Ongoing Projects

3

Non-Compliance Concerning the Health and Safety Impacts of Products and Services

0

Our Approach

Our approach to product stewardship has three pillars, underpinned by our commitment to product safety.

1

Providing **low-carbon and renewable products** through our decarbonization initiatives to reduce downstream emissions:

- **Food:** Low-carbon and renewable nitrogen fertilizers using low-carbon and renewable hydrogen as feedstocks
- **Feedstocks:** Low-carbon industrial chemicals allowing customers to decarbonize a wide range of products in the chemical value chain
- **Fuels:** Low-carbon green fuels, such as ammonia, which help our downstream value chain minimize emissions

2

Enhancing nutrient use efficiency through:

- Innovative products and services
- Supporting farmer education programs (e.g., 4Rs)
- Driving the adoption of more sustainable practices and products
- Developing fertilizers with urease and/or nitrification inhibitors. These products are among the most credible pathways to reduce N_2O emissions during field applications, which conventionally contribute to over 50% of GHG emissions in the nitrogen fertilizer value chain
- Evaluating the introduction of sulfur to our products for better nutrient use efficiency

3

Mitigating environmental impacts beyond GHG emission reduction:

- Reducing air pollution from transport and shipping:
  - Marine shipping: Renewable Ammonia as the fuel of the future that has significantly lower NO_x, So_x, and Particulate Matter (PM) pollutants compared to conventional fuels
  - DEF to abate NO_x emissions from diesel
- Enhanced fertilizers have positive impacts on water, soil, air pollutions, and biodiversity

Product safety: Ensures that our products and their raw materials, additives, and intermediate products are processed, manufactured, handled, stored, distributed, and used in a way that safeguards health, occupational and public safety, and the environment.

Low-Carbon and Renewable Products

Leading the Global Energy Transition

With ammonia's end markets covering food, fuel, and feedstock, Fertiglobe plays a key role in decarbonizing its diversified value chain and enabling global energy transition. Leveraging our access to renewable energy sources and the complementary expertise, resources, and relationships of our majority shareholders, Fertiglobe is looking to take on an increasingly central role in driving the development of the low-carbon and renewable ammonia industry and the decarbonization of the global economy.

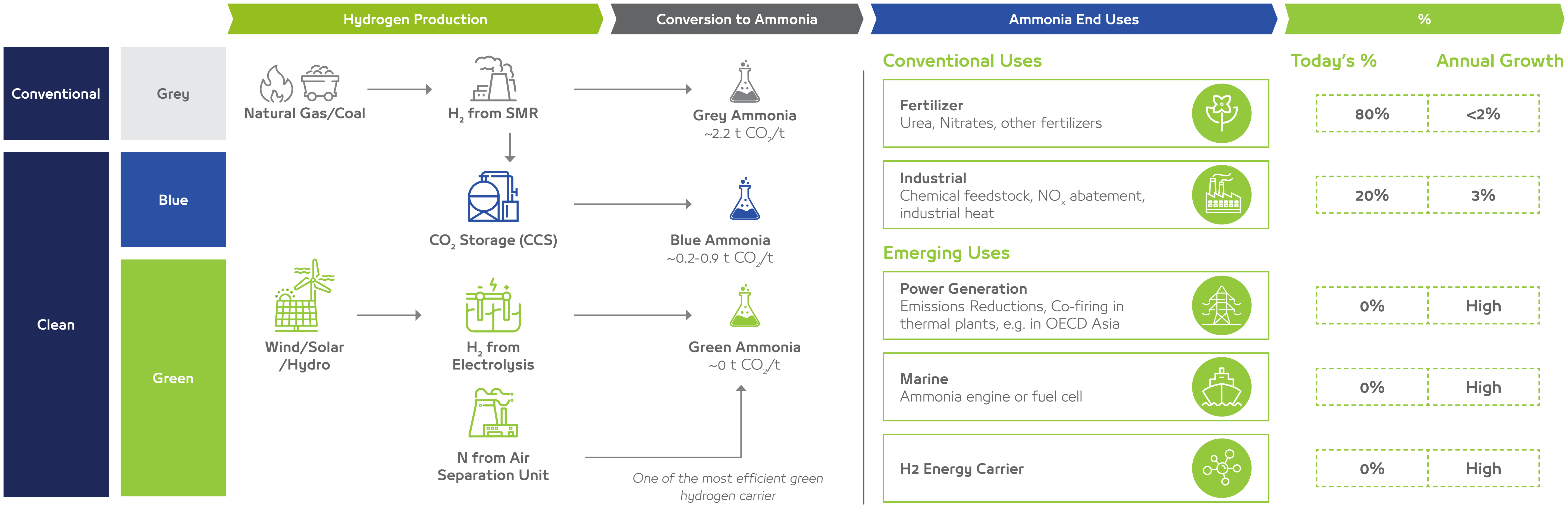
Low-carbon ammonia and hydrogen will enable a broad range of decarbonization opportunities, including reducing emissions from marine fuel, power generation, transportation, construction, and agriculture, becoming a major contributor to emission reduction across industries where abatement is difficult.

Incremental demand for clean ammonia is expected to tighten the conventional market further, as grey capacity is decarbonized to cater to the new clean ammonia demand.

Low-Carbon vs. Renewable Ammonia

- **Renewable ammonia:** ammonia produced from renewable feedstocks, e.g., renewable ammonia that can be produced through electrolysis using renewable energy sources, making it close to zero GHG emissions.
- **Low-carbon ammonia:** ammonia produced from virgin fossil with lower Carbon Intensity (CI) than grey ammonia and industry average emission or from recycled fossil feedstocks. Low-carbon ammonia solutions include blue ammonia, which can be produced with lower carbon hydrogen from natural gas with CCS that can achieve a CI reduction of at least 70% compared to the grey ammonia industry average from cradle-to-gate.

With global infrastructure in place, low-carbon ammonia products can bridge the transition from grey to green until the industry has fully scaled up to product based solely on renewable energy sources.



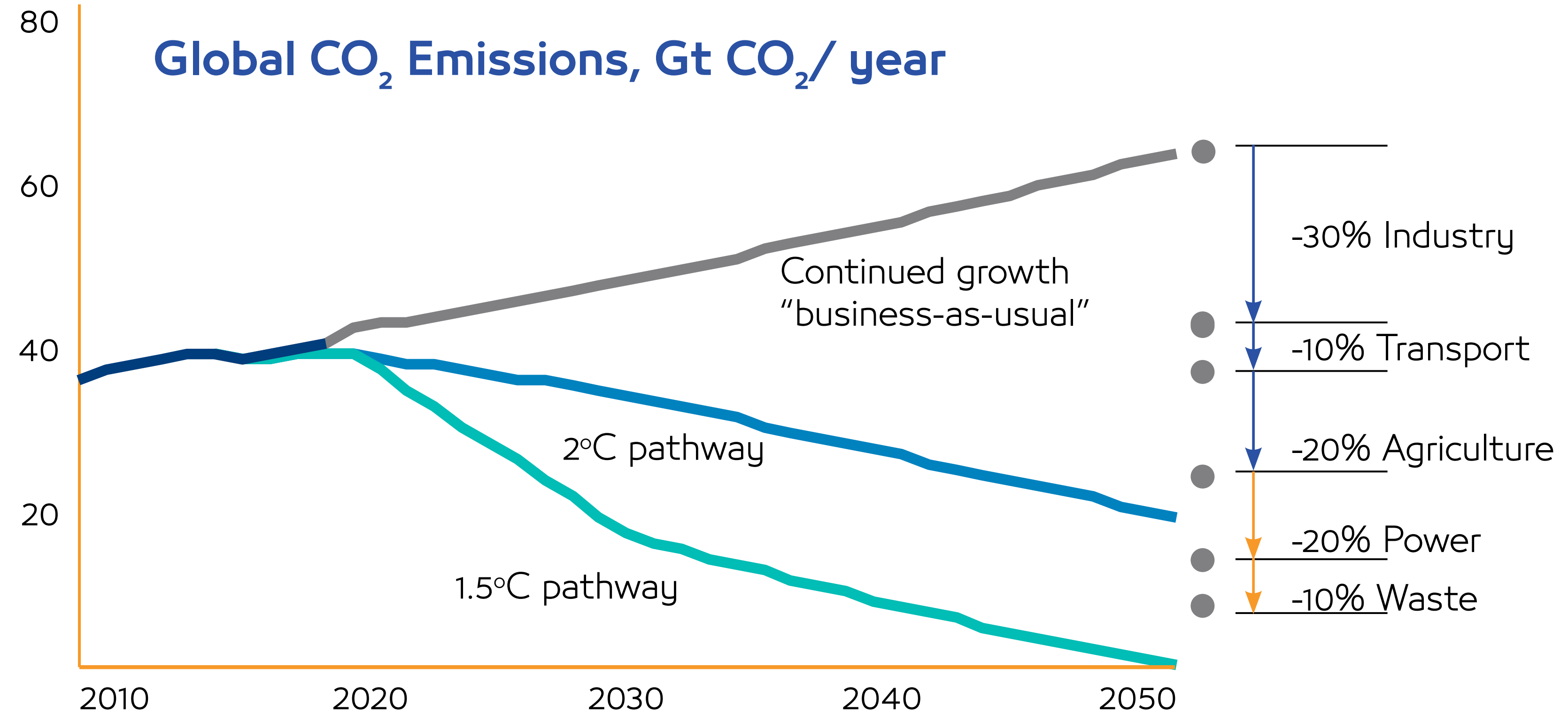
Low-Carbon and Renewable Products – continued

Low-Carbon Ammonia Is Critical to Achieving Carbon Neutrality

Governments have set targets for the 1.5–2°C pathway, requiring a significant reduction in global CO_2 emissions. Clean hydrogen is strongly positioned to lead the world's energy transition, and ammonia is the key enabler.

Our low-carbon ammonia strategy aligns with the UAE's Green Agenda 2030 and Net-Zero 2050 strategic initiative, including the UAE National Hydrogen Strategy 2050, which is aimed at supporting low-carbon local industries, contributing to achieving climate neutrality, and enhancing the UAE's position as one of the largest producers of hydrogen by 2031.

To limit global warming, the world needs to rapidly reduce emissions. Fertiglobe's focus markets represent significant emissions reduction potential.



Fertiglobe focus markets today
Fertiglobe's focus markets account for ~60% of emission reduction potential

Fertiglobe potential markets
Fertiglobe indirectly influences ~30% of further emission reduction potential

Low-Carbon and Renewable Ammonia Growth Initiatives

Egypt Green Project

- Partnership between Fertiglobe, Scatec, Orascom Construction, and the Sovereign Fund of Egypt to commission a 100MW electrolyzer capacity for the production of green hydrogen
- Largest independent renewable hydrogen project in Africa
- Strategically located at the Suez Canal's doorstep, with direct pipeline connection to Ain Sokhna port
- FID for full-scale electrolyzer plant expected in 2024

Low-Carbon Ammonia Pilot in the UAE

- Pilot to capture 18 ktpa of CO_2 from Fertiglobe's Fertil-2 plant to be UAE's first CCS facility to produce 10–12 ktpa of **low-carbon** ammonia, with focus on exporting to Asia and Europe
- CO_2 sequestration started in Q4 2023, and low-carbon ammonia sales in partnership with Adnoc expected in Q2 2024
- Fertiglobe is also piloting carbon capture from flue gases, with initial capture targeted toward Q1 2024

Low-Carbon Ammonia Project in the UAE

- World-scale low-carbon ammonia facility in the UAE, in partnership with TA'ZIZ (majority owned by ADNOC and ADQ), GS Energy Corporation, and Mitsui & Co., Ltd
- Located in TA'ZIZ Industrial Chemicals Zone, adjacent to Ruwais Industrial Complex, which will supply attractive hydrogen and nitrogen feedstocks
- Capacity of **up to 1,000ktpa of low-carbon ammonia,** with focus on exporting to Asia and Europe

CASE STUDY Building the Green Hydrogen Ecosystem: Egypt Green Project

First renewable ammonia production site to receive the ISCC PLUS certification

H_2

Shipment of the world's first internationally recognized renewable ammonia in 2023

Egypt Green Hydrogen

Commissioning of the first phase of the Egypt Green hydrogen plant in Ain Sokhna, Egypt, was launched in November 2022 during COP27. Egypt Green, which is owned, built, and operated by Fertiglobe, Scatec ASA, Orascom Construction, and the Sovereign Fund of Egypt (SFE), marks an important milestone in the development of a green hydrogen ecosystem in Egypt and Africa.

Egypt Green is Africa's first integrated green hydrogen plant and marks a foundational step in Fertiglobe's green hydrogen and ammonia portfolio, aiming to accelerate global climate action through emissions reduction. Green hydrogen, which is produced from water via electrolysis using renewable energy sources, has the potential to play a significant role in decarbonizing hard-to-abate sectors, such as heavy industries, power, and global shipping. Ain Sokhna has a strategic position close to the Suez Canal Economic Zone, with the possibility of using renewable electricity to develop an industrial hub near global shipping lanes.

When fully developed, the project will consist of 100 MW capacity of electrolyzers powered by 260 MW of solar and wind energy plants. The tie-ins for the renewable hydrogen feed to be processed into renewable ammonia have already been installed at Fertiglobe's two existing ammonia plants in Ain Sokhna. At full scale, the facility will deliver up to approximately 15,000 tons of renewable hydrogen as feedstock for the production of up to 90,000 tons of renewable ammonia per year in Fertiglobe's existing ammonia plants. FID for the full-scale 100 MW electrolyzer capacity is expected to be reached during the first half of 2024.

Fertiglobe reached a significant milestone with its Egyptian facility being the first renewable ammonia production site to receive the ISCC PLUS certification.

In 2023, Fertiglobe completed the shipment of the world's first internationally recognized renewable ammonia with ISCC PLUS-certification, produced at the Company's facilities in Egypt using renewable hydrogen from its pilot Egypt Green Hydrogen electrolyzer. This first batch of renewable ammonia is used for the production of near-zero emissions synthetic soda ash, a key ingredient in laundry powder, for Unilever and is a great example of decarbonizing downstream industries and driving the global energy transition.

Renewable energy from solar, wind energy → **100 MW electrolyzer capacity at full scale** → **Up to c. 15,000 tons of green hydrogen as feedstock for production of up to 90ktpa of renewable ammonia at Fertiglobe's existing ammonia plants** → **Global logistic capability**

Fertiglobe
An ADNOC and OCI Company
THE SOVEREIGN FUND OF EGYPT
صندوق مصر السيادي
Scatec
ORASCOM CONSTRUCTION

Nutrient Use Efficiency and Food Security

Feeding a Growing World Population

Agriculture plays a dual role in global climate dynamics, contributing to approximately 30% of GHG emissions while simultaneously grappling with the adverse impacts of climate change. This dual challenge poses a significant threat to food security, particularly for the most vulnerable populations. Addressing food security for a growing global population is a formidable task, as estimates indicate the need for a 70% increase in food production by 2050 to sustain an expected 9 billion people. We are aware of the crucial role we play in improving food security globally by delivering fertilizer to key agricultural markets. Although the market suffered from supply chain disruptions during the year, we were able to increase our own-produced sales volumes by 5%.

Compounding this challenge is the heightened vulnerability of agriculture to climate change, evidenced by rising temperatures, irregular weather patterns, shifting agroecosystem boundaries, the encroachment of invasive pests and crops, and an increased frequency of extreme weather events. On farms, the effects of climate change manifest in reduced crop yields, diminished nutritional quality of major grains, and decreased livestock productivity. Tackling the complex interplay between agriculture, climate change, and food security is imperative to ensure the resilience and sustainability of our global food systems.

Fertilizer use is essential to maximize yields, minimize soil degradation, and sequester CO_2

Enabling pathways to global food security is core to our mission. Through various programs, we work with our customers around the world to maximize yields, strengthen crops, prevent soil degradation, promote sustainable agricultural practices, and accelerate growth to meet the world's rising food demands. We also work to ensure our products are used in a way that safeguards health, occupational and public safety and security, biodiversity, and the environment. Nitrogen fertilizers are the key nutrient for crop growth and development. High-quality soil maximizes farm yields and ensures healthy crops, naturally sequestering carbon dioxide (CO_2) in the process.

Efficient farming through correct fertilizer application enables farmers to maximize the use of existing farmland and reduce land sequestration. Fertiglobe's fertilizer products facilitate sustainable agriculture by providing an effective and environmentally sound source of nitrogen. By using nitrogen fertilizers effectively, farmers can:

- Grow more food on their land;
- Reduce soil nutrient loss and improve soil quality;
- Reduce the need for new farmland to be sequestered, which therefore reduces GHG emissions by limiting deforestation.

The absence of annual nitrogen fertilizer application for the replenishment of soil nutrients can contribute to soil erosion, leading to poor yields from a qualitative and quantitative perspective, biodiversity loss, and other negative economic and ecological consequences.

Promoting Sustainable Intensification

Inappropriate fertilization practices can lead to the loss of nutrients to the environment. If those nutrients are not replaced, soil health will decline and eventually lead to soil degradation, increasing risk of agricultural expansion into previously uncultivated land. In order to prevent this land encroachment, avoid further loss of biodiversity, and the release of sequestered carbon, it is crucial to supply existing agricultural land with a sufficient amount of nutrients. The importance of healthy soils for agricultural production is particularly critical in the current geopolitical context, in which serious threats to food security are compounded by an abrupt reduction in fertilizer production globally, with consequences across the whole agri-food supply chain. By applying sustainable intensification practices, farmers will be able to maximize the use and efficiency of existing farmland while minimizing the environmental impact on the same land area.

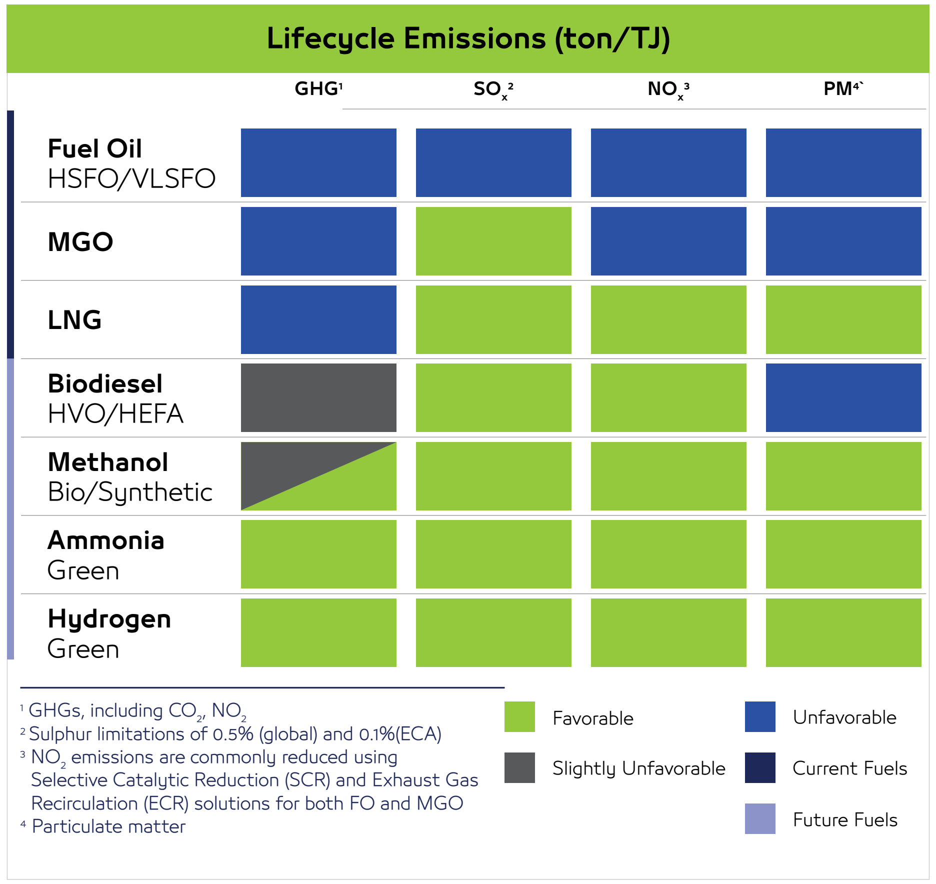
Sustainable intensification can therefore represent an effective and valid approach to the sustainability of the agri-food supply chain, while contributing to food security. Such sustainable intensification measures can be characterized by:

- The use of harmonized standards and indicators, such as the Nitrogen Use Efficiency (NUE) Indicator, developed by the EU Nitrogen Expert Panel, which is able to provide information about resource use efficiency.
- The use of precision farming tools and techniques that enable farmers to effectively assess crop nutrient requirements.
- An increase in the replacement of conventional mineral fertilizers with Enhanced Efficiency Fertilizers (EEFs) to improve fertilizer use efficiency, mitigate climate change, and significantly reduce nitrogen losses to the environment.
- The adoption of "4R" principles and the application of the right fertilizer source at the right rate, at the right time, and in the right place.
- The use of targeted fertigation techniques.
- The use of low-carbon and renewable ammonia in fertilizer production, helping reduce overall Scope 1 GHG emissions. We work with industry associations to educate farmers on fertilizer application and storage and encourage sustainable farming practices.

Mitigating Environmental Impacts Beyond GHG Emission Reduction

Shipping currently accounts for approximately 3% of global CO_2 emissions. The sector is one of the most challenging to decarbonize due to the current cost effectiveness of Heavy Fuel Oil (HFO). The International Maritime Organization (IMO) has set emissions targets that can only be achieved through the adoption of low-carbon fuels on new and existing vessels. The EU is poised to include shipping in the emissions trading system (EU ETS) with binding requirements to reduce CO_2 by more than 40% by 2030. This push to decarbonize shipping is driven throughout the industry's value chain, with major consumer-facing companies pledging to decarbonize their freight by moving cargo on ships using zero-carbon fuels by 2040.

Of the various alternative low-carbon fuels available, ammonia is one of the only practical alternatives for long distance shipping. Renewable ammonia is particularly promising, as it can be produced from solar and wind resources without producing carbon emissions. The ammonia engine on the vessels emits zero CO_2, zero Sulphur Oxides (SO_x), and the traces of NO_x present in the flue gas can be neutralized to water and dinitrogen by up to 99%. This makes a renewable ammonia-fueled ship a zero-emission ship. Without carbon priced in, the grey and blue ammonia pathways are very close to cost parity compared to HFO. The use of blue ammonia in shipping would facilitate the decarbonization pathway with an improvement potential of more than 50% GHG reduction. Most importantly, with global infrastructure in place, these products can bridge the transition from grey to green until the industry has fully scaled up to product based solely on renewable energy sources. The maritime fuel market for HFO is expected to grow to approximately 430 million metric tons by 2050, translating in ammonia equivalents of 650–900 million metric tons. This is 4–5x the current global production and >35x merchant ammonia traded volumes, representing a significant growth opportunity for Fertiglobe.



Product Safety

Product stewardship ensures that our products and their related materials, additives, and intermediate products are processed, manufactured, handled, stored, distributed, and used in a way that safeguards occupational and public health and safety and the environment, and that ensures security.

Management Approach

Product stewardship and chemical safety are supervised by the Board, and subject experts from each facility contribute to risk assessments and internal audits of the HSE impact of our product portfolio.

We use the best available technologies to minimize our carbon footprint and implement the product stewardship guidelines developed by the IFA throughout our production processes to monitor and minimize our environmental, health, and safety impacts from feedstock to farmer. We comply with international standards as members of the IFA, the AFA, and other associations.

We are committed to our obligations regarding any environmental and health regulatory aspects of the chemicals we handle, and we closely monitor regulatory and safety developments for all our chemicals. Our products do not include ozone depleting substances, Persistent Organic Pollutants (POPs), Polyaromatic Hydrocarbons (PAHs), or Polychlorinated Biphenyls (PCBs), and do not contain any chemical classified by the European Commission's registration, evaluation, authorization, and restriction of chemicals (REACH), or equivalent regulation, as substances of very high concern (SVHC). We strive to substitute any identified SVHC as raw material or intermediate where possible, and if a product cannot be substituted, we comprehensively assess the risk potential of the substance by weighing the degree of HSE risk and regulatory restrictions or classification, technical and financial feasibility of developing a substitute, and stakeholder concerns, among other considerations. We fulfill our obligations by enforcing strict process and occupational safety and product handling measures to minimize risks of exposure to health and to the environment. We carefully monitor and manage any chemicals of concern in our production processes in line with regulatory processes and our HSE, product stewardship, and chemical compliance policies and procedures. We also assess alternative substances and regulatory actions for these chemicals.

Safe Product Handling

We publish Safety Data Sheets (SDS) on our website for all our products and substances. We continuously monitor and evaluate the environmental, health, and safety data and regularly update the information published in the SDS section of our website. SDSs provide safe handling, storage, disposal, and Personal Protection Equipment (PPE) information and disclosure on potential health and safety effects due to exposure or mishandling. All SDSs and product labels comply with applicable laws and regulations, including, but not limited to, REACH, US EPA, CEPA, and CLP.

Stem Cell Technology, Nanotechnology, Genetic Engineering, and Other Emerging Technologies

We do not make use of stem cell technology, nanotechnology, genetic engineering, or any other emerging technologies.

We use the best available technologies to minimize our carbon footprint and implement the product stewardship guidelines developed by IFA throughout our production processes

Genetically Modified Organisms (GMOs) and Neonicotinoids

We do not produce GMOs or neonicotinoids (pesticides), nor do we make use of the technology.

Animal Testing

We do not conduct animal testing.

Social Value

Fertiglobe is committed to building an inclusive, stimulating, and safe working environment and promoting social development for the benefit of our communities and all stakeholders

2 ZERO HUNGER

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

2,721
Employees

43
Nationalities

15%
Women in Leadership Positions

58%
Proportion of Spend on Local Suppliers

0
Fatalities

0.12
TRIR

One Fertiglobe, One Team

Management Approach

Our employees are fundamental to our success. We strive to create a safe and encouraging workplace underpinned by mutual trust and respect toward and among employees. We promote excellence in every aspect of our operations by investing in the professional development of our team.

Our Code of Conduct requires all employees to act with honesty and integrity to foster a business environment that protects the rights and interests of all stakeholders. Moreover, we include a zero-tolerance policy for any form of harassment or bullying. Employees are required to treat all individuals with respect, tolerance, dignity, and without prejudice to create a mutually respectful, collaborative, and positive working environment. We do our utmost to provide employees with a safe environment to address issues directly with management, and through our whistleblowing policy, we provide a confidential procedure for employees to raise any concerns, instances of discrimination, and other breaches to our Code of Conduct.

A Local Employer, Globally

We cultivate a strong community-focused identity as a local employer with 2,721 employees around the world. We commit to maximizing the use of local resources whenever possible by recruiting and developing local talent, as well as by procuring supply materials and other services from local partners where possible.

2,721

Employees

43

Nationalities

57%

Emiratization Rate in Fertil (UAE-based entity)

One Fertiglobe, One Team – continued

Diversity, Equity, and Inclusion

We are committed to fostering a diverse and inclusive corporate culture. Our employment strategy has resulted in a diverse workforce encompassing 43 nationalities, with multiple ethnicities, religious beliefs, cultures, ages, and other traits working together respectfully and with a shared sense of purpose.

Our group-wide Diversity and Inclusion Program aims to ensure fairness, equality, and diversity in recruiting, compensating, motivating, retaining, and promoting employees. We have internal benchmarks and targets for improving our recruitment processes, conducting de-biasing training, providing sponsorship and mentorship to minority employees, and developing employee networks. Though we operate in traditionally male-dominated industries, we are relentlessly working to improve our gender diversity in both technical and non-technical roles throughout all levels of our organization. In 2023, we continued our focus on increasing female representation in technical roles, which grew from about 2.1% of women in 2022 to 2.5% of women on the overall technical role population.

Approximately 15% of leadership positions across the organization are held by women, and female representation on our Board of Directors is 9%. We continue to work toward increasing the gender diversity of our team while committing to merit-based hiring and promoting practices.

15%

Women in Leadership Positions

18%

Of Overall Women Working in Technical Roles

In order to further accelerate our diversity and inclusion roadmap, we organized focus groups across our global organization. The purpose of these focus groups is to collect ideas to further support our diversity and inclusion ambitions. In addition, we established a Group Diversity and Inclusion Steering Committee with representatives from across the organization in order to maintain a continued focus on achieving our goals.

In 2023, Fertiglobe also joined the Target Gender Equality Accelerator, a nine-month learning journey offered by the UNGC, to foster understanding and advance in our gender equality practices.

Our employment strategy has resulted in a diverse workforce encompassing multiple ethnicities, religious beliefs, cultures, ages, and other traits working together respectfully and with a shared sense of purpose

One Fertiglobe, One Team – continued

Talent Development and Retention, Succession Planning, Performance Review

Talent Development

We recognize the importance of the training and development of new employees, improving the performance of experienced employees, and building future leaders. We encourage employees to seek opportunities for professional growth and enrichment, and we invest in a variety of training and development programs for our team. Opportunities are tailored to the needs of each employee and include practical training programs, higher education sponsorship, online courses, mentoring, and leadership programs.

Our employees play a pivotal role in the success of our organization, and we are committed to improving training and development practices as a key pillar for their satisfaction and retention.

Succession Planning

Our succession planning process for critical roles across the organization is key to talent retention and development, as well as to mitigating potential human capital risks. We continuously monitor and support the development of our employees to build a robust leadership pipeline capable of filling a meaningful percentage of key vacancies with internal candidates wherever possible.

Performance Review

We foster a culture of continuous growth and development within our organization. We are committed to ensure all employees receive at least one comprehensive performance review annually, reflecting our dedication to recognizing and enhancing individual contributions to our collective success. We are dedicated to ensuring that each team member receives regular feedback and support to reach their full potential. By prioritizing performance management, we aim to align individual goals with organizational objectives, driving sustained excellence and innovation across all levels of our workforce.

Employee Engagement

Employee engagement contributes to job satisfaction and productivity and ensures employees feel heard and valued. We strive to encourage open dialogue across all levels of the organization, including with senior management. We provide teams with regular updates on a variety of operational and industry matters through various matters. We value feedback from our people and are continuously looking for improved ways to enhance employees' experiences. To that end, we are planning to conduct a group-wide employee engagement survey in 2024 in order to identify our internal baseline and to develop targeted interventions per site and function.

During the year, we launched a Company Culture Program to foster our Company identity. The initial target group for this cultural program for 2023 was the Executive Leadership team and the functional leads and senior management of the corporate functions. The Fertiglobe Cultural Pillars of Accountability, Collaboration, Excellence, and Safety have been reinforced in this cultural program. Over the course of 2024, we will further cascade this program group-wide, including embedding them further in our talent programs.

Compensation

We are mindful of the importance of ensuring that all employees are well-rewarded and recognized for their contribution to the business, and we have crafted our local compensation frameworks to ensure competitiveness in each of our markets. We compensate our employees on an equal pay for equal work basis, regardless of race, gender, or personal beliefs.

We believe that when an employee can afford their family's needs, including discretionary income, they are more motivated to succeed. We consistently rank between median and upper quartile of employers by annual compensation in each of our communities.

In addition to top quartile compensation, we offer all employees a range of benefits, including health insurance, retirement plans, parental leave, and other non-financial benefits in line with local employment laws.

Our Employee Engagement Priorities

- **Diversity:** Increase gender diversity and inclusion across the Group
- **Development:** Increase training and development opportunities for all employees
- **Dedication:** Maintain a healthy low-voluntary turnover rate
- **Drive:** Provide employees with the resources they need to feel engaged, empowered, and driven to deliver

$84k

Average Annual Employee Compensation in 2023
$79k in 2022

One Fertiglobe, One Team – continued

Human Rights

We conduct all business activities responsibly, efficiently, transparently, and with integrity toward all stakeholders. This includes our commitment to respecting and promoting human rights and safe working conditions.

This expectation goes beyond the organizational boundaries and extends to our suppliers and business partners, who are required to conduct their business according to the principles included in our Business Partner Code of Conduct.

Our Human Rights Policy, which has been approved by our executive management and Fertiglobe's Audit Committee, outlines our commitment to respecting human rights. These commitments are based on global human rights standards, including the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization's declaration on Fundamental Principles and Rights at Work, and the United Nations International Children's Emergency Fund (UNICEF), and are continuously communicated to our employees and published on the Fertiglobe intranet and website*.

The Human Rights Policy falls within our Compliance Framework and aims to ensure that salient human rights issues potentially arising through our operations and supply chain are tackled effectively. Accordingly, our suppliers cannot use forced or child labor or engage in slavery or human trafficking. To ensure compliance by our third parties, a specific human rights section is dedicated in our Business Partner Code of Conduct.

We perform customary due diligence to ensure our suppliers and business partners are compliant. Suspected misconduct or violation of our Codes can be reported through an anonymous reporting hotline, accessible to employees and business partners.

No risks of violation of human rights have been identified during the ERM risk identification and assessment review sessions, conducted on a quarterly basis. A comprehensive human rights training program is scheduled to be rolled out next fiscal year. Further details on due diligence and ERM are available in the Risk Management and Compliance section of the Annual Report.

Unions and Works Councils

Our employees may join a union, works council, employee association, trade union, or similar labor organizations in line with local regulations. As such, approximately 31% of our total workforce is covered by collective bargaining or unions. We strive to maintain productive relationships with the labor organizations representing our employees and engage with them regularly.

Our Human Rights Policy Principles

- No forced or child labor
- No harassment or discrimination
- Safe and healthy workplace
- Fair compensation and living wage
- Equal employment
- Freedom of association and collective bargaining in line with local laws

* Please refer to our website for our Human Rights Policy: https://fertiglobe.com/wp-content/uploads/2022/02/Fertiglobe-Human-Rights-Policy-EN.pdf

Health and Safety

Management Approach

The health and safety of our employees are essential to the sustained growth of our business and are in the best interest of all our stakeholders. We ensure that the health and safety of our employees and contractors are treated with the highest priority.

We believe that managing HSE through a solid and structured management system sets out the organization's general approach and commitment to achieving HSE excellence performance in business and operations. Our HSE Management System (HSEMS) clearly defines the roles and responsibilities of each employee and gives guidance to fulfil said responsibilities. The Fertiglobe HSE management system is aimed at occupational health, employee safety, process safety, asset integrity, environmental and sustainability to prevent or mitigate both human and economic losses arising from accidents, adverse occupational exposures, and environmental events. HSEMS ensures that the organization complies with all relevant legislation and requirements.

Fertiglobe's HSE Policy is set, approved, and supervised by the Board. Our HSE policy provides our sites, employees, and contractors with a framework of guidelines and procedures based on industry standards and global best practices. This policy applies to all employees and contractors, regardless of employment type.

Each facility implements additional initiatives and supplemental procedures to enhance HSE standards according to their specific needs and technologies. These measures are reviewed and approved by the Group HSE team.

Our assets in the UAE and Egypt hold global certifications recognizing the quality of our products and management processes, including ISO 9001 Quality Management Systems, ISO 45001 Occupational Health and Safety Management Systems, and ISO 50001 Energy Management System.

Monitoring

The Group HSE team reviews and monitors all facilities' site-specific programs and performance metrics, which are implemented, maintained, and reported on by the facility's management team in compliance with our HSE Policy. The Group HSE team supports in implementing the Fertiglobe HSE Policy across all sites and reports performance on a quarterly basis to the Executive Committee, which sets site-specific targets annually. Fertiglobe's leadership team reviews each site's HSE performance and trends with local site leadership during monthly business reviews. Each site periodically undergoes an HSE audit to assess the implementation of Fertiglobe's HSE Policy.

Visible Leadership

The senior management leadership and commitment play an essential part in promoting the Company's HSE culture, conducive to good performance in which the HSEMS can function effectively. Senior management must provide a strong and visible expression of commitment and ensure that this commitment is translated into the necessary resources to develop, operate, and maintain the HSEMS and to attain the policy and strategic objectives. Leadership site visits are the most visible demonstration of the visible leadership and commitment. During 2023, the site leadership teams' visits improved in terms of frequency and subject matter, adding the safety check lists based on life-saving rules and process safety fundamentals. This development enhanced the employees' participation and engagement in the HSE improvement activities. The HSE performance is reviewed monthly, the incidents are shared across the OpCo, and the lessons learned are discussed with the site's leadership teams. The process safety leading indicators are reviewed quarterly, and the performance and downgraded situation are addressed to ensure the continual safe operations of the plants.

246

Leadership visits carried out in 2023

Health and Safety – continued

Our Commitments

Our approach focuses on the following HSE priorities:

1. Commitment to zero injuries
2. Focus on operational excellence
3. Continuous improvement of our processes
4. Health and wellness of all employees

1. Zero Injuries

Safety is a core focus in every aspect of our operations. Our goal is to achieve leadership in safety and occupational health standards across our operations by fostering a culture of zero injuries at all our production facilities and continuously improving health, safety, and environmental monitoring, prevention, and reporting across our plants.

Achieving zero injuries optimizes plant operation, quality control, cost reduction, and efficiency. This goal is imbedded into the corporate values and integrated into the programs and policies of each of our production facilities.

Emergency Preparedness

Each of the Group's facilities has regularly trained and tested on-site emergency response teams and emergency preparedness plans in place. All sites align closely with local police, fire, and other emergency response providers. Facilities located on shared industrial sites also coordinate closely with the industrial site facilities management teams. Each site conducts annual emergency response drills and tabletop exercises as required by their local regulatory agencies.

All our OpCos have identified their Major Accidental Scenarios as a part of their Process Hazard Analysis and updated their emergency plan. The updated plan aims to counter the critical scenarios effectively and ensure the speedy recovery of normal businesses activities. The updated plans were tested and evaluated through several mock drills to ensure their effectiveness.

2. Focus on Operational Excellence

Fertiglobe promotes excellence in every aspect of its operations to ensure a safe and healthy work environment, protect our communities, and optimize operational costs. We continuously train all employees to implement best practices and maintain focus on operational excellence.

Process Safety

Across our sites, we implement a Process Safety Management (PSM) framework that was developed based on international industry best practices and standards, including the US Occupational Safety and Health Administration (OSHA) PSM regulations and the American Institute of Chemical Engineers (AIChE) Center for Chemical Process Safety (CCPS) guidelines. Our PSM is further enhanced by industry incident case studies and lessons learned.

We track Process Safety Incidents (PSIs) in three categories of severity and treat all incidents with the utmost diligence.

Process Hazard Analysis (PHA) is a critical element of the process safety program. In 2023, the PHA revalidation was completed for all the OpCos, and the necessary action plans are currently being developed. During this exercise, the technology risks were assessed and updated and the latest industry incidents were discussed, the safety barriers assessed, and a Layer of Protection Analysis (LOPA) study was performed for the relevant scenarios. The PHA revalidation was conducted for six months, involving 81 of employees for a total of 6,490 hours. Safety critical devices were identified, and risk registers have been updated to ensure the effective mitigation of the identified risks.

3. Continuous Improvement of Our Processes

We regularly assess our HSE management systems to ensure our processes enable operational excellence. We do so through internal and external HSE audits, insurance reviews, performance reviews, incident analysis, and group-wide knowledge sharing. We reward HSE excellence, encourage best practice knowledge-sharing across our sites, and provide additional support wherever needed to ensure all sites meet or exceed our set standards.

Safety is a core focus in every aspect of our operations, and our goal is to achieve leadership in safety and occupational health standards across our operations

27,287 HSE Training Hours for Employees and Contractors

481 Integrity Operating Windows (IOW) implemented

Group-Wide Knowledge Sharing

We have set up several avenues to enhance and facilitate communication and knowledge-sharing across our group-wide HSE community. Examples include:

- Monthly group-wide safety calls to share learnings of occupational and process safety incidents and to discuss company-wide improvement initiatives.
- Regular internal communications reporting on incidents, near misses, and lessons learned experienced at all sites and discussing with colleagues during monthly PSI-sharing teleconferences.

4. Health and Wellness of All Employees

Occupational health and general wellbeing are integral to our overall HSE management, and we implement wellness programs across the organization. A fitness for duty process is set up to ensure that each employee can safely perform the essential physical and mental requirements of the job. A health risk assessment process is in place to estimate the nature and probability of adverse health effects to individuals by identifying the risks associated with exposure to hazardous agents or the work environment.

Health and Safety – continued

Performance Summary

Occupational Safety

We are proud of our track record on safety and commend all employees and contractors whose diligent efforts have supported progress in nearly every injury indicator on which we report. Notably, 2023 ended with zero LTI in Sorfert and Fertil. However, LTIR was 0.10 due to events in Egypt. We remain committed to continually assessing our processes and providing sufficient resources to enable our goal of zero injuries.

The Group reports a total recordable injury rate of 0.12 in 2023, compared to 0.27 in the previous year, well below the fertilizer industry average of 0.83 (IFA 2021 report), with a reduction of 60% in the number of injuries.

60%

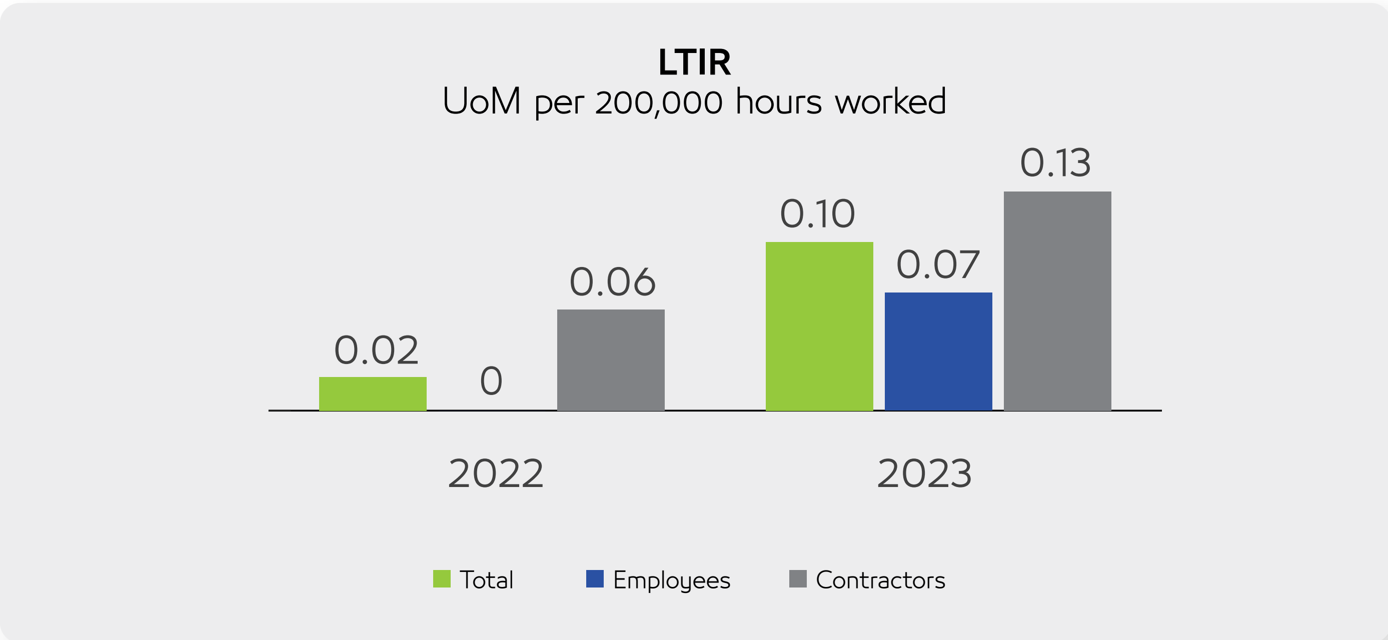
Injury Reduction vs. 2022

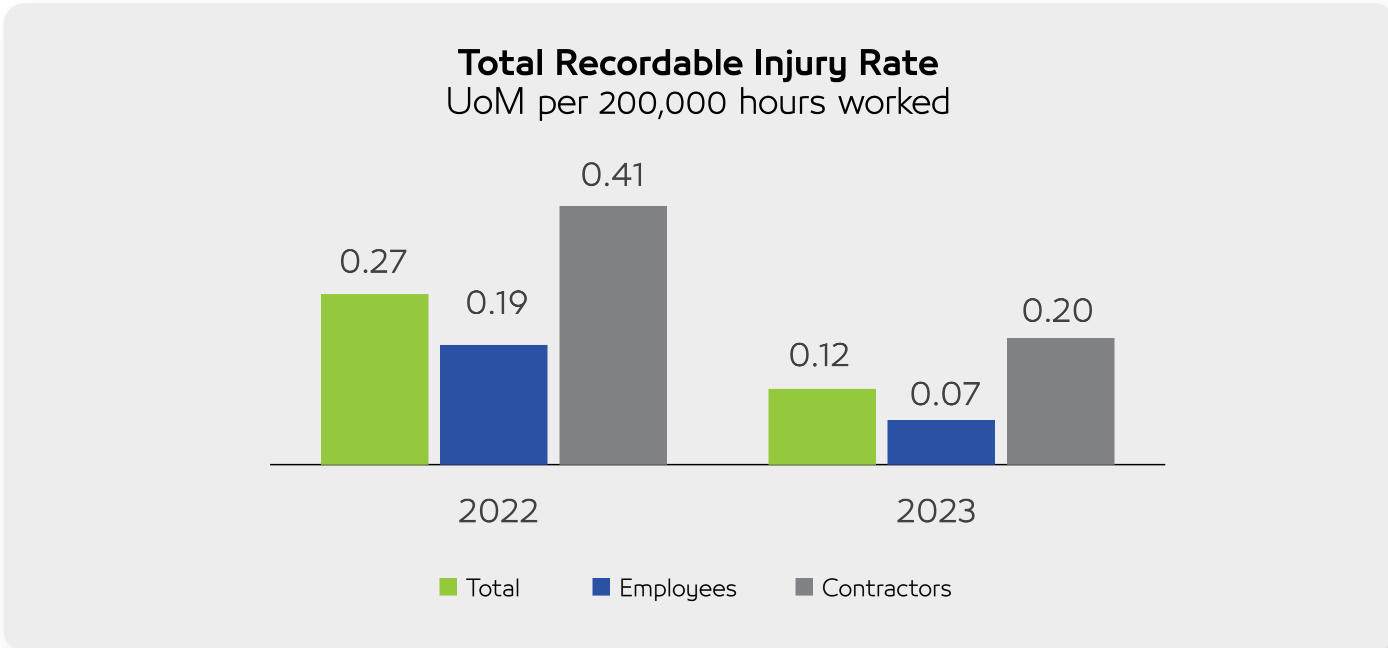
Process Safety

In 2022, we recorded a 50% reduction in the number of Process Safety Incidents (PSI). In 2023, the same performance was achieved, resulting in 0.19. During the year, the process hazard analysis, implementation of the integrity operational windows, alarm management, and facility siting have improved the overall safety culture and impacted our overall performance.

94%

HSE Improvement Plan





CASE STUDY
Promoting a Stronger Safety Culture

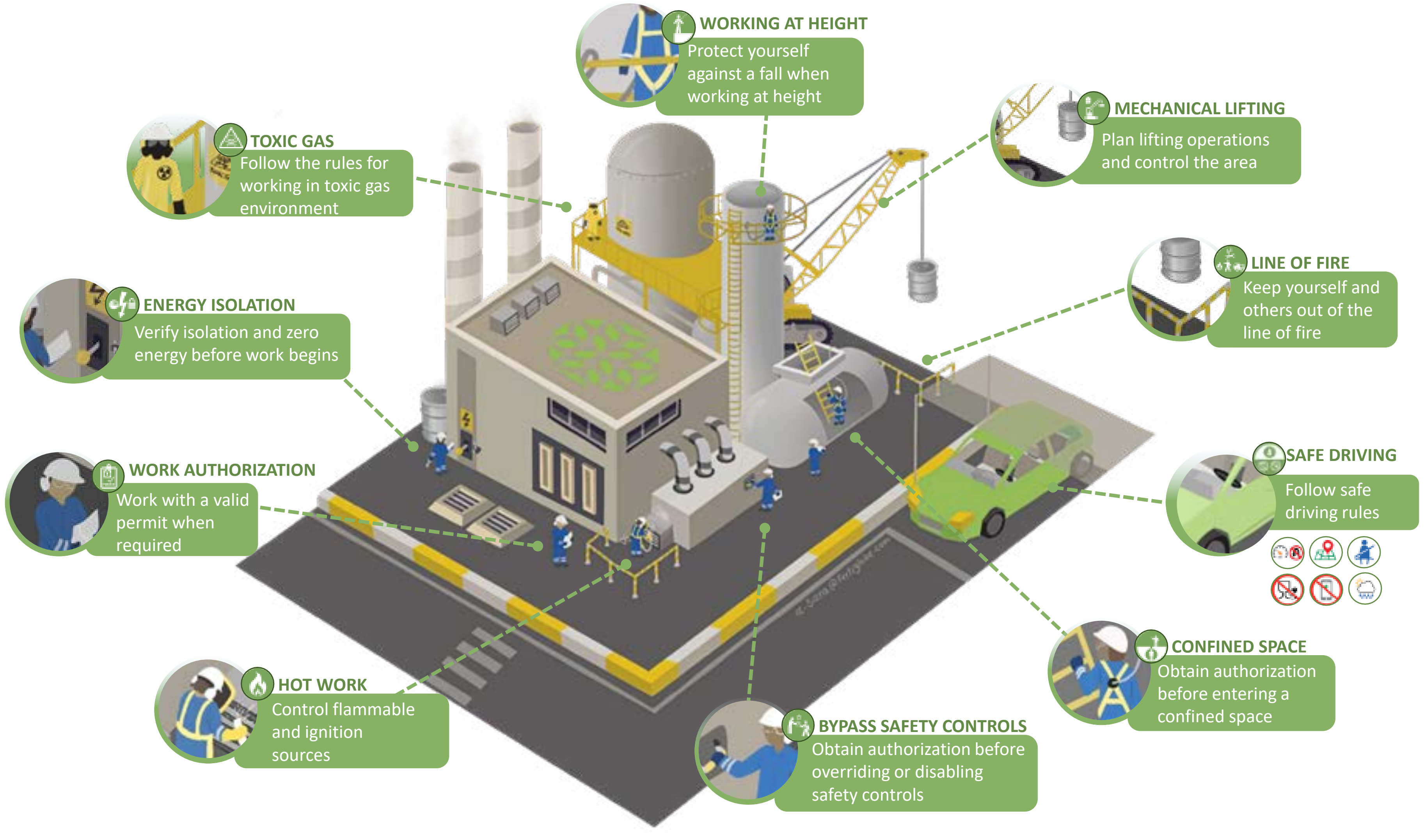
During 2023, Fertiglobe implemented the Life Saving Rules (LSR). The program, aligned with IOGP Framework, is based on 10 elements that are critical to safe operations, reflecting clear actions for individuals. LSR rules have been developed to provide workers with actions they can take to protect themselves and their colleagues and with only the rules that are relevant and applicable to the entire site.

Standardization of Life-Saving Rules:

- Enables better transfer of knowledge, experience, and lessons learned
- Increases individual awareness and ownership of critical safeguards that prevent fatalities
- Is a step toward an industry-wide common safety language
- Improves clarity and allows consistent use by contractors and operators doing similar work across the world

The following are the key characteristics of the Life-Saving Rules:

- Aimed purely at life-saving
- Clear and straightforward
- Simple to understand and communicate
- Task-level based
- Proactive
- Actionable, observable, and auditable
- For the Company's employees and contractors



3,349

Employees and Contractors Involved in LSR Training Sessions

Following the awareness sessions, the LSR Start Work Checks (SWCs) and the check list, available in English and Arabic, have been developed.

The SWCs are designed to:

- Help reduce human error and its effects
- Protect frontline workers at the point of risk
- Raise workforce awareness of required actionable life-saving controls/safeguards
- Provide an opportunity for required controls/safeguards to be verified before work starts
- Enable a Go/No-Go decision before work starts
- Change focus from workers having the responsibility to "Stop Work" if something is not right to assuring controls/safeguards are in place and functioning as designed and it is safe to start work
- Engage frontline leaders in providing and implementing the life-saving control/safeguards expressed in the SWCs
- Introduce human performance principles in the form of an easily implementable checklist

10 Fertiglobe Saving Rules

Work Authorization
Work with a valid permit when required

Safe Mechanical Lifting
Plan lifting operations and control the area

Confined Space
Obtain authorization before entering a confined space

Toxic Gas
Follow the rules for working in toxic gas environments

Energy Isolation
Verify isolation and zero energy before work begins

Driving
Follow save driving rules

Bypassing Safety Controls
Obtain authorization before overriding or disabling safety controls

Line of Fire
Keep yourself and others out of the line of fire

Working at Height
Protect yourself against a fall when working at a height

Hot Work
Control flammable and ignition sources

Source: www.iogp.org Life-saving rules implementation guideline

Move us from
I have the responsibility to stop work when I recognize a problem

TO
I have a tool to confirm controls/ and safeguards before I start work

Source: Life-Saving Rules | IOGP

The LSR SWCs are being implemented in all our operating companies and present a powerful tool to ensure the safety of our workers. With the SWCs, we are moving from "I have the responsibility to stop when I recognize a problem" approach to a "I have a tool to confirm controls and safeguards before I start work," as highlighted in the IOGP Framework.

Our Communities

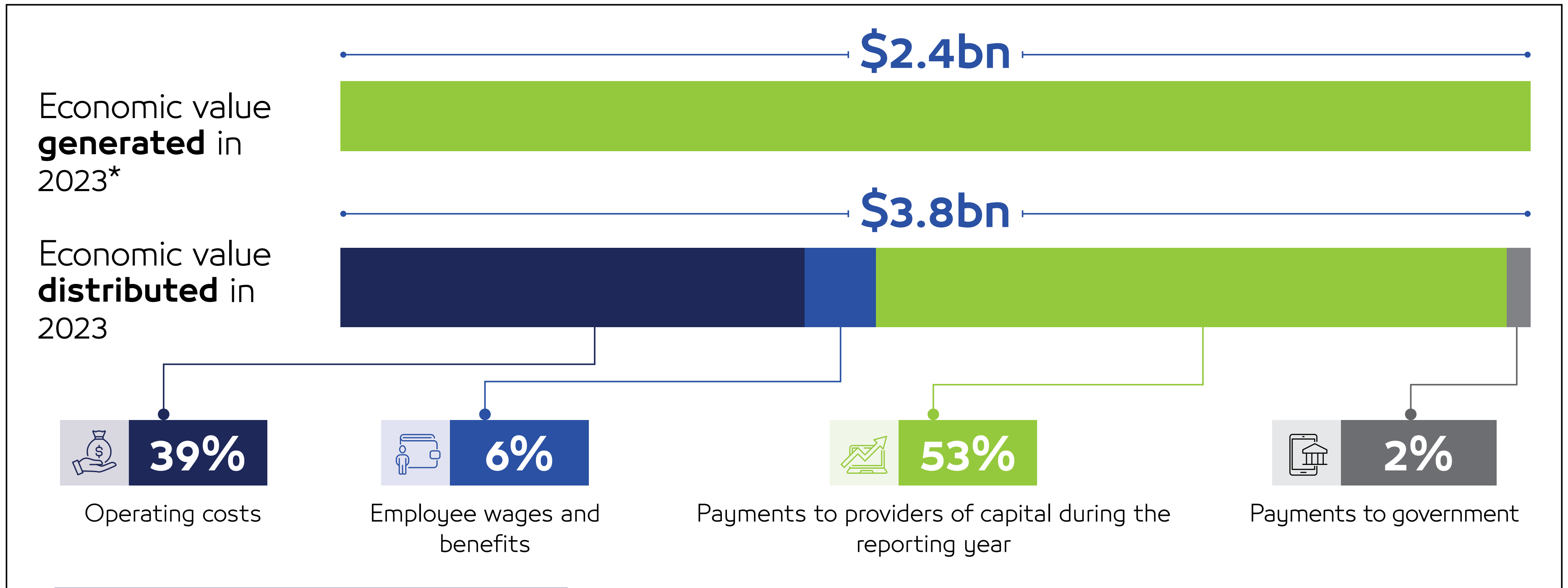
Management Approach

Our activities directly and indirectly create significant economic opportunities for the communities in which we operate, through payments for goods and services, taxes, research and development, job creation, improved farmer productivity, and donations. The Group's social value creation strategy targets opportunities to enhance livelihoods and educational prospects of community members and ensures diversity and inclusion throughout our workforce.

A Tailored Approach to Each Community

We are firm in our commitment to creating positive social development impacts for the communities in which we operate and serve as providers of local employment opportunities. Our social development programs are tailored to the specific needs of each of these local communities to maximize the impact of our efforts. In addition to our financial contributions and sponsorships, we invite our employees to participate in fundraisers and volunteer events.

The Group is deeply committed to education as a pillar of social progress and is particularly focused on enhancing educational opportunities in science, technology, engineering, and mathematics (STEM) disciplines. We endow time and resources into the entire education value chain by donating school supplies to children in need, participating in school visits and science fairs, funding scholarships, and providing on-site training opportunities. We lead dedicated programs at each of our locations to encourage young local talent through on-site and virtual training and internship opportunities in various technical and non-technical functions.



* Includes revenue and other financing income and operating income.

Performance Summary

In 2023, we created $2.4 billion in value (revenues) and distributed $3.8 billion (including dividends related to 2022 profits and $275 million related to H1 2023). Other amounts were partially reinvested in Fertiglobe, primarily as CapEx, and are to be distributed in the form of dividends, with $200 million payable in May 2024 related to H2 2023 results.

Empowering Youth

Under the slogan "Empowering Youth for a Greener Future", Fertiglobe Egypt (EFC-EBIC) completed a successful summer internship program for 47 talented undergraduates from eleven universities. This one-month intensive program combined classroom sessions, on-the-job training, structured learning assignments, and work-related innovation projects for graduation under a proper one-to-one mentorship. This program contributed positively to the interns' personal and professional growth, and it was received with great feedback from the participants. Additionally, soft skills and next step career advisory topics were covered. It is also noteworthy that around 25% of the interns were talented females.

Encouraging Young Local Talent

In June 2023, Sorfert took part in celebrating the World Environment Day by planting trees in the vicinity of a local school with the participation of the pupils and the educational staff attending.

Throughout the year, Sorfert was involved in apprenticeship training programs by providing pratical learning curricula to 61 apprenticeship trainees who were coached by assigned Sorfert employees. Around 160 university trainees were coached by assigned employees in different specialties, emphasizing Sorfert's commitment to contributing to community engagement. This was underpinned by the visit of the Apprenticeship Minister in Oran. His excellency met all of the trainees and expressed his appreciation of the Sorfert team for contributing to this local initiative.

Encouraging young local talent

In 2023, Fertil continued to showcase its unwavering commitment to community engagement through a robust initiative aimed at providing invaluable experiential technical learning opportunities for college students within the country. By offering internships opportunities, the organization not only contributes to the development of skilled professionals but also underscores its dedication to social responsibility. The internship program encompasses 21 students across various majors and disciplines, including Information Technology; Finance; Human Capital; Mechanical Engineering; Health, Safety, and Environment (HSE); and Electrical Engineering, both at the head office and plant facilities in Ruwais. With 20 female and one male student participating in the program, Fertil underlined its commitment to promoting its D&I program. Fertil has established partnerships with esteemed institutions, such as Abu Dhabi Vocational Training Institute, Higher College of Technology, and Zayed University, to facilitate this initiative.

During the eight-week internship period, each student was paired with a dedicated coach who is a senior staff member in the respective discipline, bringing extensive experience to guide and mentor the students effectively. Simultaneously, the People Development Department team, acting as a liaison between the organization and the universities, played a crucial role in ensuring seamless communication and coordination. This comprehensive approach further solidified Fertil's position as a socially responsible corporate entity, fostering a positive impact on the community and nurturing the next generation of professionals.

Procurement Practices

Management Approach

The management of Fertiglobe's procurement is overseen from our headquarters in Abu Dhabi and is facilitated through a set of Group policies, guidelines, metrics, and initiatives.

Fertiglobe has almost 3,000 active suppliers supporting our operating companies, located primarily in the UAE, Egypt, and Algeria. We currently work with all types of suppliers, ranging from large publicly listed companies to individual consultants and contractors—if they follow our guidelines and requirements. Our suppliers are mainly focused within the technical goods and services area, providing specific spare parts and technical services to our production plants, but also include companies providing business services and goods to our corporate locations. With most suppliers, we aim to have long-term agreements in place, specifically with our strategic suppliers servicing our plants. However, where ad-hoc requirements are made, we also have event-based commercial relationships.

Screening and Due Diligence

As part of our Integrity Due Diligence Program, we screen our prospective third parties to identify potential issues regarding bribery and corruption, violations of sanctions laws, human rights, labor conditions, and other compliance issue.

Business Partner Code of Conduct

Our Business Partner Code of Conduct summarizes the relevant values and expectations. We require all Business Partners to adhere and align to international laws and standards on ethics, labor, and human rights, such as those set out by the International Labor Organization (ILO), the United Nations International Children's Emergency, Fund (UNICEF), the United Nations Guiding Principles on Business and Human Rights, and others.

The supplier on-boarding stage was enhanced during 2023, and it now requires new suppliers, among the others, to read and agree to our Code of Conduct. Without this step, we cannot engage in a business relationship regardless of the amount or type of spend. In addition, while completing the Code of Conduct process, we also screen our potential supplier for any breach through Know Your Customer (KYC) checks and follow-up supplier interviews.

Our Commitment

We seek to engage with local suppliers across all the countries where we operate to enhance employment opportunities and national GDP growth. Furthermore, in the future, we will add ESG topics to our vendor screening process.

58%

Portion of Spend on Local Suppliers

65%

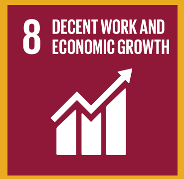
Percentage of Local Suppliers

100%

Percentage of Suppliers Required to Follow the Business Partner Code of Conduct

Responsible Business Practices

We aim to set high standards of governance, ethics, and transparency, and enacting policies and practices to promote ethical behavior and decision-making



0
Corruption Incidents

100%
Compliance Concerns Investigated

5,900+
Training Hours on Compliance Topics

0
Breaches of Customer Privacy

Corporate Governance

Our corporate governance structure is designed in compliance with the requirements of the Securities and Commodities Authority (SCA), the Abu Dhabi Global Markets ("ADGM") Companies Regulations in 2020, our Articles of Association, bylaws, and other applicable securities laws. The composition of the Board of Directors and its terms of reference comply with the requirements of the ADGM Companies Regulations 2020 (as amended), the Securities and Commodities Authority Board Decision No. 3/R.M/2020 (Governance Guide) as applicable to Fertiglobe, and the Articles of Association. Best practices and standards related to the functioning of the Board are also applied to the possible extent to increase effectiveness.

Our Board of Directors provides strategic leadership, determines the fundamental management policies of the Company, and oversees the performance of the business. The Board has established three committees to ensure a systematic distribution of responsibilities between the members.

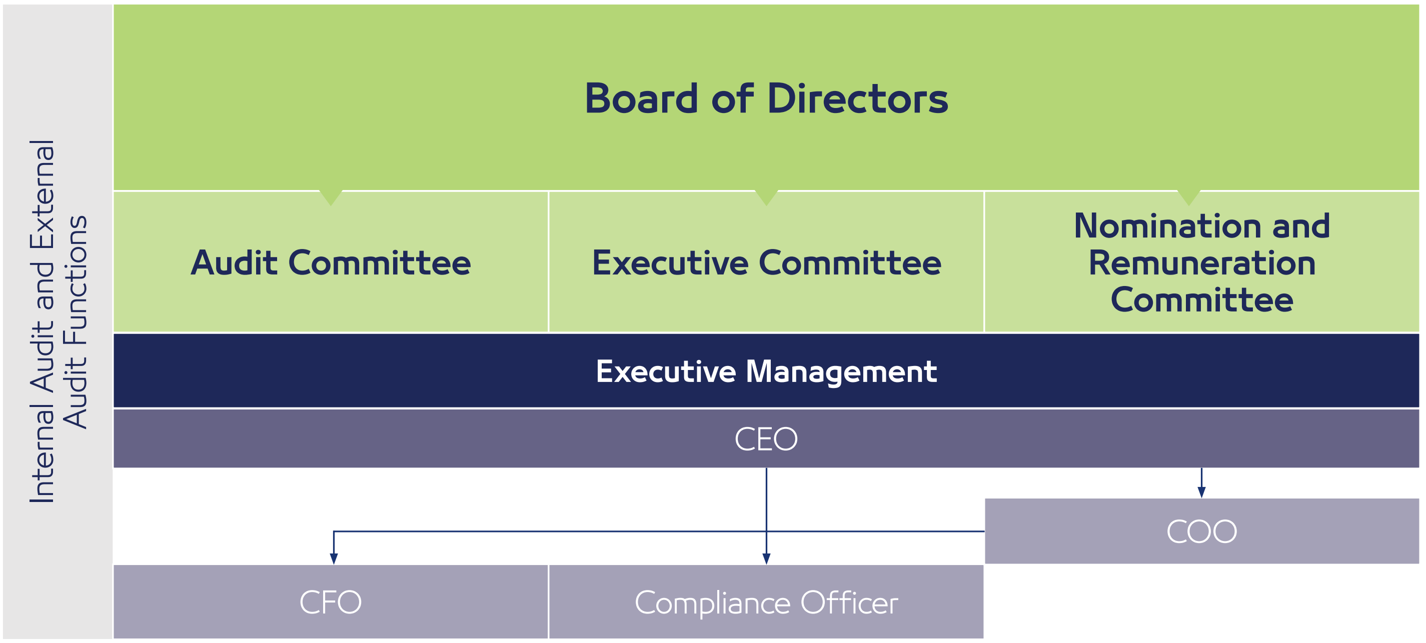
A full description of our corporate governance framework, Board composition, oversight and responsibilities, shareholders' rights, executive compensation, and other governance topics can be found in the Corporate Governance section of this report, beginning on page 100.

Female Board Representation

Fertiglobe acknowledges the importance of diversity within its Board and its organization. In line with the UAE's approach to empower women, Fertiglobe has worked diligently to increase female representation throughout the organization, including on the Board. On 30 September 2019, Mrs. Wafa Ibrahim Ali Mohamed Alhammadi was appointed as an independent director.

Conflicts of Interest

Fertiglobe's Articles of Association and Code of Conduct require its employees and directors to disclose any conflicts of interest that may be actual, perceived, or potential in accordance with the decisions, laws and regulations issued by the SCA and other regulatory and legislative bodies. A series of procedures for compliance with laws regarding conflicts of interest management have been developed. For related party matters, Fertiglobe's Board has delegated its power to the Executive Committee (ExCom) to review and approve related party transactions. Only the non-conflicted ExCom members are entitled to vote and approve the transaction.



Critical Concerns

Key control matters and governance-related issues, including any critical concerns or incidents, are reported quarterly to the Audit Committee as part of internal and external audits, investigations, and various risk assessments from OpCos and group consolidated risk dashboards. The Internal Audit department performs periodic independent internal audits to review any specific issues at the subsidiary and holding company levels and runs investigations together with the Compliance team as required. A summary report of all key control matters and governance-related issues, including any critical concerns or incidents, is also communicated to the Board on a quarterly basis through the Internal Audit Department and the Audit Committee.

During 2023, no major issues were reported that would qualify as a critical concern.

ESG Governance

In order to ensure that sustainability commitments are meaningfully developed, executed, and integrated in our operations, Fertiglobe has defined an ESG Governance Structure and operating model. Sustainability is embedded into all aspects of our organization, including our strategic objectives, risk management, capital allocation and financial planning, operational and commercial activities, and other medium- and long-term decision-making.

The **Board of Directors** has overall responsibility for Fertiglobe's strategy, business objectives, and risk management, including sustainability. This includes overseeing our approach to managing the risks and opportunities related to sustainability, climate change, our environmental impact, and our reporting on these topics in the annual report and sustainability report. Sustainability topics are also covered during the Board quarterly meetings.

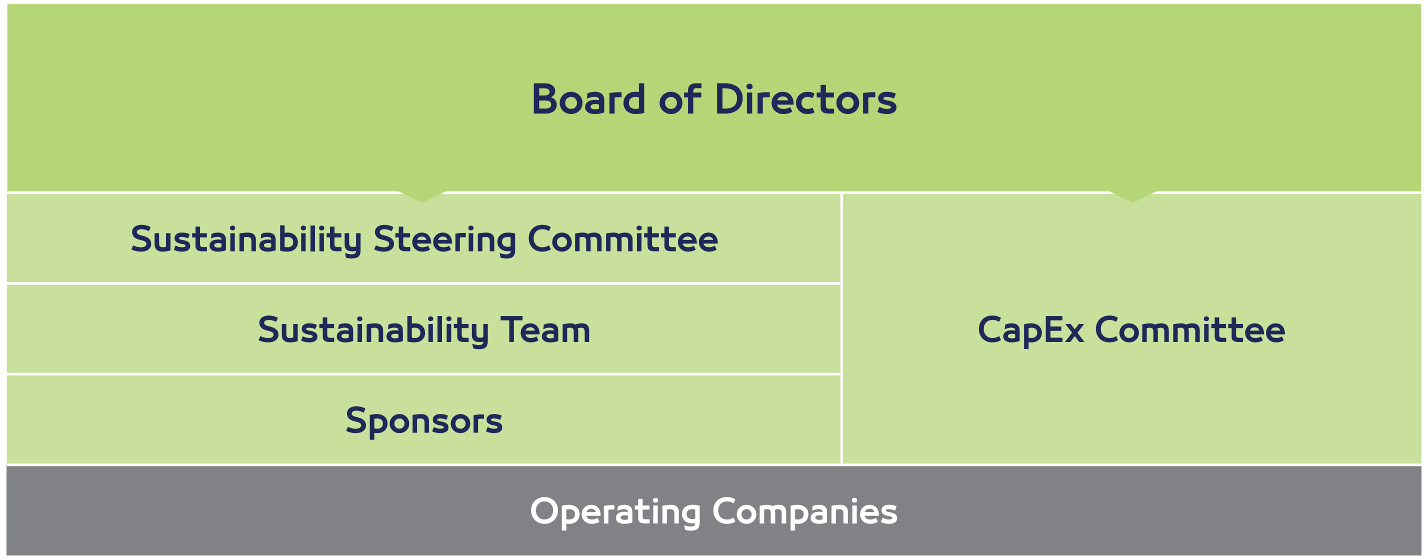
The Board has tasked Fertiglobe's leadership team with the management of sustainability, supported by the Sustainability Steering Committee (SteerCo), which is co-chaired by the CEO and the COO, and includes Sustainability, Finance, Manufacturing, Human Capital, HSE, Risk Management, and IT group functions.

The **SteerCo** has the responsibility of setting the direction of ESG strategy and monitoring goals and initiatives. The SteerCo is supported and advised by the Sustainability Team, in charge of developing sustainability strategy and targets and coordinating ESG efforts within the organization.

The **Sponsors** have been appointed for each ESG topic and are co-responsible for the development of strategy and targets, as well as being accountable for the topic-specific initiatives, including ensuring appropriate resourcing at Corporate and OpCos level to execute the action plan.

To execute the action plan at an **Operating Company** level, resources and responsibilities have been allocated with reference to the ESG topics.

The **CapEx Committee** reviews and approves sustainability related CapEx with a view to balance our sustainability goals with our other commitments and investment returns thresholds.



Fertiglobe's remuneration practices support the alignment between our sustainability agenda and our executive compensation, with the Executive Management Team incentives tied to specific performance elements included in Fertiglobe's Balanced Score Scorecard, including ESG KPIs and targets related to safety, people, and operations.

Our remuneration practices are described in the Board Report on page 116.

Risk Management of Sustainability

We perform a comprehensive assessment of our risks and opportunities associated with climate change, environment, and sustainability matters at the operating company level and at the corporate level, assessing relevance at each level according to extent and likelihood of impact. We incorporate sustainability considerations into our assessment and management of all other risks relevant to the topic, such as operations, finance, and regulatory risks. Our ERM framework is described on page 87 and our approach to climate risk is described on page 52.

Business Ethics

Management Approach

We strive to conduct all business activities responsibly, efficiently, transparently, and with integrity and respect toward stakeholders. In doing so, we promote a culture of performance, collaboration, and responsibility.

Our commitment to ethical conduct is foundational to our corporate identity and integral to our long-term success.

At Fertiglobe, we believe that ethical conduct is not just a set of guidelines and policies. Guided by our values, each associate within the organization shall internalize the way we behave as an organization collectively.

The Fertiglobe Code of Conduct provides an overview of the standards of conduct we expect from all our employees and representatives. The Code supports our vision and strategic objectives of value creation for all stakeholders, while protecting the triple bottom line of People, Planet, and Profit, and holds every employee to the highest standards of business conduct.

A full description of our Compliance framework is available in the Risk Management and Compliance section of this report, beginning on page 96.

Reporting Mechanism

We provide a clear reporting mechanism for any suspected misbehavior or malpractice through our whistleblowing platform, which includes an anonymous reporting procedure via a hotline hosted by a third-party hotline provider. All reports are treated with the utmost confidentiality and are promptly investigated. During 2023, 11 compliance concerns were reported. This number excludes human resources related grievances. Of these reports, one closed as substantiated and 10 as unsubstantiated and zero cases are still open at the time of the finalization of this Annual Report. None of these compliance incidents qualified as material.

Anti-corruption

At Fertiglobe, we maintain a zero-tolerance policy toward corruption and bribery. This commitment is cherished in our Code of Conduct, which explicitly states that any form of corruption, whether direct or indirect, is strictly prohibited. A detailed Anti-Corruption and Anti-Bribery Policy has been established. This policy applies to all employees of our organization.

Before engaging in new business relationships, we conduct thorough due diligence on all partners, suppliers, and clients. This due diligence process includes evaluating their commitment to anti-corruption practices, ensuring alignment with our values, and assessing their own internal controls to prevent corruption and bribery. Our expectations are captured in our Business Partner Code of Conduct. When and if necessary, we commit our third parties to sign a comprehensive anti-corruption and bribery statement.

In 2023, all employees in Fertiglobe, Fertil, EBIC, and EFC, except blue collars, were invited to complete the annual Code of Conduct (CoC) E-learning, which also includes an Anti-corruption and Anti-bribery module. During the year, the CoC e-learning was completed by 1,032 employees, corresponding to the 71% of targeted population.

For the fiscal year 2023, Fertiglobe can proudly announce reporting zero corruption incidents.

As Fertiglobe continues to grow, we are planning to enhance our anti-corruption risk assessment process. Future assessments shall consider factors such as geographical locations, business relationships, and industry-specific challenges. Findings from these assessments will enable us to implement targeted preventive measures.

Data Privacy

Fertiglobe is steadfast in its commitment to protecting the privacy of personal and sensitive information. This commitment extends to all aspects of our operations, from third-party interactions to internal data management processes.

We rigorously adhere to data protection laws and regulations applicable to our operations globally. This includes compliance with ADGM regulations, UAE Personal Data Protection Laws, Algerian Personal Data Protection Laws, Egyptian Data Protection Laws, and other relevant data privacy laws. Regular reviews of legal requirements are conducted to ensure our policies and practices align with evolving regulatory landscapes.

A newly designed, comprehensive Data Privacy Policy serves as the cornerstone of our data protection framework. This policy outlines the principles governing the collection, processing, and storage of personal data. All employees are trained on the policy, ensuring a deep understanding of their responsibilities in maintaining data privacy.
Further to our commitment to excellence in data privacy, we have developed and implemented a proprietary Data Privacy Tool, which serves as a comprehensive solution to manage, monitor, and ensure compliance with data privacy regulations.

Prior to undertaking high-risk processing activities, we conduct Data Privacy Impact Assessments (DPIA), which evaluate potential risks, identify measures to mitigate risks, and ensure that data privacy considerations are embedded in all aspects of our operations.

To reinforce a culture of data privacy awareness, we provide ongoing training for employees at all levels. This includes sessions on the importance of data protection, recognizing potential risks, and understanding the legal and ethical obligations associated with handling personal information. A total of 270 employees have been comprehensively trained in data privacy, facilitated by expert instructors.

Data Security

In today's rapidly evolving digital world, Fertiglobe understands the paramount importance of data security as a foundational part of our business values. Our commitment to ethically handling data is more than just a legal duty but a moral obligation to protect the privacy

Business Ethics – continued

and trust of our customers, employees, and partners. We have established robust cybersecurity and data protection policies that align with global standards, such as the General Data Protection Regulation (GDPR) and the principles of the ISO 27001 and the NIST CSF Frameworks. These policies are carefully designed to safeguard sensitive information against unauthorized access, disclosure, modification, and destruction. Our approach to data security is proactive and preventative, ensuring that the integrity and confidentiality of data are maintained at all times.

To reinforce our dedication to protecting sensitive information, we diligently prepare all personnel through ongoing awareness campaigns. Each individual, regardless of role or tenure, undergoes thorough preparation in user cybersecurity. This training is refreshed periodically to reflect the latest advances in information safeguarding and cybersecurity defenses. During 2023, more than 2,077 employees were involved in the cybersecurity training program, resulting in 390 training hours. Additionally, we employ cutting-edge technical approaches, such as sophisticated encryption, Zero Trust architectures, and regular security reviews, to fortify our measures against cyber threats. Moreover, all incident response plans are transparent and swift, ensuring that any data breaches are addressed immediately and stakeholders are informed in a timely and responsible manner. Such transparency is a testament to our ethical commitment to our stakeholders.

We are dedicated to constantly strengthening data security protections and upholding the utmost moral principles in all parts of our work. Our security procedures are also routinely assessed and updated to adapt to emerging risks. We exclusively team up with partners that match our principles for responsible use of data, ensuring a unified front against data vulnerabilities. In summary, safeguarding data is a core facet of how we operate ethically, showing our dedication to cultivating and preserving trust with all involved as people grow more connected worldwide.

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Corruption Incidents

1,363

Employees Reached in the Compliance Training

5,514+

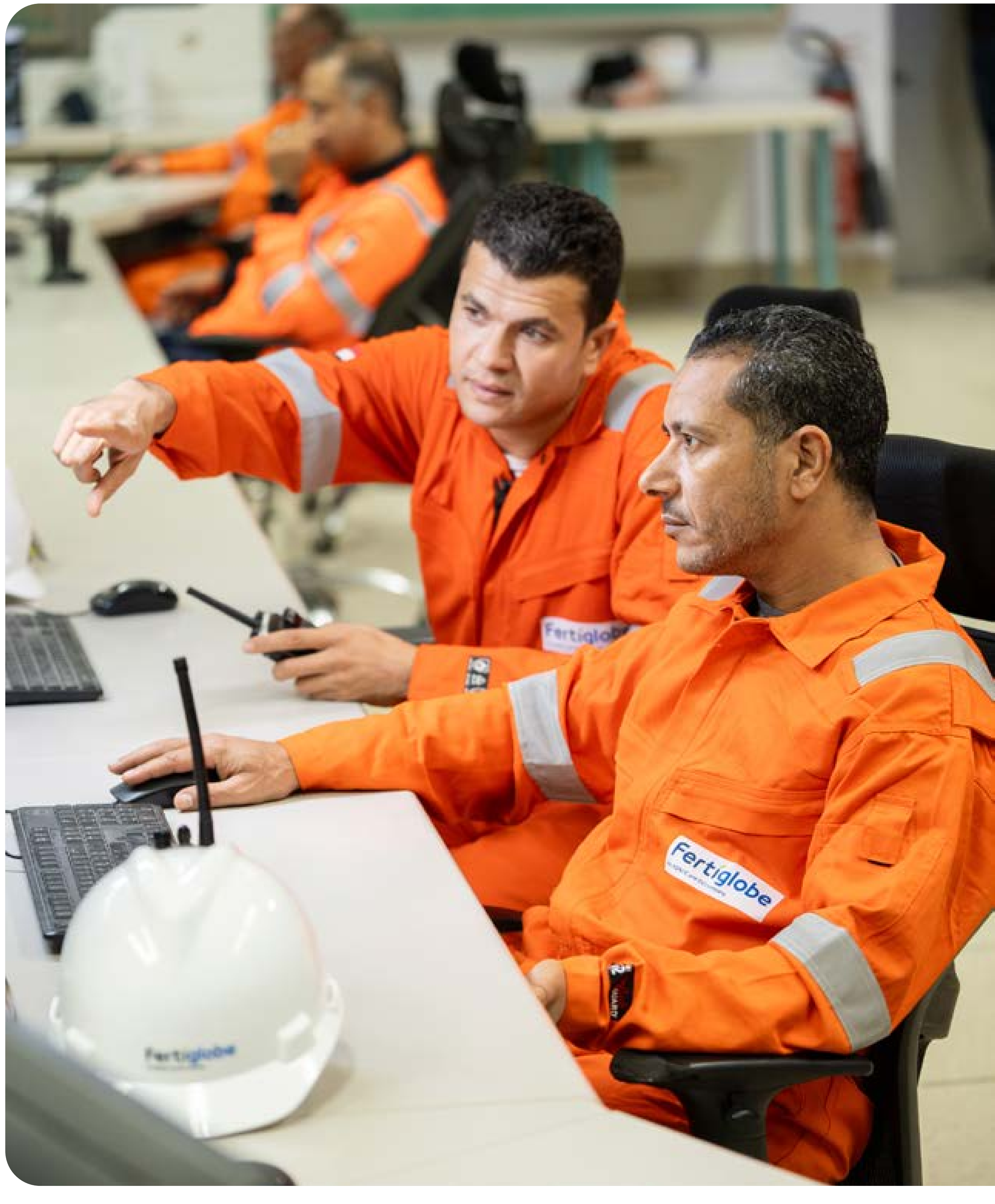
Compliance Training Hours

0

Breaches of Customer Privacy

2,077

Employees Reached in the Cybersecurity Training



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RISK MANAGEMENT & COMPLIANCE

Fertiglobe's comprehensive risk management approach identifies, mitigates, and reports on all relevant business risks in a timely and efficient manner.

Enterprise Risk Management (ERM) & Internal Control

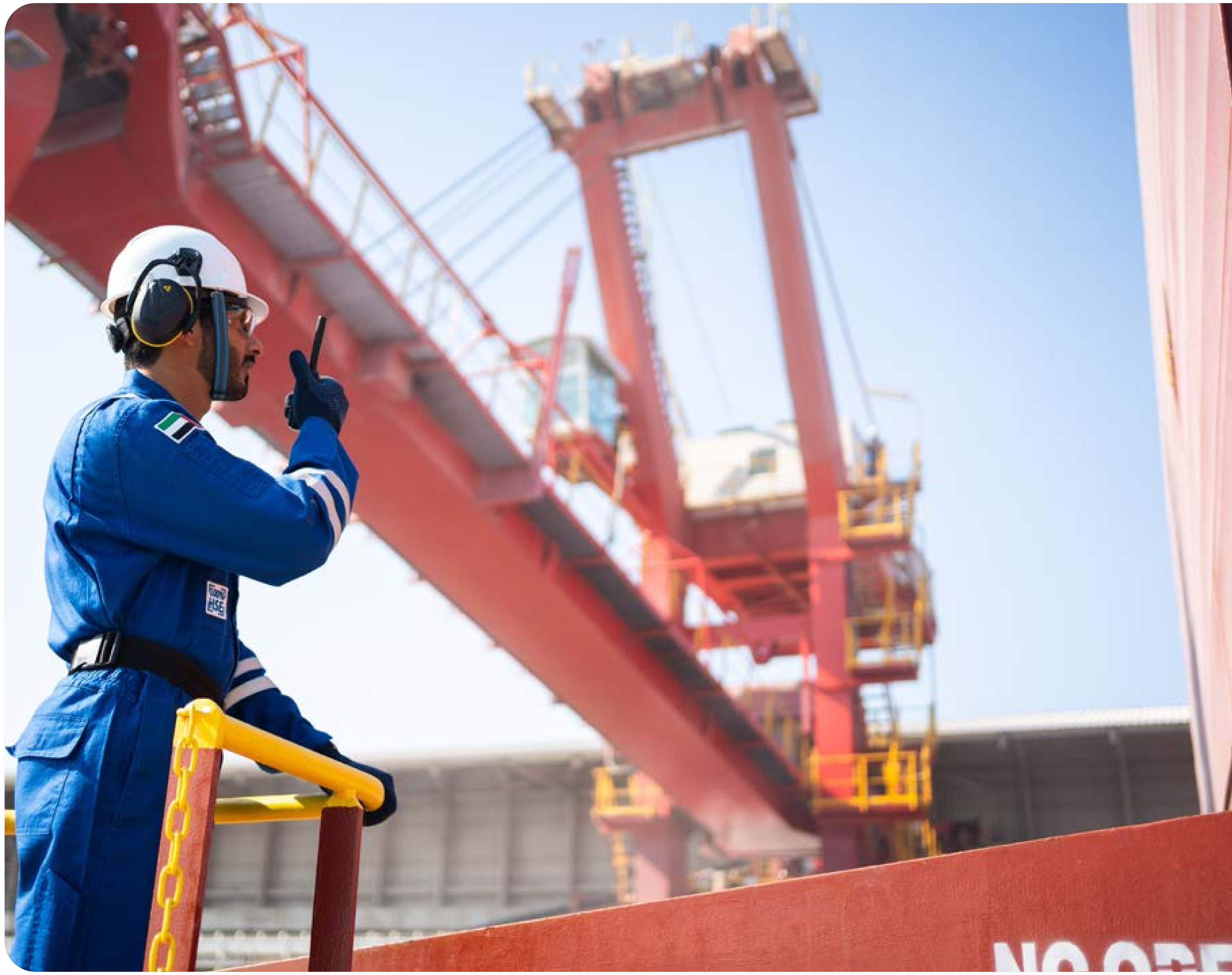
Risk management is a company-wide activity, with roles and responsibilities allocated across all levels of the group to secure our in-control position. Equipped with updated insights from the market, industry, and geopolitics, we follow a bottom-up and top-down approach that aims to identify, manage, and report all relevant business risks in a timely and comprehensive manner. The ERM and Internal Control teams are tasked with providing reasonable assurance to the Audit Committee that this risk management approach is designed and working effectively throughout the year.

The Board has the overall responsibility of maintaining a sound and effective risk management and internal control program. The Audit Committee supports the Board in monitoring our risk exposure, including the design and effectiveness of our internal control program. The Internal Audit and Internal Control teams assist the Audit Committee, Company management, and local management teams by facilitating the identification of risks and the promotion of risk awareness and ownership across our organization.

The Internal Control team is integrated across our Operating Companies and is centrally managed at the Group level to ensure our ERM and internal controls are properly embedded, applied, and aligned with our external auditors.

Each quarter, executive management monitors and assesses the consolidated group risk profile, comprising strategic, operational, financial, and compliance risks, with the involvement of key stakeholders. Our internal control framework aligns with the Internal Control Integrated Framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and is designed to provide reasonable assurance that the risks we face are properly evaluated and mitigated and that management is provided with all information necessary to make informed decisions.

Our Internal Audit and Internal Control teams perform fraud risk assessments across the organization, which are built into our ERM and Internal Control Framework. Our fraud risk assessments include the identification of internal controls that mitigate fraud risks.



Entity	Operating Companies	Corporate Management	Internal Audit	Board Oversight
Key Responsibilities	• First line of defense is to establish an effective control environment based on corporate directives and policies. • Operational management reporting, risk assessment, and mitigation. • Internal controls implementation and self-assessment.	• Risk reporting, assessment, and mitigation. • Steering and supervision of the Compliance Framework. • Identification of and capitalization on key opportunities. • Assessment of key market, financial, regulatory, and technological developments against strategy execution.	• Independent and objective assurance about the effectiveness of governance, risk management, compliance, and internal controls. • Substantiation of management's in-control position. • Initiating, coordinating, and executing special assignments and investigations as required.	• Defines risk appetite and oversees risk management's strategies and activities. • Delegates responsibility to senior leadership and provides resources to achieve the objectives of the organization. • Oversees an independent internal audit function.
Review and Reporting Processes	• Detailed monthly review of performance, financials, operating issues, and key risks. • Quarterly risk assessments and reporting of business risk profiles to corporate leaders and executive directors. • Local Internal Control Officer supports local management on the effective implementation of internal controls. • Local management signs the Non-Financial Letter of Representation to annually certify the in-control position in relation to the Code of Conduct, Corporate policies, and other non-financial requirements, which include an assessment of our business conduct in relation to the treatment of the environment, people, and our policies and procedures to address corruption. • Operational, health, safety, environmental, quality, security, and emergency preparedness systems are in place at each subsidiary.	• Consolidated budget and forecasts are used by management to evaluate KPIs, investment strategy, and operations. • Each quarter, senior management monitors and assesses the consolidated group risk profile, comprising strategic, operational, financial, sustainability, and compliance risks, with the involvement of key executives and corporate function heads. • The Risk Management function maintains a central repository to monitor mitigating actions and trends in relation to each risk, and reports to the Board on the results from the Operating Companies and Group risk assessments. • Management is responsible for compliance with Fertiglobe's policies, internal control system, and risk management process. Internal Audit and Risk facilitates supervise and provide proactive advice on the internal control system and the risk management process. • Quarterly reporting by the Internal Control Department to the Audit Committee of the results of internal control testing. • Additional control leadership from other corporate functions, including Corporate, Technical and HSE, Compliance, Legal, Tax, Strategic Planning, and Group Controller.	• Quarterly reporting by Internal Audit to the Audit Committee of the results of internal audits and status of outstanding risks and issues, as well as highlighting effectiveness of risk remediation action plans. • Periodic independent internal audits of subsidiaries. Management is engaged in the identification and remediation of control gaps. • Internal Audit provides assurance on the effectiveness of the Risk Management function, including the effective implementation of the Internal Control Framework. • Internal Audit assists the Compliance function in carrying out investigations on ethics violations as deemed necessary. • The progress of audit action plans is monitored by the Internal Audit Department, local internal control officers, and by local and Corporate senior management.	• Board of Directors is given a full financial and operational update by senior leadership at each Board meeting. • Audit Committee (on behalf of the Board) monitors and reviews the internal control and risk management system and provides guidance or investigates specific topics as needed. • The Board oversees the performance of both the internal and external auditor and receives regular updates and reports from both functions.

Risk Profile and Mitigation

Our risks are classified into four main categories that allow management to identify and manage risk and protect our ability to create long-term value.

Strategic	Operational	Financial	Regulatory
Description Risks that may impede our ability to achieve strategic objectives that we believe are critical to our performance and growth. These are risks that are considered strategic matters and may impact the Company as a whole. **Risk Appetite** As a leading player in our markets, we can take certain calculated strategic risks that create opportunities to maximize our ability to deliver outstanding value to our stake-holders while maintaining a good reputation in the markets where we operate. We take a measured approach to strategic risk management with clear thresholds set by our Board for required investment returns, market risk appetite, growth capital expenditures, and corporate actions.	**Description** Risks that may impede our ability to achieve operational objectives and performance. These risks can be internal or external and are typically directly managed and monitored by the local management teams of each operating company and supervised by our leadership team. **Risk Appetite** We aim to minimize operational risks while maximizing our ability to capitalize on our leadership positions in our markets. We strive to maximize operational excellence across our Company, striving to recruit, develop, and retain a diverse and talented workforce, while fostering a "safety first" culture across our organization and facilities with a zero-tolerance approach to HSE risks. We continually assess and update our IT security controls and IT defense strategies to maintain appropriate data integrity, data privacy, and cybersecurity.	**Description** Risks related to financial, accounting, and reporting controls and processes that may impede our ability to meet financial commitments and obligations. **Risk Appetite** We implement a financial strategy to maintain an efficient balance sheet while securing good access to financing. Our risk appetite and key policies are described throughout the annual report.	**Description** Risks related to non-compliance with or changes in laws and regulations that may require changes in the way we do business. **Risk Appetite** We comply with applicable laws and regulations everywhere we do business. All employees are bound by our Compliance Framework, which we are embedded throughout our organization. It is in our core values to act with honesty, integrity, and fairness to foster a business climate that maintains such standards.

Strategic Risks

Risk	Risk Trend	Risk Appetite	Description	Risk Management Approach
Political and geopolitical risk, risk of unilateral sovereign actions, and macro-economic changes	●	Moderate	Our assets are in emerging markets, which means that we are exposed to some countries where there is a risk of political or socioeconomic instability, including the risk of adverse sovereign actions. Accordingly, developments in any of the countries in which we operate can create an uncertain environment for investment and business activity and may adversely impact our business. This includes certain partnerships and joint ventures that involve various economic, operational, and legal risks that are different from the risks involved in owning facilities and operations independently. In addition, as our products and key inputs are global commodities, we are exposed to the impacts of global geopolitical instability. The macroeconomic and geopolitical volatility caused by the Russian-Ukrainian and Middle Eastern conflicts, combined with political instability around the world, has resulted in economic and market disruptions, as well as global inflationary pressures. Our businesses may also be affected by potential unilateral actions by governments to control socioeconomic impacts.	We actively monitor economic, political, and regulatory developments. As part of our effort to be a "local" player in each of our markets, we have strategically partnered with sovereign-backed entities and maintain positive relationships with governmental bodies in the countries where we operate. Our Legal and Compliance teams diligently monitor and review our practices to ensure we stay complaint with any changes in relevant laws or regulations. Management maintains contingency plans for various unforeseen events and adverse scenarios. We proactively perform due diligence procedures and continuously assess and monitor our customers, suppliers, service providers, and business partners to ensure our and our partners' compliance with sanction legislation and mitigate the risk of supply disruptions. The evaluation of credit exposure and credit limits and supply alternatives and back-up solutions is another enabler to ensure business continuity.
Risks related to climate change, adverse weather conditions, and natural disasters	●	Moderate	Climate change and adverse weather conditions can negatively impact field work and fertilizer application seasons, which may affect the demand for our products. Climate change also poses a global transition risk that may result in changes to market dynamics, legislation, and technology. Refer to page 52 for a description of the risks and opportunities presented by climate change. Adverse weather conditions and natural disasters, such as flash floods, health epidemics or pandemics, and other extraordinary events, could result in property damage, loss of life, production interruptions, and supply chain disruptions.	We have a diversified geographic split, both in terms of customer base and location of our production assets. Our global customer reach extended across 53 countries in 2023, which means that we can mitigate against regional seasonal cycles, supply/demand drivers, customers, competitors, and other factors that might affect prices and demand patterns. Our production capacity is evenly distributed across three countries, reducing the risk of local or regional weather events. In terms of natural disasters and pandemics, we have comprehensive emergency preparedness systems in place that allow us to quickly react to extraordinary events, and our assets have business interruption insurance policies in place that cover natural disasters.

● Risk decreasing ● Risk stable ● Risk increasing

Operational Risks

Risk	Risk Trend	Risk Appetite	Description	Risk Management Approach
Changes to conditions affecting our markets and commodities	●	Moderate	Our products are global commodities with little or no product differentiation, and supply-demand dynamics can be affected by global trends, such as dietary patterns and population growth affecting demand for food, swings in crop and agricultural prices, global production capacity for our products, and the availability and pricing of the raw materials required to produce our products, particularly natural gas.	As the largest global seaborne exporter of urea and ammonia combined, the largest producer in the MENA region, and a top three global exporter of ammonia globally, we benefit from significant market reach, freight advantages, and economies of scale. This allows us to service large-sized orders and sell our products at higher netback prices compared to competitors, while benefiting from first quartile cost curve positioning as a result of our favorable gas price contracts, lower conversion costs, and strategic freight locations. We have policies in place to respond to competitive factors and maintain mutually beneficial relationships with our key customers and suppliers to effectively compete and achieve our business plans. Management performs planning and in-depth analysis for critical relationships, such as our current gas supply agreements. We have centralized sales, marketing, distribution, and logistics teams that work diligently to expand our sales channels, develop new and repeat customer relationships, negotiate favorable contracts, and create market contacts by attending various industry and trade conferences. Our manufacturing teams work diligently to ensure our plants operate efficiently to produce high-quality products that meet or exceed international standards. In terms of the availability and cost of our key feedstock (natural gas), we manage our global exposure to natural gas price fluctuations through long-term contracts in the UAE, Egypt, and Algeria.

● Risk decreasing ● Risk stable ● Risk increasing

Operational Risks – continued

Risk	Risk Trend	Risk Appetite	Description	Risk Management Approach
Business interruption and production	●	Low	Our production facilities may experience unplanned shutdowns or utilization rate reductions, which may result in lower production volumes, lower revenue, and unplanned costs. Examples of our risk exposure include reduced reliability, ineffective maintenance programs, delays in procurement, and poor management of major turnarounds.	We have a state-of-the-art asset base. Our facilities use the best available global technology, and we have continuously invested in constructing, improving, and maintaining our facilities at state-of-the-art levels. Approximately 50% of our combined urea and ammonia production capacity is under 10 years old, which supports above-average utilization rates and low-maintenance costs. We have a defined turnaround schedule for all plants, which historically have been completed as planned. We have a large, dedicated in-house maintenance team with world-class experience, bringing together expertise across all sites to share knowledge and best practices, and our plants use overlapping technologies, allowing cost-efficient and synergistic maintenance. In 2021, we launched an operational excellence plan to improve production efficiency, improve the effectiveness of the purchase-to-pay process, and reduce unplanned shutdowns. Our plants also have business interruption insurance for large and extended shutdowns.
Cybersecurity	●	Low	Despite our IT security measures, our information technology infrastructure may be vulnerable to cyber-attacks or breaches. Any such breach could result in business disruption or compromise our systems and result in downtime or the leak of personal and/or business sensitive data, adversely affecting our reputation.	We continuously assess and update security controls and defense strategies to strengthen our security posture and minimize our vulnerabilities to cyber-attacks. Our IT team is focused on the monitoring and enhancement of our group IT security posture for our IT infrastructures and Operational Technology. In addition, we invest in internal resources and engage with external security experts to support the implementation of various action plans that are part of our comprehensive cybersecurity management system. Throughout the year, we run several internal and external security assessments across the Group to ensure that our risk levels are appropriate. Additionally, we regularly run IT audits and security assessments to ensure the continuous effectiveness of our security measures.

● Risk decreasing ● Risk stable ● Risk increasing

Operational Risks – continued

Risk	Risk Trend	Risk Appetite	Description	Risk Management Approach
Human capital	● (Risk decreasing)	Low	Our ability to compete effectively and meet market demands depends heavily on the competence, engagement, enablement, and performance of our employees. Our ability to recruit, develop, and retain talented employees is essential in maintaining our high-quality operations, strategic expansion opportunities, and to meet the expanded social and governance demands.	We have been able to attract, motivate, and retain knowledgeable and experienced employees thanks to our reputation and market position, our in-house training and talent development programs, and our compensation packages. Additionally, we have engaged in strategic partnerships with industry leaders, which offer employees exposure to high-profile projects and advanced technologies. The success of our Company is dependent on positive employee relationships across diverse backgrounds. We continue to foster a positive and respectful working environment and equal opportunity workplace through our expanded diversity and inclusion program, Code of Conduct training, tuition reimbursement schemes, and employee engagement surveys. We also provide training to our employees to raise awareness on these topics. We are instituting employee succession programs for key positions across the Group to ensure effective knowledge-transfer in support of the continuity of our business operations.
Ability to maintain our health, safety, and environment (HSE) standards	● (Risk stable)	Low	Securing safe and healthy working conditions is our highest priority. Our production sites are large industrial plants, and many of our raw materials are classified as substances that are dangerous and hazardous to health. Such a working environment contains potential occupational health risks, as well as process and occupational safety risks to employees and contractors working on site.	We are committed to a culture of zero injuries and work tirelessly to improve health and safety. We aim to minimize the probability and consequences of process safety and product safety accidents negatively affecting people, the environment, and our assets. We strive to promote the highest standards of environmental responsibility, with a few to no incidents that cause environmental damage. We implement strict HSE training and operating discipline at every plant to minimize HSE risks. To further ensure proper HSE practice, we ensure monitoring, prevention, and reporting across all our plants through regular management site visits and HSE audits, as well as comprehensive knowledge-sharing across the Group. We have rolled out several campaigns dedicated to fostering a healthy work environment, which we are continuing to run and develop. Our safety and emissions records meet or exceed international standards, underscoring our commitment to providing our employees with a safe, secure, and environmentally conscious workplace. In addition, the Board supervises our HSE activities, supported by regular formal updates from management.

● Risk decreasing ● Risk stable ● Risk increasing

Financial Risks

Risk	Risk Trend	Risk Appetite	Description	Risk Management Approach
Capital structure, allocation, and currency fluctuations	●	Moderate	Our ability to deploy and raise capital effectively can impact our ability to achieve our strategic priorities or capitalize on business opportunities. We are experiencing extremely volatile debt markets with a high cost of capital for acquisitions, capital projects, and debt refinancing. This could, therefore, have an adverse impact on our business prospects, earnings, and/or financial position. In addition, a portion of our consolidated revenue, operating expenses, and long-term debts denominated in foreign currencies. Significant changes in the exchange rates of certain operational currencies, such as the Egyptian Pound, UAE Dirham, and the Algerian Dinar, can have a material effect on our financial performance.	We have a robust capital allocation strategy that aligns to our strategic priorities, with governance and decision-making measures in place to balance opportunities and risks. We strive to maintain a strong financial position and credit worthiness with our creditors. We closely monitor our cash position and credit lines to ensure our financial flexibility. We have also diversified our funding sources to avoid dependence on a single market, staggered our debt maturity profile to reduce repayment burdens, and implemented other working capital improvement programs. We also have robust in-house financing expertise and a proven track record in both refinancing debt and accessing new funding.

● Risk decreasing ● Risk stable ● Risk increasing

Regulatory Risks

Risk	Risk Trend	Risk Appetite	Description	Risk Management Approach
Changes in regulatory conditions in the markets in which we operate	●	Low	Changes in laws, regulations, and the related interpretations may alter the environment in which we do business. This includes changes in governance, health and safety, competition and product-related laws and regulations, as well as changes in accounting standards and taxation requirements. This also includes the impact of proposed climate change-related regulations at both the international and national levels. Failure to comply with these laws may result in substantial fines, penalties, or other sanctions, such as the obligation to invest in newer equipment, permit revocations, or facility shutdowns. Consequently, we may experience delays in obtaining or be unable to obtain required permits, which may delay or interrupt our operations. In addition, global geopolitics have created uncertainty around tariff implementation in key markets, such as the EU and China, which may affect product or feedstock pricing. Our ability to manage regulatory, tax, and legal matters and to resolve pending matters within current estimates may impact our results.	We actively monitor regulatory developments to ensure we comply with the laws and regulations of the countries where we operate. We continue to closely monitor and maintain flexibility to change trade flows that minimize tariffs while continuing to comply with regulations. We also perform internal gap assessments, supported by external consultants, to ensure our processes and practices are compliant with all relevant laws and regulations.

● Risk decreasing ● Risk stable ● Risk increasing

Compliance

We strive to conduct all business activities responsibly, efficiently, transparently, and with integrity and respect toward stakeholders. In doing so, we promote a culture of performance, collaboration, and responsibility. These values underpin everything we do and form our Compliance Framework, which defines the day-to-day decisions and behaviors of our employees.

The Compliance Framework comprises policies and principles that outline, in specific terms, what we stand for as a company and the conduct required in the workplace in how we deal with business partners, serve our customers, and the broader responsibilities we have toward the communities in which we work and live. The Compliance Framework also sets out rules on important topics such as the prohibition of bribery, dealing with confidential information and conflicts of interest, competition law, third-party due diligence, the importance of accurate record keeping and reporting, and details about the possibility of disciplinary measures when in breach of the framework. The Company's HR and Compliance teams work closely with each operating company to ensure our compliance framework and core values are communicated to all employees and are reflected in any local policies that may be tailored to reflect local regulations and customs. All employees are trained on the key principles and applications of the Compliance Framework through a group-wide e-learning program and can raise any concerns and breaches through a safe and confidential whistleblowing and incident reporting procedure. An anonymous reporting procedure is also available, through which employees can report to a whistleblower hotline hosted by a third-party hotline provider. All reports are handled with the utmost care and confidentiality, regardless if reported internally or via the anonymous reporting hotline.

In addition, we hold our business partners to the same level of accountability, transparency, and respectability as we do ourselves to ensure our entire value chain secures the salient rights of every individual, as codified in our Business Partner Code of Conduct.

Fertiglobe strives to conduct all business activities responsibly, efficiently, transparently, and with integrity and respect toward stakeholders

We provide a clear reporting mechanism for suspected Business Partner misconduct through our whistleblowing platform, which includes an anonymous reporting procedure via a hotline hosted by a third-party hotline provider.

All reports are treated confidentially. Investigations are executed in line with our predefined procedures and protocols, which ensure prompt, objective, and fair investigations. We do not tolerate retaliation and, should retaliation occur, treat this as a disciplinary matter.

During 2023, 11 compliance concerns were reported. This number excludes human resources related grievances. Of these reports, one closed as substantiated, 10 as unsubstantiated, and zero cases are still open at the time of the finalization of this Annual Report. None of these compliance incidents qualified as material. All investigators handling these cases were independent from the chain of management involved in the matters. Where required, remediation actions were taken, which include process and control improvements and learning and awareness initiatives.

Compliance – continued

Governance of Compliance

The Board of Directors is responsible for supervising ethics and compliance. The Fertiglobe Compliance Officer supports the Board of Directors in implementing our Group Compliance Program and ensures that our Compliance Framework remains in line with applicable regulations and is properly applied.

Management of Operating Companies and staff departments are responsible and accountable for raising compliance awareness within their respective businesses and departments and are supported by a Local Compliance Officer. The Local Compliance Officer reports to both operations management and to Fertiglobe's Compliance Officer on the implementation of the Compliance Framework in daily operations and any compliance incidents or issues. Additionally, the Audit Committee receives a Quarterly Compliance Report on the progress of corporate compliance projects and developments within the Group, as well as on the status and outcome of compliance incidents and investigations.

At the start of every year, the Fertiglobe Compliance Officer, in collaboration with operating company management, sets the annual compliance agenda. The agenda consists of continuous and new compliance activities and requirements, aiming to ensure growth in the Compliance Program's maturity. These activities and requirements are concrete and measurable and are reported internally on a quarterly basis, and they can be tested on their effectiveness. Through this annual agenda, compliance controls are continuously developed and enhanced for effectiveness.

Compliance – continued

Our Code of Conduct Extends Across Our Supply Chain

Our governance and compliance policies and expectations of ethical business practices extend beyond our operations throughout our supply chain through our Business Partner Code of Conduct.

We promote sustainable agriculture and nutrient stewardship through our supply chain, which begins with sourcing natural gas and ends at our agricultural and industrial customers. We work diligently to ensure every aspect of our business operates optimally and promote best practices through our Business Partner Code of Conduct.

We seek to award business to suppliers and business partners with whom Fertiglobe has a supplier relationship (collectively, Business Partners) who are committed to act fairly and with integrity toward their stakeholders, who have adopted and promoted the implementation of strong business principles, and who observe the applicable laws of the country in which they operate.

Our Business Partner Code of Conduct summarizes the values and expectations we require all Business Partners to adhere to and aligns to international laws and standards on ethics, labor, and human rights, such as those set out by the International Labor Organization (ILO), the United Nations International Children's Emergency Fund (UNICEF), the United Nations Guiding Principles on Business and Human Rights, and others.

Screening and Due Diligence

As part of our Integrity Due Diligence Program, we screen our prospective third parties to identify potential issues regarding bribery and corruption, violations of sanctions laws, human rights, labor conditions, and other compliance issues. Where required, we perform additional in-depth due diligence and take action to remediate risks or do not engage with a certain third party. When a third party is included in our Integrity Due Diligence tool, it is subject to ongoing monitoring, which means that we receive alerts on any new potential compliance issues. Third-party screening is currently a centralized corporate function that is being further matured at the operating companies. Our Compliance team is responsible for conducting screening and due diligence practices.

A new add-on to our Integrity Due Diligence Program is vessel sanctions screening, whereby all sea freight vessels and their associates are screened against various sanctions watchlists prior to vessel appropriation as of 31 December 2022.

The effectiveness of our Business Partner screening processes is monitored by the Compliance team and the local Internal Control Officer of each site and assessed by Internal Audit and Internal Control teams as part of their regular compliance and audit cycles, which also includes Business Partner audits as part of contractual arrangements.

Our Learning and Awareness Program

All employees, including our new recruits, are trained on our Code of Conduct and are required to participate in various training sessions through webinars or in-person sessions on key topics, such as Conflicts of Interest, Diversity and Inclusion, and Anti-Bribery and Corruption. We have also provided risk-based training to relevant audiences on specific topics, including antitrust compliance. We have also regularly communicated our Compliance Framework to our employees.

Global Minimum Tax Law

On 20 December 2021, the jurisdictions of the Organization for Economic Co-operation and Development "OECD"/G20 Inclusive Framework on Base Erosion and Profit Shifting (OECD BEPS) released the so-called Pillar Two Model Rules (also referred to as the "Anti Global Base Erosion" or "GloBE" Rules), which are designed to ensure that large multinational enterprises (MNEs) pay a minimum level of tax of 15% on the aggregated qualifying income arising in each jurisdiction where they operate (Pillar Two). On 15 December 2022, the EU Member States unanimously adopted an EU directive ensuring a global minimum level of taxation and agreed to apply these rules for fiscal years starting on or after 31 December 2023.

A taxpayer will fall within the scope of the Pillar Two rules if it has more than EUR 750 million in consolidated revenues and has a foreign presence. A qualifying taxpayer calculates its effective tax rate for the aggregated activities in each jurisdiction where it operates and pays a top-up tax for the difference between its effective tax rate per jurisdiction and the global minimum tax rate of 15%.

The UAE is a member of the OECD BEPS Inclusive Framework and is committed to addressing the challenges faced by tax jurisdictions internationally. Accordingly, the UAE's Ministry of Finance (MOF) has indicated that they intend to publish a public-consultation document on Pillar Two during the first half of 2024 and will postpone the implementation of Pillar Two until at least 2025. It is expected that in the course of 2024, the relevant jurisdictions will announce further guidance on the implementation of the Pillar Two rules in each of the respective jurisdictions where the Group operates.

Any resulting top-up tax is generally charged in the jurisdiction of the ultimate parent of the MNE (OCI Global as at 31 December 2023). The top-up tax levied in the Netherlands as of 2024 will be based on the indirect ownership of OCI for the period from 1 January 2024 up to the moment of the closing of the full divestment by OCI in 2024. After closing, Fertiglobe would need to re-assess its Pillar Two position on a stand-alone basis, taking into consideration the tax position of its new majority shareholder ADNOC.

Compliance – continued

UAE Tax Law

On 9 December 2022, the UAE MOF released the Federal Decree-Law No. 47 of 2022 on the Taxation of Corporations and Businesses (the Law) to enact a Federal corporate tax (CT) regime in the UAE. The CT regime effective for accounting periods beginning on or after 1 June 2023 (which makes the first taxable year for the relevant group companies to be full year 2024).

The Cabinet of Ministers' Decision No. 116/2022, effective from 2023, specifies the threshold of income over which the 9% tax rate would apply and, accordingly, the Law is now considered to be substantively enacted. A rate of 9% will apply to taxable income exceeding AED 375,000, a rate of 0% will apply to taxable income not exceeding AED 375,000, and a rate of 0% on Qualifying Income of free zone entities.

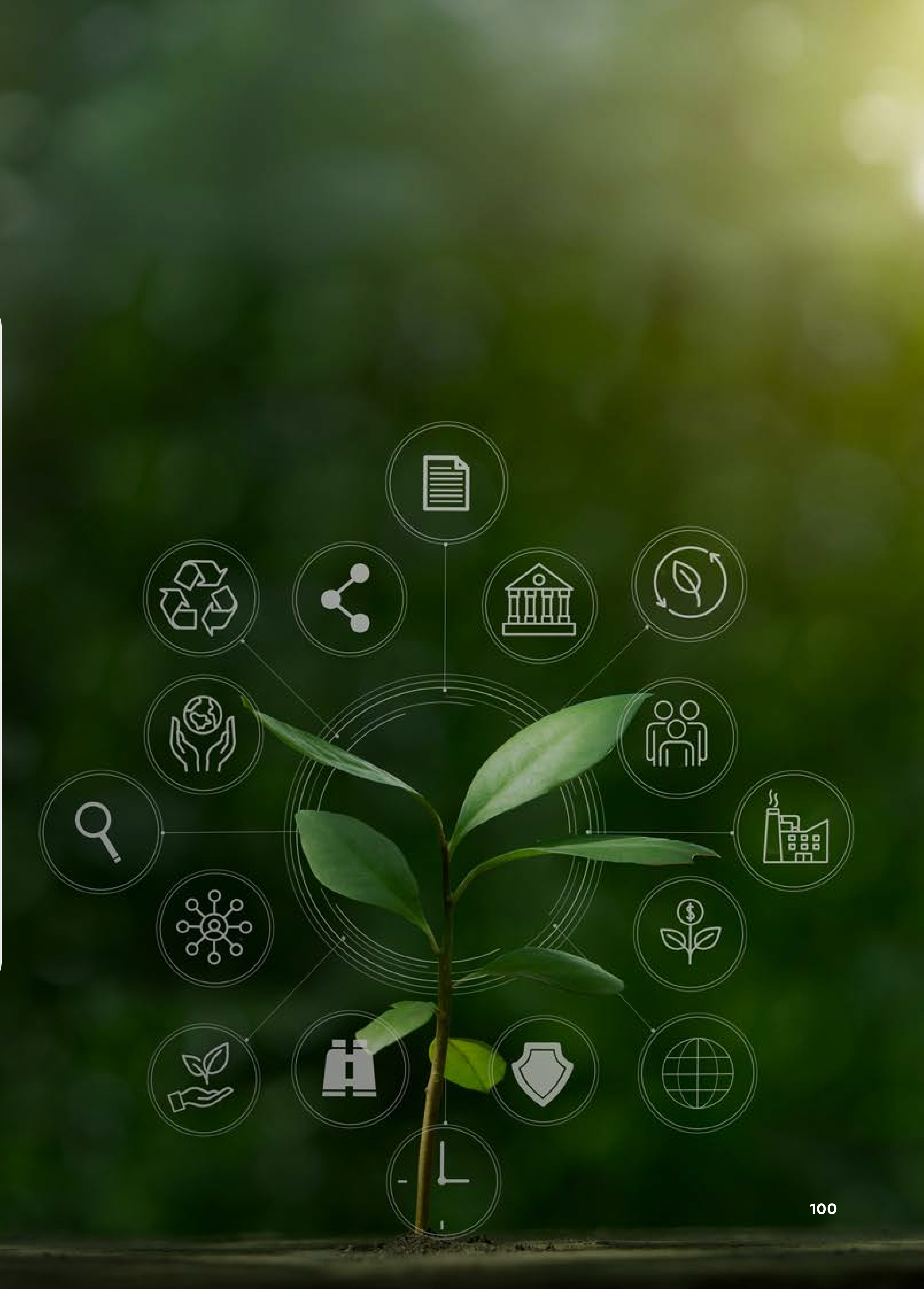
On 3 November 2023, the MOF issued two decisions wherein they defined Qualifying Income and Qualifying Activities. As per the issued decisions, Qualifying Activities include "Trading of Qualified Commodities", Headquarter Services, Holding of Shares and Other Securities, and Treasury and Financing Services to Related Parties". These notifications prompted an assessment for entities in the free zone, particularly entities incorporated in the Abu Dhabi Global Market, to determine whether they are classified as a Qualified Freezone Person and subject to 0% Corporate Tax rate or subject to a 9% Corporate Tax rate.

Based on Management's preliminary interpretation of the currently issued Laws, there is no significant impact on the tax status of the Group's material subsidiaries in the UAE. However, the Law is still evolving, and the Group is expecting further clarifications to be issued by the MOF and Federal Tax Authority in order to reaffirm their interpretation and conclusion. The Group also performed an assessment on the deferred tax implications of the Law and concluded that no adjustments were required as at 31 December 2023.

05

CORPORATE GOVERNANCE REPORT

Fertiglobe's Board of Directors delivers expert guidance and unwavering support, ensuring sustainable value creation.



Board Profile

Our Board of Directors provides strategic leadership, determines the fundamental management policies of the Company, and oversees the performance of the business. The Board consists of 11 Directors, of which two are Executive Directors and nine are Non-Executive Directors, six of whom are independent Directors. Please visit our website for their full biographies.

H.E. Dr. Sultan Ahmed Al Jaber

Chairperson – Independent

Appointment date

30 September 2019, reappointed at IPO

Committee membership

N/A

- Group Chief Executive Officer and Managing Director of ADNOC
- Member of the UAE Cabinet and Minister of Industry and Advanced Technology
- UAE's Special Envoy for Climate Change
- Member of the Supreme Council for Financial and Economic Affairs
- Chairman of several ADNOC Group companies, Masdar, Emirates Development Bank, and FAB Misr
- Chairman of the Board of Trustees of Mohammed bin Zayed University of Artificial Intelligence
- Board Member at Emirates Global Aluminum, Emirates Investment Authority, and First Abu Dhabi Bank
- Board Member at Mubadala Investment Company and Board Member at Advanced Technology Research Council

Mr. Nassef Sawiris

Executive Vice – Chairperson

Appointment date

30 September 2019, reappointed at IPO

Committee membership

N/A

- Executive Chair of OCI Global (since 2020)
- Executive Chairman of Aston Villa FC
- Supervisory Director of Adidas AG
- Member of the J.P. Morgan International Council
- Member of the Cleveland Clinic's International Leadership Board Executive Committee
- Member of the University of Chicago's Board of Trustees
- Member of Partners Council of Exor N.V.

Board Profile – continued

Mr. Ahmed El-Hoshy
Chief Executive Officer and Director

Appointment date
30 June 2020, reappointed at IPO
Committee membership
N/A

Current external appointments

- Chief Executive Officer of OCI Global (since August 2020)
- Executive Director on the Board of OCI Global
- Steering Member of the Hydrogen Council
- Board Member of the International Fertilizer Association
- Member of the WSJ CEO Council

Mr. Hassan Badrawi
Director

Appointment date
30 September 2019, reappointed at IPO
Committee membership
AC, NRC

Current external appointments

- Chief Financial Officer of OCI Global
- Executive Director on the Board of OCI Global

Mr. Jérôme Guiraud
Director – Independent

Appointment date
29 May 2023
Committee membership
N/A

Current external appointments

- Non-Executive Chairman of Orascom Construction
- Board Member at Besix
- CEO of Octant Advisers Ltd

Board Profile – continued

Mr. Charles David Welch

Director – Independent

Appointment date
30 June 2020, reappointed at IPO

Committee membership
AC

Current external appointments

- Non-Executive Independent Director on the Board of OCI Global
- Currently serves on several non-profit boards

Mr. Khaled Salmeen

Director – Independent

Appointment date
1 March 2021, reappointed at IPO

Committee membership
NRC

Current external appointments

- Executive Director of Downstream Industry, Marketing, and Trading at ADNOC
- Member of the board of directors of ADNOC Logistics and Services, ADNOC Refining, ADNOC Gas Processing, Borouge ADP, ADNOC Global Trading, and ADNOC Distribution PJSC
- Chairman of Borouge PTE, ADNOC Trading, TA'ZIZ

Mr. Mohamed Saif Al Aryani

Director – Independent

Appointment date
30 September 2019, reappointed at IPO

Committee membership
N/A

Current external appointments

- Abu Dhabi Gas Distribution and NGSCO Board of Directors
- Executive Vice President International Growth at ADNOC
- Board Member at ADNOC Drilling and EDGE

Board Profile – continued

Mrs. Wafa Ibrahim Ali Alhammadih

Director – Independent

Appointment date
30 September 2019, reappointed at IPO

Committee membership
AC

Current external appointments

- Senior Vice President, Finance and Accounting ADNOC Gas
- Former Chief Financial Officer of ADNOC Gas Processing

Mr. Philippe Ryckaert

Director

Appointment date
23 December 2018, reappointed at IPO

Committee membership
EC

Current external appointments

- Group Vice President of Business Development and Investments at OCI Global

Mr. Rainer Seele

Director – Independent

Appointment date
10 January 2022

Committee membership
NRC

Current external appointments

- Board Member at BABCO Upstream, Bahrain
- CEO SCG GmbH Germany
- Board Member at Dream Security Ltd, Israel

Executive Management

Our executive management team is responsible for the day-to-day management of our operations. Please visit our website for their full biographies.

Mr. Ahmed El-Hoshy

Chief Executive Officer

Appointment date

2021

Biography

- Chief Executive Officer of Fertiglobe (since listing in October 2021) and OCI Global (since August 2020)
- Previous Chief Operating Officer of OCI Global and, since joining OCI Global in 2009, has held various other positions, including CEO of OCI Americas and CEO of OCI Partners LP
- Prior to joining OCI Global, was a member of the Goldman Sachs investment banking and special situations groups

Mr. Haroon Rahmathulla

Chief Operating Officer

Appointment date

2019

Biography

- Former Managing Director at Barclays in the Chemicals team and headed the European Chemicals Investment Banking team of Jefferies Financial
- A wide range of experience across commodity and specialty businesses in the chemicals sector, and significant experience in the fertilizers and agriculture sectors across nitrogen, potash, phosphates, and crop chemicals

Mr. Andrew Tait

Chief Financial Officer

Appointment date

2019

Biography

- Former Head of Finance for PDO (Oman's State Oil and Gas Company) and CFO for Basrah Gas Company (creating Iraq's largest public/private venture)
- Close to 30 years of experience in finance, including six years at Ernst & Young, 22 years with Shell, and two years with ADNOC

Board Report

1. Corporate Governance Framework

Introduction

Fertiglobe plc (Fertiglobe or the Company) is a public company limited by shares incorporated in the Abu Dhabi Global Market (ADGM) and subject to the Abu Dhabi Global Market Companies Regulations 2020 (as amended) ("Companies Regulations") and other applicable laws and regulations in the ADGM. The Company was established on 23 December 2018 pursuant to the ADGM Company Regulations of 2015 and was listed on the Abu Dhabi Securities Exchange (ADX) on 27 October 2021.

Fertiglobe upholds the tenets of effective corporate governance. The Board asserts that adopting sound corporate governance practices harmonizes the interests of stakeholders by establishing robust structures to oversee the business with integrity and efficiency. This, in turn, aims to optimize the Company's profitability and long-term value creation for all stakeholders. The following report provides insights into Fertiglobe's corporate governance framework for the fiscal year ending on 31 December 2023.

2. Corporate Governance Structure

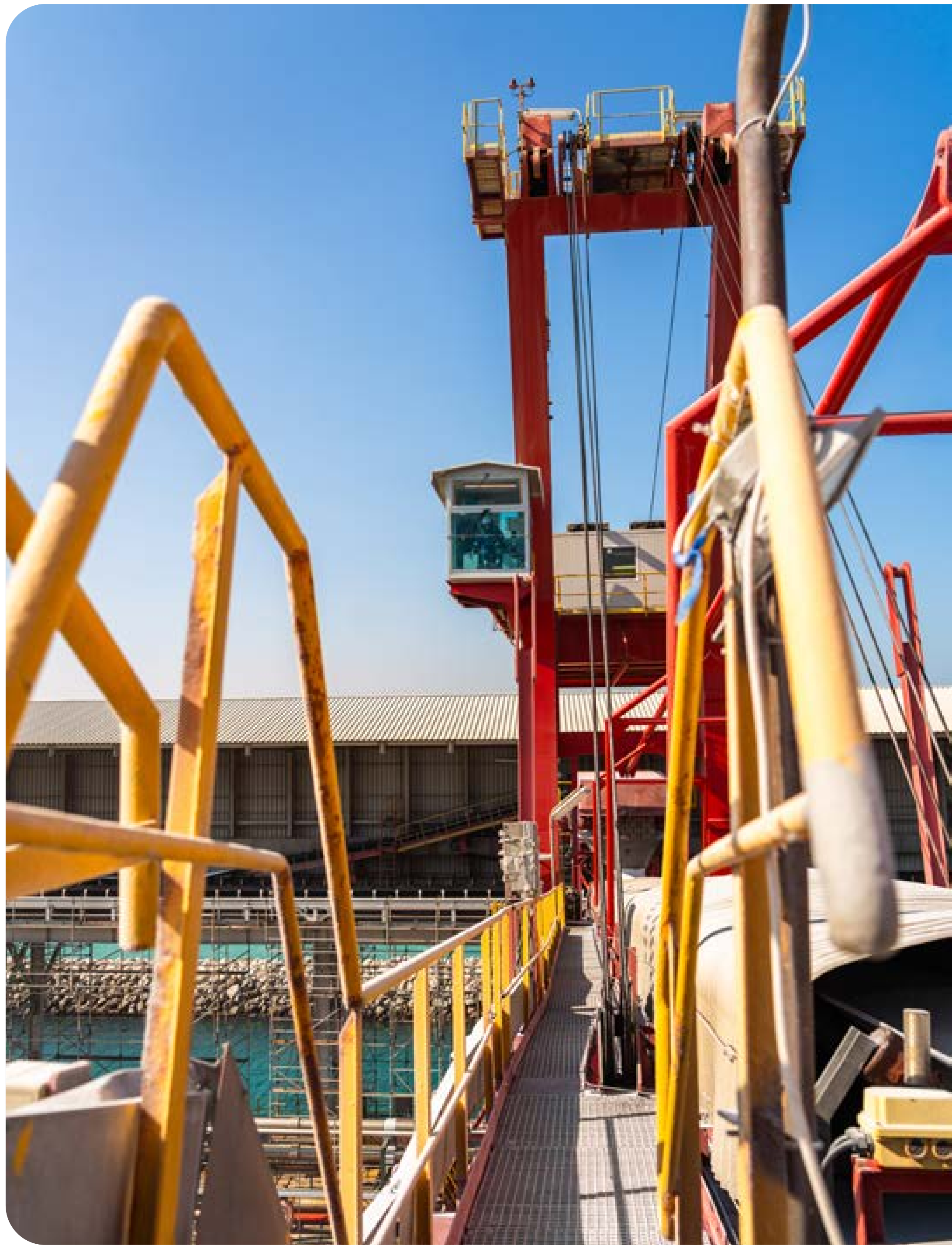
Fertiglobe designed its corporate governance structure in compliance with its Articles of Association, the ADX listing rules, the requirements of the Securities and Commodity Authority's (SCA) Governance Guide as modified or exempted for UAE free zone companies, the Companies Regulations, and other applicable laws, rules, and regulations of the ADX and international best practices. The corporate governance framework identifies the responsibilities of the Board, individual Directors, Committees, Executive Management, and the organization's support and control functions. Fertiglobe's governance framework, governance policies, and several of the Company's compliance policies and procedures are available on our website under Corporate Governance.

Organizational and corporate structure

Fertiglobe is organized by its two primary functional and financial segments, own-produced and third-party traded products. The Board establishes strategic directives encompassing operational, financial, and sustainability objectives communicated to the management..

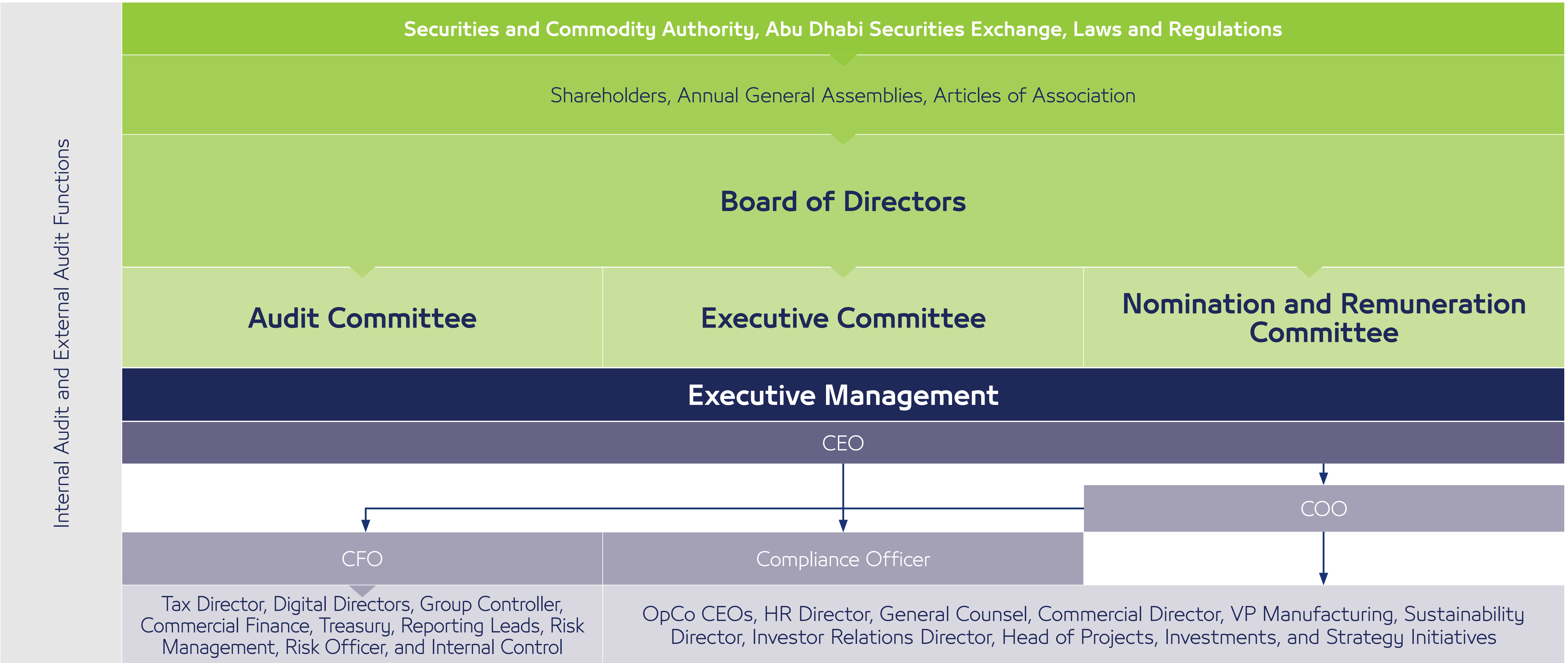
The Executive Management team oversees the day-to-day operations and goal attainment, assisted by corporate functions, local management, and their respective teams. Each primary subsidiary is headed by a general manager and a finance director, both reporting to the Executive Management team.

Fertiglobe is committed to the principles of good corporate governance – the Board believes that good corporate governance practices align the interests of all stakeholders



Board Report – continued

Fertiglobe's simplified organizational structure is as follows, illustrating our governance framework's application:



Board Report – continued

Governance, Internal Controls, and Risk Management

The Board of Directors bears the responsibility of the internal control system comprising of Risk Management, Internal Control, Compliance and Internal Audit, and oversees its implementation and effectiveness through the Audit Committee. The Internal Audit function assists the Audit Committee by providing independent and objective assurance on the effectiveness and efficiency of risk management, internal controls, and operations.

The Board acknowledges its responsibility for overseeing the implementation of the internal control systems of the Company and for the periodic review of this system and its effectiveness through the Board-level Audit Committee in accordance with the relevant provisions of Governance Guide.

The Internal Audit function is led by Samir Ezzine, Internal Audit Director who reports independently to the Audit Committee of the Board. Mr. Ezzine is a certified Auditor in the Netherlands (RE) and is an active member of the NOREA in the Netherlands. He also holds CISA and CRISC certifications and active membership from ISACA. He is a member of the Institute of Internal Auditors (IIA), member of the Chief Audit Executives (CAE) forum in the Netherlands and member of the Global Oil Companies (GOC) Internal Audit (IA) Forum founded by ADNOC. An engineer by training, Mr. Ezzine holds multiple degrees, including an MBA from the Amsterdam Business School and two masters degrees.

The Internal Control function, as a subset of corporate finance, assists the Company management and local management by facilitating the implementation of the risk management and internal control frameworks and the promotion of risk awareness and ownership across our organization thereby improving the control environments in the organization and its components.

The Internal Control team is integrated across operating companies and is centrally managed at the Group level, to ensure our Enterprise Risk Management (ERM) and internal controls frameworks are properly institutionalized and applied, and we are aligned with our external auditors.

Our Internal Control framework is aligned with the Enterprise Risk Management Integrated Framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO) and is designed using the IIA's Three Lines model to provide reasonable assurance that the risks we face are properly evaluated and mitigated, and that management is provided with all information necessary to make informed decisions.

During 2023, Internal Audit delivered 21 audits including special reviews and 5 quarterly internal audit reports to the Audit Committee summarizing the findings from the audits conducted during each quarter, status of risk mitigation action plans and follow-up of previously reported matters that require attention of the Committee.

Board Report – continued

The Internal Audit's quarterly audit report was discussed during all meetings of the Audit Committee in 2023. There were no material control failures reported in 2023.

The following graphic summarizes our ERM framework and implementation of our three lines of defense. For more information, please refer to the Enterprise Risk Management and Compliance section of our 2023 Annual Report.

Board of Directors				External Audit
Audit Committee				
Line of Defense	First	Second	Third	
	Business units and corporate functions	Group ERM, Internal Controls, and compliance functions	Internal Audit	
Responsibility	Own and manage risks	Oversight and support	Assurance	

3. The Board of Directors

Fertiglobe's governance framework is supervised by the Board of Directors that consists of 11 Directors, of which two are Executive Directors and nine are Non-Executive Directors, six of whom are independent Directors.

The Board jointly oversees Fertiglobe's management and strategic direction, fostering a culture of transparency and accountability across the organization. The Board's tasks, responsibilities, and procedures are outlined in our Articles of Association. Operational management is delegated to the Executive Management, with specific reserved matters detailed in relevant documents and resolutions. The Board holds the authority to represent Fertiglobe.

Composition

The composition of the Board strives to arm Fertiglobe with leadership that is diverse in skills, experience, gender, and background, thereby maximizing the Board's ability to independently and critically act without emphasis on particular interests. The composition of the Board of Directors and its terms of reference comply with the requirements of the ADGM Companies Regulations 2020 (as

Board Report – continued

amended), the SCA, Board Decision No. 3/R.M/2020 (Governance Guide) as applicable to Fertiglobe, and our Articles of Association. Best practices and standards related to the functioning of the Board are also applied to the extent possible to increase its effectiveness.

We adhere to the terms of reference set out by the Board of Directors in relation to its composition, operating procedures, and responsibilities. The independent Board members confirmed their independent status, and the Company verified that the legal requirements regarding the minimum number of independent Board members are satisfied.

Female Board Representation

Fertiglobe acknowledges the importance of diversity within its Board and the organization generally, and in line with the UAE's approach to empower women, the Company has worked diligently to increase female representation throughout the organization, including on the Board. On 30 September 2019, Mrs. Wafa Ibrahim Ali Mohamed Alhammadi was appointed as an independent Director.

Appointment, Retirement and Re-election

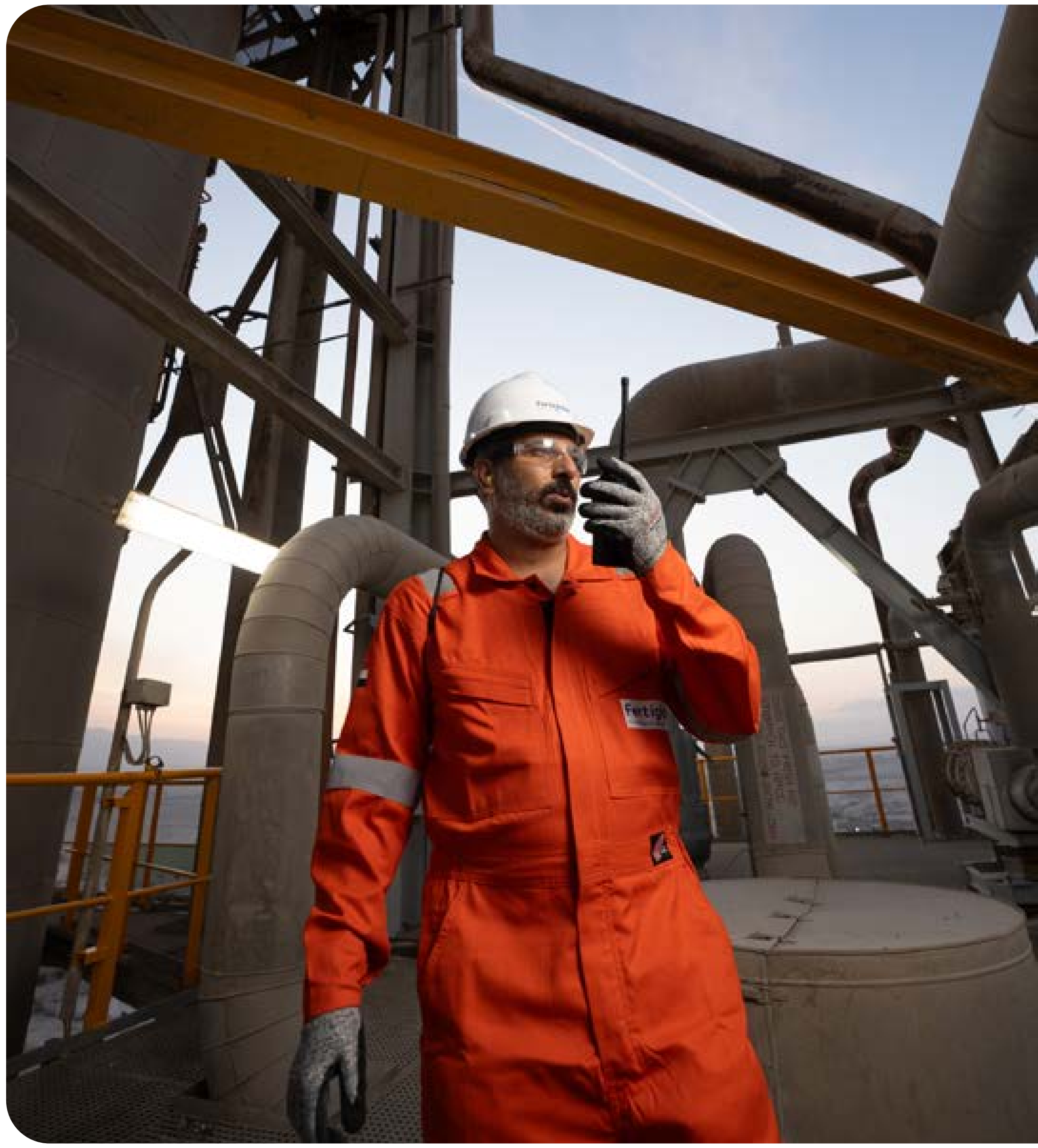
Under the Articles of Association, the members of the Board of Directors as at the date of listing, 27 October 2021, shall serve from the date of listing until the third annual general meeting. Jeffrey Ubben and Rainer Seele were appointed as Directors on 28 October 2021 and 10 January 2022 respectively, for the remainder of the Board appointment period for the Directors they replaced. Thereafter, Mr. Ubben resigned from his position on Fertiglobe's Board of Directors effective 16 March 2023, and he was replaced by Mr. Jérôme Guiraud effective from 29 May 2023. Mr. Seele was appointed as the free float Director representing public shareholders on the Board, such shareholders individually holding less than 5% of the total issued shares.

- The Board Nomination and Remuneration Committee evaluates the composition of the Board annually to review the skills required for Board membership and consider the required capabilities and qualifications for Board membership, including the time required by a member to carry out his/her duties as a Board member.
- In accordance with Fertiglobe's Articles of Association, any shareholder holding at least five percent (5%) of the total number of issued shares (or members together holding at least such number of shares) shall be entitled to nominate one or more candidate(s) for election as Director(s). Any existing Director may also nominate one or more candidate(s) (including themselves) for election.

The entire Board of Directors shall be elected at every third annual general meeting. Notwithstanding the preceding sentence, in relation to the Board holding office as at the date of listing, 27 October 2021, the first Board appointment period shall expire on the date of the third annual general meeting following 27 October 2021.

Induction, Orientation, and Training

Upon appointment, new Board members receive an induction tailored to their respective needs, duties, and responsibilities.



Board Report – continued

Board Summary of Skills and Experience

	H.E. Dr. S. Al Jaber	N. Sawiris	A. El-Hoshy	H. Badrawi	J. Guiraud	K. Salmeen	M. Alaryani	R. Seele	W. Alhammadi	P. Ryckaert	D. Welch
Independent	•					•	•	•	•		•
International business experience	•	•	•	•	•	•	•	•	•	•	•
Commercial/marketing		•	•		•	•		•	•		
HSE	•	•	•			•		•	•		•
Strategic management	•	•	•	•	•	•	•	•	•	•	•
Financial expertise: banking		•	•	•	•	•	•	•	•	•	
Nitrogen experience	•	•	•	•	•					•	
Emerging markets experience	•	•	•	•	•	•	•	•	•	•	•
Tax/legal/compliance		•		•					•	•	
HR and executive compensation	•	•	•		•			•			
Risk management/internal control and audit			•	•	•	•	•	•	•		•
Government/regulatory knowledge	•		•	•	•	•		•		•	•
Sustainability	•	•	•	•	•			•		•	•
Change management/business	•	•	•	•	•	•	•	•	•	•	•
Technology/IT			•	•				•	•		

Board Report – continued

The Committees

The Board maintains three committees as part of its supervisory role: the Audit Committee, the Executive Committee, and the Nomination and Remuneration Committee (collectively, the Committees).

All terms of reference of the Committees are approved either by the Board of Directors or by the concerned committee, and these terms of reference are all consistent with the requirements of the Governance Guide, as is the composition of each committee's membership. The terms of reference of the Board committees include, but are not limited to, the role and responsibilities of the committee, its authority, the requirements for its composition and constitution, and its operating procedures. Members of the Board Committees acknowledge their responsibility for the Committees' systems in Fertiglobe, reviewing their work mechanism, and ensuring their effectiveness. The Chairman of the Remuneration Committee also acknowledges his responsibility for the Committee's system, reviewing its work mechanism, and ensuring its effectiveness.

The following table summarizes how the duties of the Board and the Committees were carried out during 2023, including the focus topics that were reviewed, discussed, and advised on.

Board Report – continued

	Board of Directors	Audit Committee[1]	Nomination and Remuneration Committee[2]	Executive Committee[3]
Tasks, responsibilities, and procedures	Set out in the Articles of Association	Set out in the Terms of Reference of the Audit Committee	Set out in the Terms of Reference of the Nomination and Remuneration Committee	Set out in the Terms of Reference of the Executive Committee
Members	11 Directors[4]	Mr. Charles David Welch - Chairperson Mrs. Wafa Alhammadi Mr. Hassan Badrawi Mr. Khalfan Al Dahmani Mr. Robertus Swarts	Mr. Khaled Salmeen Mr. Hassan Badrawi Mrs. Maud de Vries Mrs. Ayesha Al Hammadi Mr. Rainer Seele - Chairperson[5]	Mr. Philippe Ryckaert - Chairperson Mr. Bart Voet Mr. Hesham Abdelsamie Mr. James Humphrey Mrs. Fatema Al Nuaimi
Number of meetings held	Four meetings with 100% attendance	Five meetings with 100% attendance	Two meetings with 80% attendance	Ten meetings with 95% attendance
Focus topics	• Medium- and long-term strategy • HSE • Sustainability • Projects strategy and execution • Financing strategy • Dividend strategy • Commercial strategy, sales and inventories strategy, market developments • Operational performance and cost optimization • Internal controls and key internal audit findings	• Evaluation Risk Management, including the key risks facing the Group • IT and IT (cyber) security • Monitoring the Group Internal Control Framework • HSE performance and assessments • Tax review • Dividend strategy • Financing • Evaluation of the Group's Compliance Framework and its effectiveness • Monitoring of material claims and litigation • Assessment of the functioning of the external auditor and its appointment, including scope, risk assessment, and materiality • Internal Audit Plan and Internal Audit findings	The Committee's principal role is to assist the Board in setting and overseeing the nomination, remuneration, and diversity and inclusion policies of the Company	The Committee's principal role is reviewing and, if requested by the Board in relation to a specific matter, endorsing to the Board (prior to the Board taking a formal decision) matters relating to the HSE, commercial, financial and operational performance, function and planning of the Group, reviewing (and, where considered appropriate, approving) Specified Related Party Transactions, and receiving, providing, and/or reviewing information and reports.

[1] The Chairman of the Audit Committee acknowledges his responsibility for implementing the Committee's charter, reviewing its methods of operation, and ensuring its effectiveness.
[2] The Chairman of the Nomination and Remuneration Committee acknowledges his responsibility for implementing the Committee's charter, reviewing its methods of operation, and ensuring its effectiveness.
[3] The Chairman of the Executive Committee acknowledges his responsibility of implementing the Committee's charter, reviewing its methods of operation, and ensuring its effectiveness.
[4] Fertiglobe's members of the Board of Directors are listed on pages 101-104 of the report.
[5] As of 12 January 2023, Mr. Rainer Seele was appointed Chairman of the N&RC, replacing Mr. Khaled Salmeen.

Board Report – continued

The following table details the attendance of the Board members per meeting in 2023:

	H.E. Dr. S. Al Jaber	N. Sawiris	A. El-Hoshy	H. Badrawi	J. Ubben	K. Salmeen	M. Alaryani	R. Seele	W. Alhammadi	P. Ryckaert	D. Welch	J. Guiraud
13 February 2023 (resolution by circulation)	•	•	•	•	•	•	•	•	•	•	•	
20 March 2023 (resolution by circulation)	•	•	•	•		•	•	•	•	•	•	
5 April 2023 (resolution by circulation)	•	•	•	•		•	•	•	•	•	•	
7 April 2023 (resolution by circulation)	•	•	•	•		•	•	•	•	•	•	
08 May 2023	•	•	•	•		•	•	•	•	•	•	
1 August 2023	•	•	•	•		•	•	•	•	•	•	•
14 September 2023	•	•	•	•		•	•	•	•	•	•	•
28 October 2023 (resolution by circulation)	•	•	•	•		•	•	•	•	•	•	•
6 November 2023	•	•	•	•		•	•	•	•	•	•	•

Mr. Jeffrey Ubben resigned from his position on Fertiglobe's Board of Directors effective 16 March 2023, and was replaced by Mr. Jérôme Guiraud effective from 26 May 2023.

Insider Trading

The Insider Trading is managed and monitored by the General Counsel and Compliance Officer. The Company has an Insider Trading Policy and Register in place in accordance with regulatory requirements. The Register is updated on a regular basis.

Remuneration and Allowances

As at 31 December 2023, the Board of Directors of the Company consists of 11 Board members appointed by the shareholders.

On 11 April 2023, the annual general assembly (AGM) approved the payment of AED 33,234,327 as remuneration for the Board of Directors for the year ended 31 December 2022, with the change compared to the previous year explained by the increased profitability of the company in 2022 compared to 2021.

A proposal for the remuneration for the Board of Directors for 2023 will be submitted to shareholders for approval at the upcoming AGM.

Board Report – continued

Transactions Report

The below table sets out the ownership and transactions of the members of the Board of Directors, their spouses, and their children in the Company's securities as at 31 December 2023.

Name	Position	Shares Owned by Board Members as at 31 December 2023	Shares Owned by Spouses and Children of Board Members	Total Sale	Total Purchase
H.E. Dr. Sultan Ahmed Al Jaber	Chairperson	-	-	-	-
Mr. Nassef Sawiris	Executive Vice-Chairperson	-	-	-	-
Mr. Ahmed El-Hoshy	Chief Executive Officer and Director	-	-	-	-
Mr. Jeffrey Ubben[1]	Director	-	-	-	-
Mr. Charles David Welch	Director	-	-	-	-
Mr. Hassan Badrawi	Director	-	-	-	-
Mr. Khaled Salmeen	Director	-	-	-	-
Mr. Mohamed Saif Al Aryani	Director	42,286	-	-	-
Mr. Philippe Ryckaert	Director	-	-	-	-
Mrs. Wafa Ibrahim Ali Mohamed Alhammadi	Director	-	-	-	-
Mr. Rainer Seele	Director	-	-	-	-
Mr. Jérôme Guiraud	Director	-	-	-	-

[1]Mr. Jeffrey Ubben resigned from his position on Fertiglobe's Board of Directors effective 16 March 2023, and was replaced by Mr. Jérôme Guiraud effective from 26 May 2023.

Board Report – continued

4. The Executive Management Team

The Executive Management team is responsible for the day-to-day operations of the Company, ensuring continuity, executing on the strategy, optimizing business functions, and fostering a culture conducive to long-term sustainable value creation for stakeholders. Each Executive holds specific responsibilities for business segments, functional areas, projects, and tasks.

The Company has established a Delegation of Authority that empowers the Executive Management to carry out Board duties and powers, subsequently extending to Fertiglobe operating companies. This framework streamlines internal approvals for various actions, maintaining an efficient yet controlled process. External commitments involve three authorization steps, including consultation, internal approval, and dual signing authority by two individuals representing the Company.

Fertiglobe's remuneration philosophy aims to attract, motivate, and retain qualified individuals to achieve strategic and operational objectives. It supports a "pay for performance" culture, with the Executive Management Team receiving a blend of fixed and variable performance-based pay. Fixed pay levels align with the external market, ensuring adequate compensation for senior leadership, while short-term incentive, including a deferred component, is tied to specific performance elements included in Fertiglobe's Balanced Score Scorecard, including ESG KPI's and targets related to safety, people, and operations.

By deferring part of the short-term incentive, at the discretion of the Board of Directors, the interests of the Executive Management Team are aligned with shareholders' long-term interests. This approach aims to encourage Executives to focus on the Company's sustained performance and value creation over an extended period rather than short-term gains.

The plan rules document, governing the short-term incentive plan, includes a claw back provision. No sign-on or recruitment bonuses are offered.

Executive Management Team members are not offered a pension benefit. However, an end-of-service benefit (EOSB) is offered, in line with local market practice. The current remuneration levels and the design of incentives are annually evaluated by the Board of Directors, with the involvement of independent, external advisors.

The Nomination and Remuneration Committee assists and advises the full Board on a philosophy and policy governing all remuneration elements, ensuring payouts align with the Company's performance and supporting the Fertiglobe strategy.

The remuneration of the Executive Management Team consists of three major building blocks: base Salary (plus allowances), an annual incentive, and a deferred component. All components are paid in cash.

The below table details the 2023 compensation of the members of the Executive Management Team and their appointment dates.

Name	Position	Appointment Date	Total Salaries and Allowances Paid in 2023 (AED)	Total Bonuses Paid for 2023 (AED)	Any Other Cash/in-kind Bonuses for 2023 or due in the Future (AED)
Ahmed El-Hoshy[1]	Chief Executive Officer	2021			
Haroon Rahmathulla	Chief Operating Officer	2019	AED 2,473,547	AED 1,046,663	AED 3,081,470[2]
Andrew Tait	Chief Financial Officer	2019	AED 1,533,618	AED 615,144	AED 1,349,644[3]

1 Currently, the CEO receives the general Board fees as a member of the Board of Directors and does not receive any additional compensation for his role as CEO of Fertiglobe.
2 Total amount of deferred cash bonuses (total amount of deferred portion of bonuses for 2020, 2021, 2022 and 2023).
3 Total amount of deferred cash bonuses for 2022 and 2023.

Board Report – continued

5. Specified Related Party Transactions in 2023

Fertiglobe entered into 30 new Specified Related Party Transactions (SRPT) in 2023. All SRPTs are within the Company's usual course of business and were reviewed and approved by Fertiglobe's non-conflicted Executive Committee members to whom the Board of Directors has delegated the power to approve SRPTs

The following SRPTs have a value of less than 5% of Fertiglobe's share capital:

1. DEF Sales Agreement between OCI Nitrogen B.V. OCIN and Fertiglobe Distribution Limited (FDL).
2. FDL Chartering Services for ammonia cargo.
3. FDL purchase one ammonia cargo from N7 LLC.
4. Renewal and amendment to Ammonia Supply Agreement.
5. Extension to MSPA.
6. Vessel Sublease Agreement.
7. Amendment and restatement of the Ethylene Main Loading Agreement.
8. Amendment to Fertil's Governance Agreement.
9. FDL sublease of ammonia vessel to OCIN.
10. Investment Commitment Confirmation Letter (ICCL).
11. Termination of Waste Treatment Services Agreement (WTSA) (Transaction 1) and entry into new WTSA (Transaction 2).
12. FDL Ammonia Purchase from OCIN (Transaction 1) and lease of Oceanic Moon Vessel (Transaction 2).
13. Novation Agreement between Ruwais Fertilizer Industries Sole Proprietorship LLC (Fertil), ADNOC PJSC and ADNOC Gas Failities LLC.
14. Fertil and ADNOC Logistics – Technical Services Agreement – Tier 1 Oil Spill.
15. FDL and OCIN – Navigator Genesis and Nashwan.
16. FDL purchase ammonia from N-7.
17. OCI-N, N7, FDL SLA chartering services agreement.
18. Fertiglobe Distribution Limited (FDL) to sell 25kt of urea to N-7 LLC (N7) (Transaction 1) and lease of Seashine vessel by FDL to OCI Nitrogen B.V. (OCIN) (Transaction 2).
19. Fertil and ADNOC – Partial termination of the Corporate Services Agreement.
20. Agreement between Sorfert Algeria S.P.A. and OCI Algeria in relation to the on-site installment of BOP equipment.
21. Harvest – amendment to SHA and PFA.
22. Fertil and ADNOC Distribution – Sale of AD Green Urea.
23. FDL to purchase 17.3kt ammonia from N7-LLC.
24. Supply by Fertiglobe to ADNOC PJSC of AD-Green Urea Solution.
25. Renewal of Fertil office lease agreement.
26. Lease of Seashine vessel by FDL to OCI Nitrogen B.V. (OCIN).
27. Installation of fire protection system in Sorfert.
28. Low-carbon ammonia offtake agreement between FDL and ADNOC PJSC.
29. CO_2 Supply Letter Agreement between Fertil and ADNOC Onshore.
30. Amendment of the Project Framework Agreement in relation to Project Harvest.

6. Violations Committed by the Company during 2023

The Company did not commit any material violations with respect to the Governance Guide and other applicable regulations during the year ended on 31 December 2023.

7. Conflicts of Interest

Fertiglobe's Articles of Association and Code of Conduct require its employees and Directors to disclose any conflicts of interest that may be actual, perceived, or potential in accordance with the decisions, laws, and regulations issued by the Securities and Commodities Authority and other regulatory and legislative bodies. A series of procedures for compliance with laws regarding conflicts of interest management have been developed.

8. External Auditor

Brief background on the external auditor

PricewaterhouseCoopers Limited Partnership (Branch of a Foreign Partnership) ("PwC ADGM"), incorporated ADGM, is the Company's external auditor beginning 2023, and Rami Serhan is the Audit Engagement Partner.

PwC ADGM is a member firm of PricewaterhouseCoopers International Limited and part of the PwC Middle East Network, which is the network of PwC firms in the Middle East region.
Established in the region for more than 40 years, The PwC Middle East Network operates 12 countries across the region – Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Oman, the Palestinian territories, Qatar, Saudi Arabia, and the UAE. It is one of the leading professional service providers in the Middle East region delivering assurance, deals, tax, legal, and advisory services.

External Audit Fees, Services, and Costs

The following table shows the services provided by the external auditor during 2023 and the fees charged for these services:

Name of Audit Firm	PwC ADGM
Name of Partner Auditor	Rami Serhan
Number of years spent as an external auditor of the Company	Since 2023
Partner Auditor in auditing the Company's Accounts	1 year
Total audit fees for the financial statements for the year ended on 31 December 2023 (In AED)	1,976,631

The External Auditor performed other audit-related services amounting to AED 301,145 during 2023, which are required to be performed by the auditor according to the applicable laws and regulations, in addition to AED 269,929 that relates to ongoing non-audit related services being provided by the External Auditor.

The fees for services, which were delivered to the Company in 2023 by other Audit firms (other than the Company's auditors), amounted to AED 3,093,483. These fees were against advisory services, including professional services, immigration, accounting and tax support, compliance, and fees for PMO support. The firms that delivered these services were EY Consulting LLC, Ernst & Young Middle East, Deloitte LLP, and KPMG Lower Gulf Ltd.

External Auditor's opinion on the financial statement:

The Company's External Auditor did not have any reservations to any item of the interim and annual financial statements during 2023.

Board Report – continued

9. Sustainability Report

Fertiglobe is committed to sustainability principles, with ESG matters fully integrated into our strategic objectives with direct supervision by our Board of Directors. In order to foster the integration of sustainability principles in every aspect of our operations, we have strengthened our business model, integrating sustainability even further into our industrial strategy and strategic objectives.

We believe our products are essential to achieving sustainable agriculture and clean fuel and feedstocks. We have integrated sustainability principles into our policies and operations and encourage sustainable practices in our supply chain and communities wherever possible.

As a local employer in each of our communities, we are proud to have strong stakeholder engagement programs in place that allow us to identify and participate in the social development causes that matter most locally.

Accordingly, we have cultivated local social development programs tailored to the specific needs of each of our communities to maximize the impact of our donations. In addition to our sponsorships and financial contributions to various causes, our employees personally invest their time in our local communities by participating in fundraisers and volunteering at events.

We endow time and resources into the entire education value chain, with a focus on science, technology, engineering, and mathematics (STEM), by donating school supplies to children in need, participating in school visits and science fairs, and providing on-site training opportunities. We have dedicated programs at each of our locations to encourage young local talent by providing on-site and virtual training and internship opportunities in various technical and non-technical functions.

Please refer to the Sustainability Report (Section 3 of this report) for more information.

Board Report – continued

10. Shareholding and Share Price Information

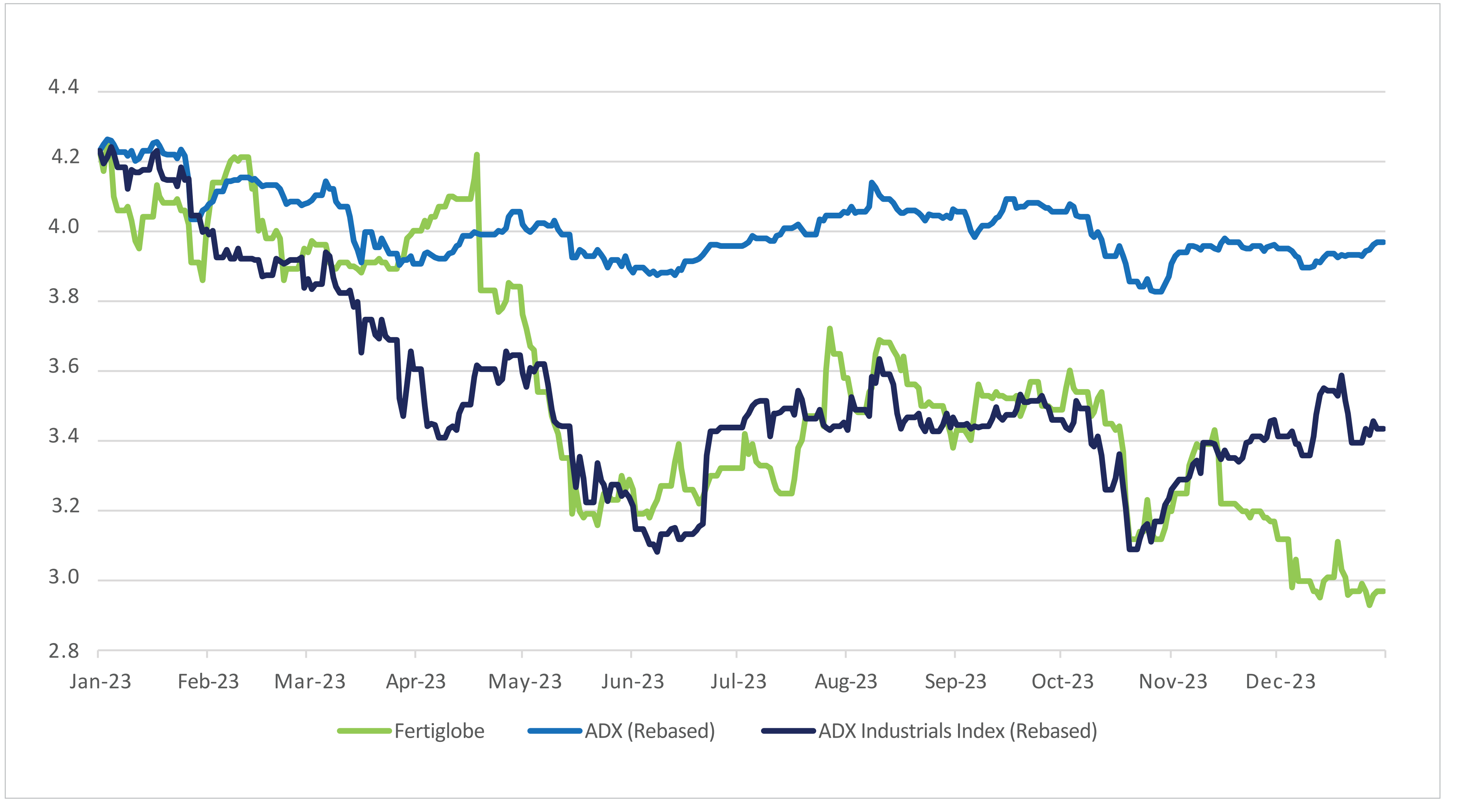
Share Price

The following table presents the Company's highest, lowest, and closing share price on a monthly basis for the year 2023:

2023	High (AED)	Low (AED)	Close (AED)
January	4.25	3.86	4.00
February	4.21	3.86	3.95
March	4.00	3.88	4.00
April	4.22	3.77	3.84
May	3.76	3.16	3.29
June	3.39	3.18	3.31
July	3.72	3.25	3.58
August	3.69	3.38	3.38
September	3.57	3.40	3.49
October	3.60	3.12	3.21
November	3.43	3.17	3.17
December	3.12	2.93	2.97

Source: Abu Dhabi Securities Exchange

The following chart presents the Company's share price performance, which was correlated with trends in Fertiglobe's core product prices, against the general market index (ADX) and the relevant sector index for the year 2023:



Source: Abu Dhabi Securities Exchange, Bloomberg

Board Report – continued

Statement of Distribution of Shareholders' Ownership as on 31 December 2023

The following table shows the distribution of shareholders' ownership (Individuals – Companies – Governments), categorized as follows: (Local – Gulf – Arabic – Foreign) as of 31 December 2023:

Investor/Shareholder	Type	Number of Shareholders	Shares Held	% Ownership	Total Shares
Local	Government	3	73,820,765	0.9%	**3,696,083,628**
	Companies	109	3,290,656,481	39.6%	
	Individuals	2,791	331,606,382	4.0%	
Gulf	Government	2	1,312,958	0.0%	**120,907,052**
	Companies	42	113,581,602	1.4%	
	Individuals	41	6,012,492	0.1%	
Arab	Government	0	0	0.0%	**37,856,040**
	Companies	4	615,602	0.0%	
	Individuals	745	37,240,438	0.4%	
Foreign	Government	0	0	0.0%	**4,446,472,205**
	Companies	158	4,416,136,000	53.2%	
	Individuals	1,719	30,336,205	0.4%	
Total		**5,614**	**8,301,318,925**	**100.0%**	**8,301,318,925**

Overview of Shareholders Whose Ownership Percentage Exceeds 5% of the Company's Capital as on 31 December 2023

The following table shows the shareholders whose ownership percentage exceeds 5% of the Company's capital as of 31 December 2023:

Name	Number of Owned Shares	Percentage of Owned Shares of the Company's Capital
OCI Fertilizers B.V.	4,150,659,464	50.0%
Abu Dhabi National Oil Company (ADNOC)	3,005,077,450	36.2%

Source: Abu Dhabi Securities Exchange

Board Report – continued

Statement of Distribution of Shareholders According to their Ownership Percentage as of 31 December 2023

The following table shows the distribution of shareholders according to their ownership percentage as of 31 December 2023:

Ser.	Shares Owned	Number of Shareholders	Number of Owned Shares	Percentage of Owned Shares of the Capital
1	Less than 50,000	4,538	31,420,750	0.4%
2	From 50,000 to less than 500,000	785	118,663,549	1.4%
3	From 500,000 to less than 5,000,000	249	380,304,329	4.6%
4	More than 5,000,000	42	7,770,930,297	93.6%

Controls of Investor Relationships with the Listed Companies
We place great importance on maintaining active dialogue with existing and potential shareholders, banks, and analysts. We are committed to providing relevant, high-quality, and timely information to all stakeholders, and to giving current and potential shareholders, analysts, and financial press broader insight into the Company and the industries in which we operate. We ensure that relevant information is provided equally and simultaneously to all interested parties through our website, which includes a dedicated Investor Relations section to promote efficiency and effectiveness in accordance with the SCA's applicable requirements and controls of investor relations management. This can be found here: https://fertiglobe.com/investor-relations/

In addition, the Company's Investor Relations function is staffed with an industry veteran who has the required qualifications and experience to clearly and effectively communicate with all stakeholders.

Their qualifications include, but are not limited to:

- Experience in the fields of banking, research, accounting, and public relations.
- Full knowledge of the Company's activities and opportunities.
- Familiarity with the relevant legal and legislative requirements of the relevant authorities.
- Ability to use different channels of communication and skills to communicate with investors and other stakeholders.
- Ongoing development by participating in training workshops on Investor Relations.

Investor relations contact details are as follows:

Rita Guindy, Investor Relations Director	rita.guindy@fertiglobe.com
Fertiglobe, Al Sila Tower, Jazeerat Al Maryah, Abu Dhabi Global Market Square, Abu Dhabi, United Arab Emirates	investor.relations@fertiglobe.com

Board Report – continued

11. Resolutions Presented to the General Assembly During 2023

On 11 April 2023, the annual general assembly, in accordance with the ADGM Companies Regulations 2020, approved the following:

1. The report of the Company's Board of Directors on the Company's activities and its financial position for the financial year ended on 31 December 2022.
2. The external auditor's report for the financial year ended on 31 December 2022.
3. The standalone audited financial statements for the Company for the financial year ended on 31 December 2022
4. The consolidated audited financial statements for the Company and its subsidiaries for the financial year ended on 31 December 2022.
5. The Board of Directors' recommendation to distribute a cash dividend to shareholders for the second half of the financial year ended on 31 December 2022 in a total amount of $700 million (equivalent to AED 2,570,750,000 and amounting to approximately AED 0.3097 per share) to bring the total cash dividend for the financial year ended on 31 December 2022 to $1,450 million (equivalent to AED 5,325,125,000, amounting to approximately AED 0.6415 per share).
6. The payment of AED 33,234,327.30 to the Board of Directors as remuneration for their services for the financial year ended on 31 December 2022.
7. Absolve the members of the Board of Directors of liability for their activities for the financial year ended on 31 December 2022.
8. Absolve the external auditors of liability for their activities for the financial year ended on 31 December 2022.
9. The Board of Director's recommendation to appoint PricewaterhouseCoopers (PwC) as an independent auditor for the Company for the financial year 2023 and determine their remuneration at AED 2,825,989 plus any applicable VAT.

Board Report – continued

12. The Board Secretary

The Board Secretary plays an important role in organizing the Company's corporate governance, the Board's meetings and Committees, and communicating key decisions with the management team. The Board Secretary's key responsibilities include:

- Working closely with the Board of Directors and Executive Management to plan meetings and coordinate attendance.
- Drafting and distributing Board and general meeting agendas.
- Drafting, distributing, confirming, and archiving meeting minutes, Board reports, and other legal documents.
- Maintaining the Board and Company calendars.
- Following meeting procedures, decision-making rules, and governance policies
- Managing communication and correspondence with the Board of Directors and its committees, the Company's management team, and external stakeholders.
- Supporting the Board of Directors' evaluation process.
- Assisting in the preparation and review of key regulatory filings, corporate annual reports, and other reports, as well as other announcements regarding material events.

The position of the Board Secretary is held by Mr. Ahmad Ma'abreh from Allen and Overy LLP, a multinational law firm headquartered in London (Allen & Overy). Mr. Ma'abreh is a partner in the corporate team of Allen & Overy's Abu Dhabi office. Mr. Ma'abreh was appointed effective 8 July 2022.

13. Material Events During 2023

Fertiglobe announces material events and information by publishing press releases on its website and submitting regulatory disclosures to the ADX. Please visit www.fertiglobe.com for all press releases and disclosures. Key events during 2023 include:

September 2023
Fertiglobe Signs Agreement with AD Ports Group to Explore Collaboration Opportunities in Egypt, the UAE, and other Geographies.

October 2023
ADNOC and Fertiglobe to Pilot First-of-Its-Kind Cost-Effective Modular Carbon Capture Technology

November 2023
Fertiglobe Ships World's First ISCC PLUS-Certified Renewable Ammonia

December 2023
OCI Global announced the sale of its entire shareholding of Fertiglobe to ADNOC. The transaction is expected to close in 2024, subject to regulatory conditions and antitrust approvals.

14. Emiratization Percentage in the Company for the Years 2020, 2021, 2022, and 2023

The below table sets out the Emiratization percentage for Fertil (UAE-based entity) for the years 2020, 2021, 2022, and 2023:

%	2020	2021	2022	2023
Emiratization Ratio	61.13%	59.79%	57.74%	56.91%

15. Initiatives and Innovations During 2023

As one of the world's largest ammonia producers and distributors, we believe we are uniquely positioned to help the world decarbonize through the transition to a hydrogen economy. Ammonia has emerged as one of the most promising products to enable this transition as it complements the hydrogen economy across the value chain—as a feedstock for production, as an efficient hydrogen carrier, and as a key input to decarbonize multiple end products.

We are actively growing our portfolio in renewable ammonia/hydrogen and are evaluating several new projects. For example, we are currently in the evaluation and/or development phase of the following projects:

Egypt Green Hydrogen
Fertiglobe, in partnership with Scatec, the Sovereign Fund of Egypt, and Orascom Construction, announced in 2022 the commissioning of the first phase of Egypt Green Hydrogen. The project is planned to include 100MW electrolyzer capacity at full scale and would be the largest independent green hydrogen project in Africa.
The consortium is in the process of assessing engineering and technology choices for the full-scale 100 MW plant, aiming to reach Final Investment Decision (FID) on the facility during the first half of 2024.

Low-Carbon Ammonia Project in the UAE
In partnership with ADNOC and ADQ (TA'ZIZ), GS Energy Corporation, and Mitsui & Co., Ltd, Fertiglobe is studying the development of a 1 million tons low-carbon ammonia plant in TA'ZIZ Industrial Chemicals Zone, adjacent to the Ruwais Industrial Complex, with focus on exporting to Asia and Europe.

Low-Carbon Ammonia Pilot in the UAE
A pilot project to capture 18 ktpa of CO_2 from Fertiglobe's Fertil-2 plant to be used for CCS to produce low-carbon ammonia, with focus on exporting to Asia and Europe. FID is expected in Q1 2023, and the project is targeted to be operational by Q3 2023.

Corporate Governance Report Approved by the Board of Directors on 25 March 2024

H.E. Dr. Sultan Ahmed Al Jaber
Chairman of the Board of Directors

Mr. Rainer Seele
Chairman of the Nomination and Remuneration Committee

Mr. Charles David Welch
Chairman of the Audit Committee

Mr. Philippe Ryckaert
Chairman of the Executive Committee

Mr. Andrew Tait
Chief Financial Officer

Mr. Samir Ezzine
Internal Audit Director

Fertiglobe

An ADNOC and OCI Company

2023

Financial Statements

Directors' report

Company overview

Fertiglobe is the world's largest seaborne exporter of urea and ammonia combined, and an early mover in clean ammonia. Fertiglobe's production capacity comprises of 6.6 million tons of urea and merchant ammonia, produced at four subsidiaries in the UAE, Egypt and Algeria, making it the largest producer of nitrogen fertilizers in the Middle East and North Africa (MENA), and benefits from direct access to six key ports and distribution hubs on the Mediterranean Sea, Red Sea, and the Arab Gulf. Headquartered in Abu Dhabi and incorporated in Abu Dhabi Global Market (ADGM), Fertiglobe employs more than 2,700 employees and was formed as a strategic partnership between OCI N.V. ("OCI") and the Abu Dhabi National Oil Company ("ADNOC"). Fertiglobe was listed on the Abu Dhabi Securities Exchange ("ADX") on 27 October 2021 under the symbol "FERTIGLB" and ISIN "AEF000901015".

On 15 December 2023, OCI N.V. announced the sale of its entire shareholding of Fertiglobe to Abu Dhabi National Oil Company P.J.S.C. ("ADNOC"). The transaction is expected to close in 2024, subject to regulatory conditions and anti-trust approvals.

Key assets within the Company perimeter include:

Egyptian Fertilizer Company (EFC): The largest private sector granular urea producer in Egypt, with a capacity to produce 1.7 million tons per annum of urea and 0.9 million tons per annum of ammonia.

Egypt Basic Industries Corporation (EBIC): Fertiglobe has a 75% stake in the ammonia plant EBIC, with a production capacity of 0.7 million tons per annum.

Sorfert Algeria S.P.A: Fertiglobe has a 51% stake in Sorfert, an Algerian producer of ammonia and urea, with a capacity of 1.6 and 1.3 million tons per annum, respectively.

Ruwais Fertilizers Industries LLC (Fertil): Headquartered in Abu Dhabi, Fertil is manufacturing ammonia and urea through two plants (Fertil-1 and Fertil-2). The business has a capacity to produce 2.1 million tons per annum of urea and 1.2 million tons per annum of ammonia.

Fertiglobe Distribution Limited and Fertiglobe Fertilizer Trading Limited: Fertiglobe established a trading platform based in the U.A.E., supported by an export logistics network, strategic partnerships / relationships in Brazil, Spain, France and the USA.

Fertiglobe aims at achieving value through synergies which include:

Commercial synergies: Timing of sales and increased premiums over benchmark prices, reduced reliance on traders through a wider distribution network and access to key end markets (including Brazil, India and East Africa), re-routing of volumes through freight and logistics optimization, reduced freight rates, and sharing of best practices across the Group platform.

Technical synergies: Shared maintenance expertise, coordinated turnarounds, procurement optimization and spare parts pooling.

Directors' report continued

Members of the Board of Directors:

The Board consists of 11 Directors of which there are two Executive Directors and nine Non-Executive Directors, six of whom are independent Directors, as follows:

- Dr. Sultan Ahmed Sultan Essa Al Jaber
- Nassef Onsi Naguib Sawiris
- Ahmed Khaled El Hoshy
- Hassan Hossam Hassan Badrawi
- Jeffrey Ubben (resigned on 16 March 2023)
- Charles David Welch
- Khaled Salmeen Anber Salmeen
- Mohammad Saif Ali Abed Alaryani
- Wafa Ibrahim Ali Mohamed Al Hammadi
- Philippe Ryckaert
- Dr. Rainer Seele
- Jerome Guiraud (appointed on 29 May 2023)

Current year's results:

In 2023, Fertiglobe continued to show resilience despite the uncertain economic climate. The company achieved USD 2,416.2 million in revenues during the year (2022: USD 5,027.5 million) by selling 4.8 million tons of urea (2022: 5.0 million tons) and 1.4 million tons of ammonia (2022: 1.5 million tons), resulting in total net profit of USD 505.0 million on a consolidated basis (2022: USD 1,820.4 million). Total assets decreased to USD 4,625.8 million at 31 December 2023 (2022: USD 5,530.6 million).

On 6 November 2023, the Board approved interim dividends of USD 275 million (equivalent of USD 0.033 per share) for the first half of the year ended 31 December 2023. This was approved by the Board on 06 November 2023 and paid in full on 15 November 2023. On 14 February 2024, the Board approved dividends of USD 200 million (equivalent of USD 0.024 per share) for the second half of the year ended 31 December 2023. The dividend will be presented to shareholders for approval at the next Annual General Meeting and is expected to be paid in April 2024.

Statement of disclosure to auditors:

The Directors of Fertiglobe certify that as far as they are aware, there is no relevant audit information of which the company's auditor is unaware, and that they have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

On behalf of the board,

Hassan Badrawi
Board member

Independent auditor’s report to the shareholders of Fertiglobe plc

Report on the audit of the consolidated financial statements

Our opinion

In our opinion, the consolidated financial statements present fairly, in all material respects, the consolidated financial position of Fertiglobe plc (the “Company”) and its subsidiaries (together the “Group”) as at 31 December 2023, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards.

What we have audited

The Group’s consolidated financial statements comprise:

- the consolidated statement of financial position as at 31 December 2023;
- the consolidated statement of profit or loss for the year then ended;
- the consolidated statement of other comprehensive income for the year then ended;
- the consolidated statement of changes in equity for the year then ended;
- the consolidated statement of cash flows for the year then ended; and
- the notes to the consolidated financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs) and the applicable requirements of Abu Dhabi Accountability Authority (“ADAA”) Chairman’s Resolution No 88 of 2021 Regarding financial statements Audit Standards for the Subject Entities. Our responsibilities under those standards are further described in the *Auditor’s responsibilities for the audit of the consolidated financial statements* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Group in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) and the ethical requirements that are relevant to our audit of the consolidated financial statements in the Abu Dhabi Global Market (“ADGM”). We have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

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www.pwc.com/me

Independent auditor's report to the shareholders of Fertiglobe plc (continued)

Our audit approach

Overview

Key Audit Matters	• Initial audit engagement procedures • Litigation and claims

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the consolidated financial statements. In particular, we considered where the management made subjective judgements; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters, consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter	How our audit addressed the key audit matter
Initial audit engagement procedures Initial audit engagements require additional considerations and procedures necessary to address, amongst others, the following risks: • Opening balances may contain misstatements that materially affect the current period's consolidated financial statements; and • Appropriate accounting policies applied in the opening balances have not been consistently applied in the current period's consolidated financial statements or changes thereto are not appropriately accounted for and adequately presented and disclosed in accordance with the applicable financial reporting framework. Additional efforts are required to obtain an understanding of the Group and its business including its control environment, sufficient to make an audit risk assessment and develop an appropriate audit strategy. In view of the additional considerations and audit procedures required, we consider this to be a key audit matter.	As part of the Fertiglobe plc Group audit transition from predecessor auditor, we developed a comprehensive transition plan. Our transition plan included, amongst others: • Interactions with the predecessor auditor, including review of the predecessor auditor's workpapers to obtain sufficient appropriate audit evidence over the opening balances; • Meetings with Group management and with key components management to obtain an understanding of the business, the strategy and risks; • Supported by our technical accounting team, review of prior year consolidated financial statements to obtain an understanding of the Group's accounting policies, key judgements and estimates and ensuring the adequacy of relevant disclosures as required by IFRS Accounting Standards; • Review of historical accounting position papers; and • Performing walkthroughs and inquiries of management to assist us in obtaining an understanding of the Group's financial reporting processes and control environment resulting in our audit risk assessment and audit strategy for the year 2023 audit.

Our audit approach (continued)

Key audit matters (continued)

Key audit matter	How our audit addressed the key audit matter
Litigation and claims The Group is involved in certain litigations, arbitrations and disputes related to legal and tax matters. A provision is recognised or a contingent liability is disclosed for these litigation and claims based on management's judgement and assessment of the probability of the outcome and estimated exposure. We consider this assessment to be a key audit matter as the pending litigation and claims are significant to the Group, the assessment process is complex and it involves significant management judgement. Refer to notes 3, 3.12, 3.17, 5, 10, 19 and 26 to the consolidated financial statements for disclosures of related accounting policies and provision balances and contingencies.	With the assistance of our local component audit teams, we performed the following audit procedures: • We evaluated management's assessment of the probability of the outcome and estimated exposure of the legal and tax positions, based on relevant laws and regulations; • We attended quarterly update meetings with the Group legal, compliance and tax teams where we discussed the quarterly updated litigation and tax contingency reports from Group legal, compliance and the tax teams; • We performed, amongst other procedures, review of management's accounting position papers, review of management's external expert opinions and review of external communication of developments in cases; and • We requested external legal letters from external counsel and involved tax specialists for tax cases, where necessary, to review the positions are in accordance with the local legal and tax regulations. In addition, we assessed the adequacy of the provisions and disclosures in the consolidated financial statements.

How we tailored our group audit scope

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the consolidated financial statements as a whole, taking into account the structure of the Group, the accounting processes and controls, and the industry in which the Group operates.

Independent auditor’s report to the shareholders of Fertiglobe plc (continued)

Other information

The directors are responsible for the other information. The other information comprises the Directors' report (but does not include the consolidated financial statements and our auditor’s report thereon), which we obtained prior to the date of this auditor’s report and Group’s Annual Report, which is expected to be made available to us after that date.

Our opinion on the consolidated financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, on the other information that we obtained prior to the date of this auditor’s report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

When we read the Group’s Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRS Accounting Standards and their preparation in compliance with the applicable provisions of the ADGM Companies Regulations 2020, as amended, the ADGM Companies Regulations (International Accounting Standards) Rules 2015 and applicable provisions of the relevant laws and regulations and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group’s financial reporting process.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs and the applicable requirements of ADAA Chairman's Resolution No 88 of 2021 Regarding financial statements Audit Standards for the Subject Entities will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with ISAs and the applicable requirements of ADAA Chairman's Resolution No 88 of 2021 Regarding financial statements Audit Standards for the Subject Entities, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independent auditor's report to the shareholders of Fertiglobe plc (continued)

Auditor's responsibilities for the audit of the consolidated financial statements (continued)

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other legal and regulatory requirements

As required by the Abu Dhabi Global Market ("ADGM") Companies Regulations 2020, as amended, and the ADGM Companies Regulations (International Accounting Standards) Rules 2015, we report that:

- the consolidated financial statements have been prepared, in all material respects, in accordance with the applicable requirements of the ADGM Companies Regulations 2020, as amended, and the ADGM Companies Regulations (International Accounting Standards) Rules 2015; and
- the information given in the Directors' report is consistent with the consolidated financial statements of the Group.

Further, as required by the ADAA Chairman's Resolution No 88 of 2021 Regarding financial statements Audit Standards for the Subject Entities, we report, in connection with our audit of the financial statements for the year ended 31 December 2023, that nothing has come to our attention that causes us to believe that the Company has not complied, in all material respects, with any of the provisions of the following laws, regulations and circulars as applicable, which would materially affect its activities or the financial statements as at 31 December 2023:

(i) its Articles of Association which would materially affect its activities or its financial position as at 31 December 2023; and

(ii) applicable provisions of the relevant laws, resolutions and circulars that have an impact on the Subject Entity's consolidated financial statements.

For and on behalf of PricewaterhouseCoopers Limited Partnership (ADGM Branch)
Rami Abdelraouf Saleh Sarhan

25 March 2024

Consolidated Statement of Financial Position
AS AT

$ millions	Note	31 December 2023	31 December 2022
Assets			
Non-current assets			
Property, plant and equipment	7	2,699.6	2,837.9
Right-of-use assets	17	74.9	76.8
Goodwill and other intangible assets	8	614.5	604.8
Trade and other receivables	9	29.1	37.7
Total non-current assets		**3,418.1**	**3,557.2**
Current assets			
Inventories	11	133.6	124.9
Trade and other receivables	9	314.3	406.5
Cash and cash equivalents	12	759.8	1,442.0
Total current assets		**1,207.7**	**1,973.4**
Total assets		**4,625.8**	**5,530.6**

The notes on pages 142 to 199 are an integral part of these consolidated financial statements.

Consolidated Statement of Financial Position continued
AS AT

$ millions	Note	31 December 2023	31 December 2022
Equity			
Share capital	13	1,328.2	1,328.2
Reserves	14	(1,119.1)	(1,135.1)
Retained earnings	14	1,235.6	1,865.1
Equity attributable to owners of the Company		**1,444.7**	**2,058.2**
Non-controlling interests	15	425.0	1,110.1
Total equity		**1,869.7**	**3,168.3**
Liabilities			
Non-current liabilities			
Loans and borrowings	16	1,490.2	1,065.6
Lease obligations	17	67.9	73.7
Trade and other payables	18	22.4	19.5
Deferred tax liabilities	10	344.9	382.6
Total non-current liabilities		**1,925.4**	**1,541.4**
Current liabilities			
Loans and borrowings	16	174.9	89.6
Lease obligations	17	22.7	17.4
Trade and other payables	18	326.7	371.1
Provisions	19	36.0	107.4
Income tax payables	10	270.4	235.4
Total current liabilities		**830.7**	**820.9**
Total liabilities		**2,756.1**	**2,362.3**
Total equity and liabilities		**4,625.8**	**5,530.6**

The notes on pages 142 to 199 are an integral part of these consolidated financial statements.

To the best of our knowledge, the consolidated financial statements fairly present, in all material respects, the consolidated financial position, results of operations and consolidated cash flows of the Group as of, and for the year ended 31 December 2023.

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H. Badrawi (Board Member)

Consolidated Statement of Profit or Loss
FOR THE YEAR ENDED

$ millions	Note	31 December 2023	31 December 2022[1]
Revenues	20	2,416.2	5,027.5
Cost of sales	21	(1,564.2)	(2,675.4)
Gross profit		**852.0**	**2,352.1**
Selling, general and administrative expenses	21	(144.5)	(168.8)
Other income		3.3	3.0
Other expenses		(0.7)	(0.9)
Operating profit		**710.1**	**2,185.4**
Finance income[1]	22	16.3	1.5
Finance cost[1]	22	(119.4)	(83.2)
Net foreign exchange loss[1]	22	(19.6)	(44.1)
Net finance cost		**(122.7)**	**(125.8)**
Profit before income tax		**587.4**	**2,059.6**
Income tax	10	(82.4)	(239.2)
Profit for the year		**505.0**	**1,820.4**
Profit attributable to:			
Owners of the Company		348.9	1,249.5
Non-controlling interests	15	156.1	570.9
Profit for the year		**505.0**	**1,820.4**
Earnings per share (in USD)			
Basic earnings per share	24	0.042	0.151
Diluted earnings per share	24	0.042	0.151

[1] The comparative numbers have been reclassified, refer to note 22.

The notes on pages 142 to 199 are an integral part of these consolidated financial statements.

Consolidated Statement of Other Comprehensive Income

FOR THE YEAR ENDED

$ millions	Note	31 December 2023	31 December 2022
Profit for the year		**505.0**	**1,820.4**
Other comprehensive income:			
Items that are or may be reclassified subsequently to profit or loss			
Foreign operations - foreign currency translation differences		28.6	32.4
Other comprehensive income, net of tax		**28.6**	**32.4**
Total comprehensive income		**533.6**	**1,852.8**
Total comprehensive income attributable to:			
Owners of the Company		364.9	1,264.9
Non-controlling interests	15	168.7	587.9
Total comprehensive income		**533.6**	**1,852.8**

The notes on pages 142 to 199 are an integral part of these consolidated financial statements.

Consolidated Statement of Changes in Equity

FOR THE YEAR ENDED

$ millions	Note	Share capital (Note 13)	Reserves (Note 14)	Retained earnings (Note 14)	Equity attributable to owners of the Company	Non-controlling interests (Note 15)	Total equity
Balance at 1 January 2022		**1,328.2**	**(37.6)**	**555.6**	**1,846.2**	**659.8**	**2,506.0**
Profit for the year		-	-	1,249.5	1,249.5	570.9	1,820.4
Other comprehensive income, net of tax		-	15.4	-	15.4	17.0	32.4
Total comprehensive income		-	**15.4**	**1,249.5**	**1,264.9**	**587.9**	**1,852.8**
Impact difference in profit sharing non-controlling interests	15	-	-	-	-	316.0	316.0
Dividends to non-controlling interests	15	-	-	-	-	(453.6)	(453.6)
Reserves Transfer	14	-	(1,150.0)	1,150.0	-	-	-
Capital contribution	14	-	37.1	-	37.1	-	37.1
Dividends to shareholders	14	-	-	(1,090.0)	(1,090.0)	-	(1,090.0)
Balance at 31 December 2022		**1,328.2**	**(1,135.1)**	**1,865.1**	**2,058.2**	**1,110.1**	**3,168.3**
Profit for the year		-	-	348.9	348.9	156.1	505.0
Other comprehensive income, net of tax		-	16.0	-	16.0	12.6	28.6
Total comprehensive income		**-**	**16.0**	**348.9**	**364.9**	**168.7**	**533.6**
Impact difference in profit sharing non-controlling interests	15	-	-	(3.4)	(3.4)	43.1	39.7
Dividends to non-controlling interests	15	-	-	-	-	(896.9)	(896.9)
Dividends to shareholders	14	-	-	(975.0)	(975.0)	-	(975.0)
Balance at 31 December 2023		**1,328.2**	**(1,119.1)**	**1,235.6**	**1,444.7**	**425.0**	**1,869.7**

The notes on pages 142 to 199 are an integral part of these consolidated financial statements.

Consolidated Statement of Cash Flows
FOR THE YEAR ENDED

$ millions	Note	31 December 2023	31 December 2022
Profit for the year		**505.0**	**1,820.4**
Adjustments for:			
Depreciation, amortization and impairment	21	279.3	266.3
Finance income	22	(16.3)	(1.5)
Finance cost	22	119.4	83.2
Net foreign exchange loss	22	19.6	44.1
Impact difference in profit-sharing non-controlling interests	15	39.7	316.0
Income tax expense	10	82.4	239.2
Changes in:			
Inventories		(6.8)	(21.1)
Trade and other receivables		38.1	54.1
Trade and other payables		(98.2)	(37.8)
Provisions		8.2	17.5
Cash flows:			
Interest paid		(95.9)	(67.5)
Lease interest paid	17	(5.0)	(4.5)
Interest received		16.0	1.5
Income taxes paid	10	(67.4)	(217.5)
Witholding tax paid on subsidiary dividends	10	(20.5)	(15.1)
Cash flows from operating activities		**797.6**	**2,477.3**
Investments in property, plant and equipment and intangible assets		(114.6)	(115.5)
Cash used in investing activities		**(114.6)**	**(115.5)**

The notes on pages 142 to 199 are an integral part of these consolidated financial statements.

Consolidated Statement of Cash Flows continued
FOR THE YEAR ENDED

$ millions	Note	31 December 2023	31 December 2022
Proceeds from borrowings	16	693.4	86.0
Repayment of borrowings	16	(173.4)	(326.3)
Payment of lease liabilities	17	(19.4)	(8.0)
Transaction costs of new borrowings	16	(18.3)	-
Dividends paid to non-controlling interests	15	(885.7)	(462.2)
Dividends paid to shareholders	14	(975.0)	(1,090.0)
Cash used in financing activities		**(1,378.4)**	**(1,800.5)**
Net cash flows		**(695.4)**	**561.3**
Net (decrease)/increase in cash and cash equivalents		**(695.4)**	**561.3**
Cash and cash equivalents at 1 January		1,442.0	899.1
Effect of exchange rate fluctuations on cash held		13.2	(18.4)
Cash and cash equivalents at 31 December		**759.8**	**1,442.0**

Material non-cash transactions for the year have been disclosed in note 16, note 17 and note 26.

The notes on pages 142 to 199 are an integral part of these consolidated financial statements.

Notes to the consolidated Financial Statements
FOR THE YEAR ENDED 31 DECEMBER

1. General
Fertiglobe plc ("Fertiglobe" or "the Company") is a public company limited by shares pursuant to Abu Dhabi Global Markets ("ADGM") Companies Regulations 2020. The Company was re-registered from a private limited company to a public limited company on 5 September 2021. The Company was previously established on 23 December 2018 as a private company limited by shares under the name Fertiglobe Holding Limited.

The Company's registered office is located at 2475-2476, 20th floor, Al Sila Tower, Abu Dhabi Global Market Square, Al Maryah Island, Abu Dhabi, United Arab Emirates. The Company is registered in the ADGM commercial register under no. 000001911. The consolidated financial statements comprise the financial statements of the Company and its subsidiaries (together referred to as "the Group").

The Group is consolidated by OCI N.V. ("Ultimate Parent") that holds 50% + one of the total shares and voting rights in the Company as of 31 December 2023 and 31 December 2022. OCI N.V. is headquartered in the Netherlands, and listed on Euronext in Amsterdam.

Fertiglobe was listed on the Abu Dhabi Securities Exchange ("ADX") on 27 October 2021 under the symbol "FERTIGLB" and ISIN "AEF000901015".

The current shareholding structure is as follows;
- OCI N.V: 50% + one share of the total issued share capital
- ADNOC: 36.2%
- free float on the Abu Dhabi Securities Exchange ("ADX"): 13.8%

On 15 December 2023, OCI N.V. announced the sale of its entire shareholding of Fertiglobe to Abu Dhabi National Oil Company P.J.S.C. ("ADNOC"). The transaction is expected to close in 2024, subject to regulatory conditions and anti-trust approvals.

The principal activity of the Group is the production and sale of nitrogen based products.

These consolidated financial statements were approved and authorized for issuance on 25 March 2024.

2. Basis of preparation
General
The consolidated financial statements have been prepared in accordance with IFRS Accounting Standards ('IFRS') as issued by the International Accounting Standards Board ("IASB") and in compliance with the applicable provisions of the Company's Article of Association and the requirements of the Abu Dhabi Global Market Companies Regulation of 2020 as amended, and the ADGM Companies Regulations (International Accounting Standards) Rules 2015. The laws and regulations applicable to the Company for the year are in compliance with Abu Dhabi Accountability Authority ("ADAA") requirements.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

2. Basis of preparation continued

General continued

The consolidated financial statements have been prepared on the historical cost convention, except when otherwise indicated.

The financial year of the Group commences on 1 January and ends on 31 December.

These consolidated financial statements are presented in US Dollar ("USD"), which is the Company's functional and presentation currency. All amounts have been recorded to the nearest USD 0.1 million except otherwise indicated.

Going Concern

The Directors have, at the time of approving the annual consolidated financial statements, a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. Therefore, the Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

3. Material accounting policies

The Group has applied the accounting policies set out in note 3 consistently over both periods presented in these consolidated financial statements.

3.1 Consolidation

The consolidated financial statements include the financial statements of Fertiglobe, its subsidiaries and the Group's interests in associates and joint ventures.

Subsidiaries

Subsidiaries are all companies to which Fertiglobe is exposed or has rights to variable returns from its involvement with the investee and has the ability to affect those returns through its control over the investee, generally accompanying a shareholding of more than half of the shares issued and related voting power. Subsidiaries are fully consolidated from the date that control commences until the date that control ceases. When the Group ceases to have control over a subsidiary, it derecognizes the assets and liabilities of the subsidiary, and any related non-controlling interests and other components of equity. Any investment retained in the former subsidiary is recognized at fair value. The fair value shall be regarded as the fair value on initial recognition of a financial asset or, when appropriate, the cost on initial recognition of an investment in an associate or joint venture. Any resulting gain or loss is recognized in profit or loss including related cumulative translation adjustments accumulated in other comprehensive income. If it becomes an associate or a joint venture, the interest retained is subsequently measured in accordance with the equity method. The principal subsidiaries of the Group are listed in note 27.

Transactions eliminated in the consolidated financial statements

Intra-group balances and transactions, and any unrealized income and expenses (except for foreign currency transaction gains or losses) arising from intra-group transactions, are eliminated in preparing the consolidated financial statements. Unrealized gains arising from transactions with equity-accounted investees are eliminated against the investment to the extent of the Group's interest in the investees. Unrealized losses are eliminated in the same way as unrealized gains, but only to the extent that there is no evidence of impairment.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued
3.1 Consolidation continued

Non-controlling interests ("NCI")
Non-controlling interests is presented as a separate component in equity. 'Profit or loss' and 'Total comprehensive income' attributable to the non-controlling interests are presented as a separate line item in the consolidated statement of profit or loss and other comprehensive income. Non-controlling interests are measured at their proportionate share of the acquiree's identifiable net assets at the balance sheet date. Changes in Group's ownership interest in a subsidiary that do not result in a loss of control are accounted for as equity transactions.

3.2 Business combinations
The Group accounts for business combinations using the acquisition method when the acquired set of activities and assets meets the definition of a business and control is transferred to the Group. In determining whether a particular set of activities and assets is a business, the Group assesses whether the set of assets and activities acquired includes, at a minimum, an input and substantive process and whether the acquired set has the ability to contribute to the creation of outputs.

The Group has an option to apply a 'concentration test' that permits a simplified assessment of whether an acquired set of activities and assets is not a business. The optional concentration test is met if substantially all of the fair value of the gross assets acquired is concentrated in a single identifiable asset or Group of similar identifiable assets.

The cost of an acquisition is measured as the aggregate of the consideration transferred, measured at acquisition date, fair value of the assets and liabilities assumed and the amount of any non-controlling interests in the acquiree. For each business combination, the Group elects whether to measure the non-controlling interests in the acquiree at fair value or at the proportionate share of the acquiree's identifiable net assets. Acquisition-related costs are expensed as incurred and included in administrative expenses.

When the Group acquires a business, it assesses the classification of particular financial assets and financial liabilities assumed as, at fair value through profit or loss, or at amortized cost or as a financial asset measured at fair value through other comprehensive income. The Group makes an assessment of whether embedded derivatives of the acquiree should be separated from their host contracts.

If the business combination is achieved in stages, the previously held equity interest is remeasured at its acquisition date fair value and any resulting gain or loss is recognized in profit or loss or other comprehensive income, as appropriate.

3.3 Foreign currency

Foreign currency transactions
Transactions in foreign currencies are translated into the respective functional currencies of Group companies at the exchange rates at the dates of the transactions.

Monetary assets and liabilities denominated in foreign currencies are translated into the functional currency at the exchange rate at the reporting date. Non-monetary assets and liabilities that are measured at fair value in a foreign currency are translated into the functional currency at the exchange rate when the fair value was determined.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued
3.3 Foreign currency continued

Non-monetary items that are measured based on historical cost in a foreign currency are translated at the exchange rate at the date of the transaction. Foreign currency differences are generally recognized in profit or loss and presented within net foreign exchange gain/loss unless individually material and identifiable, in which case it is presented in the line it relates to.

Foreign operations

The assets and liabilities of foreign operations, including goodwill and fair value adjustments arising on acquisition, are translated into USD at the exchange rates at the reporting date.

The income and expenses of foreign operations are translated into USD at the average exchange rates of the transaction's period. Foreign currency differences are recognized in other comprehensive income ("OCI") and accumulated in the translation reserve, except to the extent that the translation difference is allocated to NCI.

When a foreign operation is disposed of in its entirety or partially such that control, significant influence or joint control is lost, the cumulative amount in the translation reserve related to that foreign operation is reclassified to profit or loss as part of the gain or loss on disposal. If the Group disposes of part of its interest in a subsidiary but retains control, then the relevant proportion of the cumulative amount is reattributed to NCI. When the Group disposes only part of an associate or joint venture while retaining significant influence or joint control, the relevant proportion of the cumulative amount is reclassified to profit or loss.

3.4 Financial instruments

Financial assets

IFRS 9 contains three principal classification categories for financial assets: measured at amortized cost, at fair value through profit or loss ("FVTPL"), and at fair value through other comprehensive income ("FVOCI").

The classification of financial assets under IFRS 9 is generally based on the business model in which a financial asset is managed and its contractual cash flow characteristics.

Gas purchase contracts

The Group has physical purchase contracts in place to procure natural gas for its production activities. These contracts are not accounted for as financial instruments as they are excluded from the scope of IFRS 9 through the "own use exemption". The own use exemption applies to contracts that are entered into and continue to be held for the receipt of a non-financial item in accordance with the Group's expected purchase, sale or usage requirements and do not have a past practice of being net cash-settled.

i) Classification and subsequent measurement

Amortized cost

Trade and other receivables are held to collect contractual cash flows and are expected to give rise to cash flows representing solely payments of principal and interest. The Group analyzed the contractual cash flow characteristics of those instruments and concluded that they meet the 'hold to collect' business model criteria for amortized cost measurement.

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued

3.4 Financial instruments continued

Interest income from these assets is included in finance income using the effective interest rate method. Any gain or loss on derecognition is recognized directly in profit or loss.

Fair Value through Other Comprehensive Income (FVOCI)

The Group sells certain portfolios of trade receivables under a securitization agreement to a third party. For these selected portfolio of debtors the Group uses the 'hold-to-collect-and-sell business model' as defined under IFRS 9 and measure these receivables at FVOCI.

Fair value through profit or loss (FVTPL)

Trade receivables that do not meet the criteria for amortized cost or FVOCI are measured at fair value through profit or loss ("FVTPL"). Any gain or loss arising on such trade receivables is recognized in the consolidated statement of profit or loss account and presented within Revenues.

ii) Derecognition

Financial asset

The Group derecognizes a financial asset when:

- the contractual rights to the cash flows from the financial assets expire; or
- it transfers the rights to receive the contractual cash flows in a transaction in which either:
  - substantially all of the risks and rewards of ownership of the financial asset are transferred; or
  - the Group neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

If the Group enters into transactions whereby it transfers assets recognized in its statement of financial position but retains either all or substantially all of the risks and rewards of the transferred assets, in these cases, the transferred assets are not derecognized.

Financial liabilities

The Group derecognizes a financial liability when its contractual obligations are discharged or cancelled or expire. The Group also derecognizes a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognized at fair value.

On derecognition of a financial liability, the difference between the carrying amount extinguished and the consideration paid (including any non-cash assets transferred or liabilities assumed) is recognized in profit or loss.

Financial liabilities, like loans and borrowings and trade and other payables, are measured at amortized cost, unless the financial liability:

- is a derivative at FVTPL;
- arose from the transfer of a financial assets that does not qualify for derecognition or if the continuing involvement approach applies;
- is a financial guarantee contract;
- is a commitment to provide a loan at a below-market interest rate; and
- is a contingent consideration resulting from a business combination to which IFRS 3 applies, measured at FVTPL.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued
3.4 Financial instruments continued

iii) Offsetting
Financial assets and financial liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Group currently has a legally enforceable right to set off the amounts and it intends either to settle them on a net basis or to realize the asset and settle the liability simultaneously.

3.5 Cash and cash equivalents
Cash and cash equivalents comprise cash balances and call deposits with original maturities of three months or less from the acquisition date (original maturity) that are subject to an insignificant risk of changes in their fair value and are used by the Group in the management of its short-term commitments.

3.6 Share capital
Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares are recognized in equity as a deduction, net of tax, from the proceeds.

3.7 Property, plant and equipment
Items of property, plant and equipment are measured at cost less accumulated depreciation and any impairment. Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self-constructed assets includes cost of material, direct labour, other directly attributable cost incurred to bring the asset ready to its intended use, cost of asset retirement obligation and any capitalized borrowing cost.

Purchased software that is integral to the functionality of the related equipment is capitalized as part of that equipment. When parts of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Any gain or loss on disposal of an item of property, plant and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognized in profit or loss. Subsequent expenditures are capitalized only when it is probable that the future economic benefits associated with the expenditure will flow to the Group. Ongoing repairs and maintenance costs are expensed as incurred. Spare parts of property, plant and equipment are recognized under property, plant and equipment if the below applies, otherwise they are recognized within inventories:

- Average turn-over exceeds 12 months or more; and
- Major spare parts and stand-by equipment, with an individual purchase price above a certain threshold.

Subsequent costs are included in the asset's carrying amount or recognized as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the group and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognized when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued
3.7 Property, plant and equipment continued

Property, plant and equipment under construction
Expenditures incurred for purchasing and constructing property, plant and equipment are initially recorded as 'under construction' until the asset is completed and becomes ready for use. Upon the completion of the assets, the recognized costs are reclassified from 'under construction' to a final category of property, plant and equipment. Assets under construction are not depreciated and measured at cost less any impairment losses.

Depreciation
Items of property, plant and equipment are depreciated on a straight-line basis through profit or loss over the estimated useful lives of each component, taking into account any residual values. Land is not depreciated. Items of property, plant and equipment are depreciated from the date that they are installed and are ready for intended use, or in respect of internally constructed assets, from the date that the asset is completed and ready for intended use.

The estimated useful lives for items of property,plant and equipment are as follows:	Years
Buildings	10-50
Plant and equipment	5-30
Fixtures and fittings	3-10

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted if necessary, by the Group.

3.8 Goodwill and other intangible assets

Goodwill
Goodwill represents the excess of purchase price and related costs over the value assigned to the Groups' share of identifiable assets acquired and liabilities assumed of businesses acquired that were directly attributable to the legal entities comprising the Group. If the fair value of the net assets acquired is in excess of the aggregate consideration transferred, the gain is recognized in profit or loss.

Goodwill on acquisition of entities that qualify as subsidiaries is presented under "Goodwill". Goodwill on acquisition of subsidiaries is allocated to cash-generating units for the purpose of impairment testing. The allocation is made to those cash-generating units or group of units that are expected to benefit from the business combination through which the goodwill arose, based on past experience.

Goodwill is initially measured at cost. After initial recognition, goodwill is measured at cost less any impairment losses. Goodwill is tested annually for impairment; an impairment loss is recognized for the amount by which the cash-generating unit's carrying amount exceeds its recoverable amount. The recoverable amount of the cash-generating unit is determined by the higher of its fair value less cost to sell and its value in use. Impairment losses on goodwill are not reversed. Gains or losses on the disposal of an entity include the carrying amount of goodwill related to the entity sold. All other expenditures on internally generated goodwill and other intangible assets is recognized in profit or loss as incurred.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued
3.8 Goodwill and other intangible assets continued

Other intangible assets
Other intangible assets with a finite useful life (licenses, customer relations, trade names, software and other rights that are acquired separately or through business combinations) are amortized on a straightline basis in profit or loss over their estimated useful lives taking into account any residual value and impairment losses, from the date that they are available for use. Amortization methods, useful lives and residual values are reviewed at each reporting date and adjusted if necessary.

The estimated useful lives of intangible assets are as follows:	Years
Software	2-10

3.9 Inventories
Inventories are measured at the lower of cost and net realizable value. The cost of inventories of raw materials, spare parts and supplies are based on the weighted average principle or the first-in-first-out method, and includes expenditure incurred in acquiring the inventories and bringing them to their existing location and condition. In case of manufactured inventories, cost includes an appropriate share of production overheads based on normal operating capacity. Net realizable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling expenses.

In case the net realizable value ("NRV") is lower than the cost of inventory, a write-down is required. A write-down to NRV may be required when inventory is damaged; or becomes wholly or partially obsolete; or when the selling price for the product is reduced; or the estimated costs of completion, or the estimates costs to be incurred to make the sale, have increased.

3.10 Impairment of non-financial assets
Non-financial assets
Non-financial assets that have an indefinite useful life, for example goodwill, are not subject to amortization but are tested annually for impairment or more frequently when indicators arise. Assets with a finite useful life are subject to depreciation or amortization and are reviewed at each reporting date to determine whether there is an indication of impairment. If any such indication exists, then the assets' recoverable amount is estimated. An impairment loss is recognized for the amount by which the assets' carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and its value in use. The value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit by continued use.

For the purposes of assessing impairment, assets are grouped based on the lowest level for which there are separately identifiable cash flows (cash-generating units). Impairment losses are recognized in profit or loss. Impairment losses are allocated first to reduce the carrying amount of any goodwill allocated to the CGU, and then to reduce the carrying amounts of the other assets in the CGU on a pro-rata basis. Non-financial assets, which are impaired, are tested periodically to determine whether the recoverable amount has increased and the impairment be (partially) reversed. Impairment losses on goodwill are not reversed.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued
3.10 Impairment of non-financial assets continued
For other assets, an impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortization, if no impairment loss had been recognized. Reversal of impairments is only permitted if in a subsequent period after an impairment loss has been recognized, the amount of the impairment loss decreases and the decrease can be related objectively to an event after the impairment loss was recognized.

3.11 Borrowings
Borrowings are initially recognized at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortized cost.

Borrowings are removed from the consolidated statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognized in profit or loss as other income or finance costs.

Borrowings are classified as current liabilities unless the group has an unconditional right to defer settlement of the liability for at least 12 months after the reporting period.

3.12 Provisions
Provisions are recognized when a present legal or constructive obligation based on past events exists, and it is probable that an outflow of economic benefits is required to settle the obligation. If the outflow is probable, but cannot be determined reliably, the obligation is disclosed. The non-current part of provisions is determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The unwinding of the discount is recognized as finance cost.

Claims and contingencies
The Group is subject to legal and regulatory proceedings and commercial disputes in various jurisdictions. Such proceedings may result in criminal or civil sanctions, penalties or disgorgements against the Group. If it is probable that an obligation to the Group exists, which will result in an outflow of resources and the amount of the outflow can be reliably estimated, a provision is recognized.

3.13 Revenue from contracts with customers
Revenues are recognized to depict the transfer of goods or services to customers in the ordinary course of the Group's activities, in the amounts that reflect the considerations to which the Group expects to be entitled in exchange for those goods or services. Revenue is recognized when the Group satisfies the performance obligations by transferring promised goods or services to customers. The key performance obligations of the Group is the sale of fertilizer products to customers and its related logistics where these are sold under International Commercial terms ("Incoterms") where the Group is responsible for providing shipping services after the date at which control over the promised goods have passed to the customer at the loading port.

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued

3.13 Revenue from contracts with customers continued

Goods are transferred when the customer obtains control of the asset. The timing of when control transfer depends on the sales and shipping terms agreed. Invoices are generated and revenue is recognized at that point in time. Invoices are usually payable within 30 days.

Revenue from logistic services for the delivery of the promised goods to the customer's port of destination is recognized over a time basis, equivalent to the stage of completion of the services. This revenue is measured based on the actual freight rates of the relevant pricing period for specific shipments as outlined in the contracts.

Revenue is recognized net of expected discounts and rebates to customers. The Group enters into certain contracts for the sales of fertilizer products with provisional pricing arrangements. The sales price is not settled until a predetermined future date. Revenue on these sales are initially recognized (when all the above criteria are met), at a provisional price based on the pricing mechanism as specified in the contract. Provisionally priced sales are marked-to-market at each reporting date using the forward price for the period equivalent to that outlined in the contract. Actual revenue recognized for these sales might differ from the presented revenues due to movements in rates between the reporting periods and the relevant pricing periods outlined in the contracts with customers.

The Group does not have any contracts where the period of time between the transfer of the promised goods or services to the customer and payment by the customer exceeds one year. Consequently, no adjustment is made to transaction prices for the time value of money.

3.14 Leases

At inception of a contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

At commencement or on modification of a contract that contains a lease component, the Group allocates the consideration in the contract to each lease component on the basis of its relative stand-alone prices. However, for the leases of property, the Group has elected not to separate non-lease components and account for the lease and non-lease components as a single lease component.

The Group recognizes a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the Group by the end of the lease term or the cost of the right-of-use asset reflects that the Group will exercise a purchase option. In that case the right-of-use asset will be depreciated over the useful life of the underlying asset, which is determined on the same basis as those of property, plant and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued
3.14 Leases continued

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

The Group determines its incremental borrowing rate by obtaining interest rates from various external financing sources and makes certain adjustments to reflect the terms of the lease and type of the asset leased.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments, including in-substance fixed payments;
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee; and
- the exercise price under a purchase option that the Group is reasonably certain to exercise, lease payments in an optional renewal period if the Group is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the Group is reasonably certain not to terminate early.

The lease liability is measured at amortized cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, if the Group changes its assessment of whether it will exercise a purchase, extension or termination option or if there is a revised in-substance fixed lease payment.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Group is not acting as a lessor.

Short-term leases and leases of low-value assets

The Group has elected not to recognize right-of-use assets and lease liabilities for leases of low-value assets and short-term leases. The Group recognizes the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

3.15 Finance income and cost

Finance income includes interest income on funds invested.

Interest income is recognized as it accrues in profit or loss, using the effective interest method.

Finance cost includes:

- interest expense on borrowings; and
- interest expense related to lease obligations.

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued

3.15 Finance income and cost continued

Borrowing costs that are not directly attributable to the acquisition, construction or production of a qualifying asset are recognized in profit or loss and expensed as incurred. Foreign currency gains and losses are recognized on a net basis and is presented in net foreign exchange gain/loss in the profit or loss.

3.16 Employee benefits

Defined contribution plan

Certain Group subsidiaries provide pension plans, end of service remuneration plans and long-term service benefits. These pension plans qualify as defined contribution plans. Obligations for contributions to defined contribution plans are expensed as the related service is provided. Prepaid contributions are recognized as an asset to the extent that a cash refund or a reduction in future payments is available.

Short-term employee benefits

Short-term employee benefits are expensed as the related service is provided. A liability is recognized for the amount expected to be paid if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Termination benefits

Employee termination benefits are payable when employment is terminated before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Group recognizes termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal, or when the Group is providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the reporting date are discounted to present value.

3.17 Income tax

Current tax

Current tax is the expected tax payable or receivable on the taxable income or loss for the year, using tax rates enacted or substantively enacted at the reporting date, and any adjustment to tax payable or receivable in respect of previous years. The amount of current tax payable or receivable is the best estimate of the tax amount expected to be paid or received that reflects uncertainty related to income taxes, if any. Current tax payable also includes any tax liability arising from the declaration of dividends. Current income tax receivable and payable are offset when there is a legally enforceable right to offset and when the current income tax relates to the same fiscal authority.

Deferred tax

Deferred income tax liabilities are recognized for all taxable temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements ('balance sheet' method). Deferred income tax assets are recognized for all deductible temporary differences, unused carry forward losses and unused carry forward tax credits, to the extent that it is probable that future taxable profit will be available against which the deferred income tax assets can be utilized. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realized; such reductions are reversed when the probability of future taxable profits improves.

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued

3.17 Income tax continued

Deferred income tax is not recognized if it arises from initial recognition of an asset or liability in a transaction that is not a business combination and at the time of the transaction affects neither accounting nor taxable profit or loss. Also, no deferred income tax is recognized regarding the initial recognition of goodwill and regarding investments in subsidiaries to the extent that the Group is able to control the timing of the reversal of the temporary differences and it is probable that they will not reverse in the forseeable future.

Deferred income tax is measured at the tax rates that are expected to apply to the period when the asset is realized or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted at the balance sheet date, and reflects uncertainty related to income taxes, if any.

Deferred income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred income tax relates to the same fiscal authority.

In cases where it is concluded it is not probable that tax authorities will accept a tax treatment, the effect of the uncertainty is reflected in the recognition and measurement of tax assets and liabilities or, alternatively, a provision is made for the amount that is expected to be settled, where this can be reasonably estimated. This assessment relies on estimates and assumptions and may involve a series of judgments about future events. New information may become available that causes the company to change its judgment regarding the adequacy of existing tax assets and liabilities. such changes to tax assets and liabilities will impact the income tax expense in the period during which such a determination is made.

Fertiglobe has determined that the global minimum top-up tax is an income tax in the scope of IAS 12. Fertiglobe has applied a temporary mandatory relief from deferred tax accounting for the impact of the top-up tax and accounts for it as a current tax when it is incurred.

3.18 Segment reporting

An operating segment is a component of an entity that engages in business activities for which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same entity), whose operating results are regularly reviewed by the entity's Chief Operating Decision Maker ("CODM") to make decisions about resource allocation to the segment and to assess its performance and for which discrete financial information is available. The Group determines and presents operating segments on the basis of information that internally is provided to the CODM during the period. Operating segments are grouped into reporting segments based on similar economic environments and similar products.

3.19 Consolidated statement of cash flows

The consolidated statement of cash flows has been prepared using the 'indirect' method. Cash flows in foreign currencies have been translated applying average exchange rates. Currency translation differences are shown separately in the consolidated statement of cash flows. Cash flows from investing activities consist mostly of investments and divestments in property, plant and equipment, intangible assets, and acquisitions insofar as these are paid for in cash.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

3. Material accounting policies continued
3.19 Consolidated statement of cash flows continued

Acquisitions or disposals of subsidiaries are presented as acquisition/disposal of subsidiary, net of cash.

3.20 Dividends to shareholders
Dividend distribution to the Company's shareholders is recognized as a liability and equity in the period in which the dividend is approved by the Company's shareholders. Interim dividends are recognized in equity upon payment to the Company's shareholders after the approval by the Board.

3.21 Earnings per share
Earnings per ordinary share is calculated by dividing the profit or loss (net) attributable to holders of ordinary shares by the weighted average number of ordinary shares outstanding during the year. In making this calculation the (ordinary) treasury shares are deducted from the number of ordinary shares outstanding. The calculation of the diluted earnings per share is based on the weighted average number of ordinary shares outstanding plus the potential increase as a result of the conversion of convertible bonds and the settlement of share-based compensation plans (share option plans). Anti-dilutive effects are not included in the calculation. An adjustment is made to profit or loss (net) to eliminate interest charges, whilst allowing for effect of taxation. The Group currently does not have any dilutive shares.

4. New accounting standards and policies
On a regular basis, the IASB issues new accounting standards, amendments and revisions to existing standards and interpretations.

4.1 Standards, amendments, revisions and interpretations that became effective to the Group during 2023
The standards and interpretations that became effective in 2023 did not have a material impact on the consolidated financial statements of the Group.

Standards	Amendments
Amendments to IAS 12 Income Taxes	OECD Pillar Two Rules
	Deferred Tax related to Assets and Liabilities arising from a Single Transaction
IFRS 17 Insurance Contracts	Amendments to IFRS 17 Insurance Contracts
Amendments to IAS 1 and IFRS Practice Statement 2	Disclosure of Accounting Policies
Amendments to IAS 8 Accounting Polices, Changes in Accounting Estimates and Errors	Definition of Accounting Estimates

Global minimum top-up tax
Fertiglobe has adopted International Tax Reform - Pillar Two Model Rules (Amendments to IAS 12) upon their release on 23 May 2023. The amendments provide a temporary mandatory exception from deferred tax accounting for the top-up tax, which is effective immediately, and require new disclosures about the Pillar Two Exposure (see note 10).

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

4. New accounting standards and policies continued

4.2 New and revised IFRS in issue but not yet effective

IFRS standards and interpretations thereof not yet in force which may apply to the future Group's consolidated financial statements are being assessed for their potential impact. The following new and amended standards are not expected to have a significant impact on the Group's consolidated financial statements.

Standards	Amendments
Amendments to IAS 1	Classification of Liabilities as Current or Non-Current Non-Current Liabilities with Covenants
Amendments to IFRS 16	Lease liability in a sale and leaseback
Amendments to IAS 7 and IFRS 7	Supplier finance arrangements
Amendments to IFRS 10 and IAS 28	Sale or Contribution of Assets between an Investor and its Associate or Joint Venture

5. Critical accounting judgments, estimates and assumptions

The preparation of the consolidated financial statements in compliance with IFRS requires management to make judgments, estimates and assumptions that affect amounts reported in the consolidated financial statements. The estimates and assumptions are based on experience and various other factors that are believed to be reasonable under the circumstances and are used to judge the carrying values of assets and liabilities that are not readily apparent from other sources.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimate is revised or in the revision period and future periods, if the changed estimates affect both current and future periods.

Compared to the consolidated financial statements for the year ended 31 December 2022, there were no significant changes to the critical accounting judgements, estimates and assumptions that could result in significantly different amounts than those recognized in the financial statements. All our critical accounting judgments, estimates and assumptions have been reviewed and updated when necessary, following this situation.

The most critical accounting policies, involving a higher degree of judgment and complexity in applying principles of valuation and for which changes in the assumptions and estimates could result in significantly different results than those recorded in the financial statements, are the following:

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

5. Critical accounting judgments, estimates and assumptions continued

Goodwill and other intangible assets

Intangible assets with finite useful lives are carried at cost less cumulative amortization and any impairment. Amortization is calculated using the 'straight-line' method based on the estimated useful lives. Management makes estimates regarding the useful lives and residual values and assumes that amortization takes place on a 'straight-line' basis. The assets' useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

For intangible assets with indefinite useful lives, the Group assesses annually or more frequently whether indicators exist that suggest the intangible asset might be impaired by comparing the recoverable amounts with their carrying amounts. In determining the recoverable amounts of intangible assets, the Group makes estimates and assumptions about future cash flows based on the value in use. In doing so, management makes assumptions and estimates regarding the discount rates in order to calculate the net present value of the future cash flows. Management tests at least annually whether goodwill is impaired by comparing the recoverable amounts of cash-generating units with their carrying amounts.

The recoverable amount is the higher of the fair value less cost of disposal and the value in use. In determining the recoverable amount, management makes estimates and assumptions concerning future revenues, future costs, future working capital, Weighted Average Cost of Capital ("WACC") and future inflation rates (note 8).

Property, plant and equipment

Depreciation is calculated using the 'straight-line' method based on the estimated useful lives, taking into account any residual values. Management makes estimates regarding the useful lives and residual values and assumes that depreciation takes place on a 'straight-line' basis. The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date. Management assesses annually, or more frequently, whether indicators exist that suggest that an item of property, plant and equipment might be impaired by comparing the recoverable amounts with their carrying amounts.

Control assessment over subsidiaries

Subsidiaries that Fertiglobe controls are fully consolidated from the date that control commences until the date that control ceases. To determine whether the Group has control over its subsidiaries, an assessment of control is required. This assessment is based on the requirements of IFRS 10 and evaluates whether the Group is exposed or has rights to variable returns from its involvement with the investee and whether the Group has the ability to affect those returns through its control over the investee, generally accompanying a shareholding of more than half of the shares issued and related voting power. In certain circumstances, the control assessment may require the Group to evaluate the effect of ownership structures, determination of relevant activities and other arrangements including the rights of other shareholders that could have an impact on the assessment of control, this specifically relates to the control assessment of Sorfert. The significance of this evaluation is inversely correlated with Fertiglobe's shareholding in the subsidiary as shown in note 15.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

5. Critical accounting judgments, estimates and assumptions continued

Inventories
In determining the net realizable value of inventories, the Group estimates the selling prices in the ordinary course of business less cost to sell. In doing so, the Group makes estimates and assumptions based on current market prices, historical usage of various product categories versus current inventory levels and specific identified obsolescence risks (e.g., end of life of specific goods and spare parts and the impact of new environmental legislation).

Provisions
Recognition of provisions include significant estimates, assumptions and judgments. IFRS requires only those provisions to be recognized if there is an expected outflow of resources in the near future and if the cost of these outflows can be estimated reliably.

Accordingly, management exercises considerable judgment in determining whether it is more likely than not that there is a present obligation as a result of a past event at the end of the reporting period, whether it is probable that such a proceeding will result in an outflow of resources and whether the amount of the obligation can be reliably estimated. These judgments are subject to change as new information becomes available.

The required amount of a provision may change in the future due to new developments in the matter. Revisions to estimates may significantly impact future profit or loss. Upon resolution, the Group may incur charges in excess of the recorded provisions for such matters.

Due to the long time period over which future cash outflows are expected to occur, including the respective interest accretion, assumptions are required to be made. Amongst others, the estimated cash outflows could alter significantly if, and when, political developments affect future laws and regulation with respect to asset retirements.

With respect to legal cases, the Group has to estimate the outcome. Regulatory, legal proceedings, commercial disputes as well as government investigations often involve complex legal issues and are subject to substantial uncertainties. The Group periodically reviews the status of these proceedings with both the internal and external legal counsels (note 19).

With respect to asset retirement obligations, the Group recognizes a provision if the Group has an obligation to restore a leased asset in its original condition at the end of its lease term and in case of legal requirements with respect to clean up of contamination of land, and the estimate can be made reliably. Based on the land lease terms of the Group's production facilities, some entities in the Group have the obligation to restore their site upon decommissioning.

The Group has not recorded a liability for this asset retirement obligation, as it does not believe there is currently a reasonable basis for estimating a date or range of dates of cessation of the operations, which is necessary to estimate the fair value of this liability.

Considering that regular maintenance, plant turn around and any other upgrades will be conducted on a regular basis and is typical for the industry, this will extend the physical life of the production facility (also taken into account the possible changes in technology and availability of raw materials).

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

5. Critical accounting judgments, estimates and assumptions continued

Income taxes

The Group is subject to income taxes in several jurisdictions. Estimates are required in determining the group-wide provision for income taxes. There are some transactions and calculations for which the ultimate tax position is uncertain during the ordinary course of business. The Group recognizes provisions for anticipated tax audit issues based on estimates of whether additional taxes will be due.

Where the final tax outcome of these matters is different from amounts that were initially recorded, such differences will impact the current income tax and deferred tax provisions in the period in which such determination is made. The Group recognizes deferred tax assets to the extent that it is probable that future taxable profits will be available for the deferred tax asset to be recovered.

This is based on estimates of taxable future income by jurisdiction in which the Group operates and the period over which deferred tax assets are expected to be recoverable. In the event that actual results or new estimates differ from previous estimates and depending on the possible tax strategies that may be implemented, changes to the recognition of deferred tax assets could be required, which could impact the financial position and profit or loss (note 10).

Estimates are also required to determine the impact of the Pillar Two legislation as the Pillar Two income taxes are closely linked to the provision of income taxes and the final outcome of tax audits for which an uncertain tax position is recognized.

Leases

The assessment of whether a contract is or contains a lease requires judgment with respect to whether the lessor has substantive substitution rights, who obtains economic benefits from use of the asset and who takes the 'how and for what purpose' decisions during the period of use.

Judgement is also applied in order to assess whether the entity will exercise any extension or cancellation options of a lease. The Group applies judgments in order to determine the incremental borrowing rate in order to calculate the lease liability (note 17).

6. Financial risk and capital management

Overview

The Group has exposure to credit, liquidity and market risks from financial instruments. These risks arise from exposures that occur in the normal course of business and are managed on a consolidated company basis. This note presents information about the Group's exposure to each of the above risks, the Group's objectives, policies and processes for measuring and managing these risks, additionally it also includes the Group's management of capital.

Risk management framework

The Board of Directors has oversight responsibility on the establishment and monitoring of the Group's risk management framework. Senior (local) management is responsible for the effective operation of the internal risk management and control systems.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

6. Financial risk and capital management continued

The Finance department is responsible for the facilitation and supervision of the Risk Management function, compliance with the Group Internal Control Framework and supports the Board in the exercise of their risk management duties.

The Group's risk management policies and practices are established to identify and analyze the risks faced by the Group, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's business activities. The Group, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees understand their roles and responsibilities.

The Audit Committee oversees how management monitors compliance with the Group's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by the Group.

6.1 Credit risk

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Group's receivables from customers and investments in debt securities. The Group mitigates the exposure to credit risk on outstanding cash balances by placing funds at multiple financial institutions with a sufficient credit rating.

The Group's exposure to customer credit risk is monitored and mitigated by performing credit checks before selling any goods. Customers are typically billed after the goods have been delivered or the services have been performed. Payment terms for the Group's receivables are generally up to 90 days. In certain instances, the Group receives upfront payment for services and recognizes deferred revenue. The Group establishes an allowance, if needed, for impairment that represents its estimate of expected losses in respect of trade and other receivables.

The main components of this allowance are a specific loss component that relates to individually significant exposures, and a collective loss component established for groups of similar assets in respect of losses that are expected based on historical performance. IFRS 9 establishes a three-stage impairment model, based on whether there has been a significant increase in the credit risk of a financial asset since its initial recognition. During 2023, management assessed any significant increase in credit risk based on internal and external factors related to the financial instruments and recorded an allowance of USD 0.7 million (2022: nil) related to credit risk (note 9).

With respect to transactions with financial institutions, the Group sets a minimum credit rating for the counterparties. The maximum exposure to credit risk is the carrying amount of financial instruments. There is no significant concentration of credit risk in trade and other receivables, financial assets at fair value through other comprehensive income or cash and cash equivalents. Significantly all of Fertiglobe's trade and other receivables balances are with strategic customers that are collateralized by letters of credit, guarantees and securitization, or are due from government entities.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

6. Financial risk and capital management continued
6.1 Credit risk continued

The maximum exposure to credit risk at the reporting date is as follows:

$ millions	Note	2023	2022
Trade and other receivables[1]	9	284.7	343.3
Cash and cash equivalents	12	759.8	1,442.0
Total		**1,044.5**	**1,785.3**

[1] Excluding prepayments, supplier advance payments and other receivables related to indemnity.

The maximum exposure to credit risk for trade and other receivables by geographic region is as follows:

$ millions	2023	2022
Middle East and Africa	73.9	32.4
Asia and Oceania	139.2	171.1
Europe	55.7	119.2
America	15.9	20.6
Total[1]	**284.7**	**343.3**

[1] Excluding prepayments, supplier advance payments and other receivables related to indemnity.

6.2 Liquidity risk

Liquidity risk is the risk that the Group will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset.

The following are undiscounted contractual maturities of financial liabilities:

2023 $ millions	Note	Carrying amount	Contractual cash flow	Less than 1 year	Between 1 and 5 years	More than 5 years
Financial liabilities						
Loans and borrowings	16	1,665.1	1,671.4	169.3	1,502.1	-
Lease obligations	17	90.6	318.8	22.8	25.9	270.1
Trade and other payables[1]	18	281.5	281.5	274.8	6.7	-
Trade and other payables to related parties	18	51.7	51.7	51.7	-	-
Total		**2,088.9**	**2,323.4**	**518.6**	**1,534.7**	**270.1**

[1] Excluding employee benefits.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

6. Financial risk and capital management continued
6.2 Liquidity risk continued

2022 $ millions	Note	Carrying amount	Contractual cash flow	Less than 1 year	Between 1 and 5 years	More than 5 years
Financial liabilities						
Loans and borrowings	16	1,155.2	1,168.9	89.6	1,079.3	-
Lease obligations	17	91.1	329.0	18.7	36.3	274.0
Trade and other payables[1,2]	18	322.6	322.6	317.2	5.4	-
Trade and other payables to related parties[2]	18	53.9	53.9	53.9	-	-
Total		**1,622.8**	**1,874.4**	**479.4**	**1,121.0**	**274.0**

1 Excluding employee benefits

2 The comparative numbers have been reclassified to be consistent with the current year presentation.

Callable loan amounts are classified as 'Less than one year'. The future obligations will be managed by the future incoming cash from operations (including those under securitization arrangement), currently available and unused amounts on credit facility agreements, reference is made to note 16.

The Group's approach to managing liquidity risk is to ensure that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation. This is also safeguarded by using multiple financial institutions in order to mitigate any concentration of liquidity risk.

Liquidity risk is monitored internally at a Group level. On an ongoing basis, the Group prepares liquidity forecasts to verify whether the Group is able to meet its future debt obligations. The Group has also carefully evaluated the funding of its Business Plan for at least the next 12 months from the date of issuance of the financial statements, taking into account the measures mentioned below and has applied sensitivities to the forecast level of liquidity headroom available. Key assumptions include product pricing, natural gas pricing and utilization rates. Management has applied these assumptions to the forecasts it prepares, demonstrating sufficient liquidity headroom.

6.3 Market risk
Market risk is the risk of changes in market prices, such as foreign exchange rates, interest rates, commodity prices and equity prices that will affect the Group's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return.

The Group is exposed to foreign currency risk arising in the following ways:

Foreign exchange translation risk
Due to the Group's international presence, the Group is exposed to foreign exchange fluctuations as these affect the translation of the Group's business entities with functional currencies that are different from the US dollar (which is the Company's functional currency). The currency concerned is mainly the Algerian dinar. Foreign exchange translation exposure is considered a part of doing business

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

6. Financial risk and capital management continued
6.3 Market risk continued

on an international level; this risk is not hedged. The Group seeks to mitigate translation risk to our credit metrics by broadly matching the currency of debt with cash flows.

Foreign exchange transaction risk
The Group entities predominantly execute their activities in their respective functional currencies. The Group is however exposed to foreign exchange transaction risk to the extent that there is a discrepancy between the currencies in which sales, purchases, investments and borrowings are denominated and the respective functional currencies of the Group entities. The Group monitors the exposure to foreign currency risk arising from operating activities and enters selectively into foreign exchange contracts (if required) to hedge foreign currency exposures. The functional currencies of the Group entities are primarily the US dollar and the Algerian dinar. EFC and EBIC have exposure to fluctuations in the USD/EGP exchange rates.

The summary of balances of the Group's exposure to foreign exchange transactions, where the main exposure currencies are different from the functional currencies, including intercompany balances, is as follows:

2023 $ millions	USD	EUR	EGP
Trade and other receivables	10.0	7.7	49.1
Trade and other receivables intercompany	9.8	365.5	0.3
Trade and other payables	-	(2.3)	(10.5)
Trade and other payables intercompany	-	(362.3)	(14.9)
Cash and cash equivalents	138.4	14.3	2.7

6. Financial risk and capital management continued
6.3 Market risk continued

2022 $ millions	USD	EUR	EGP
Trade and other receivables	25.5	20.0	72.9
Trade and other receivables intercompany	29.5	245.1	0.1
Trade and other payables	(0.1)	(3.4)	(7.4)
Trade and other payables intercompany	(0.4)	(247.5)	(0.5)
Provisions	-	-	(76.9)
Cash and cash equivalents	864.0	7.2	16.5

The Algerian dinar is not included in the above table of foreign exchange transaction exposure, since there are no entities in the Group which have monetary items denominated in Algerian dinars, except for Sorfert, which has the Algerian dinar as its functional currency. In addition to the above, the Group has significant foreign exchange exposure to certain tax balances in the various jurisdictions and related currencies the Group operates in.

Significant rates
The following significant exchange rates applied during the year:

	Average 2023	Average 2022	Closing 2023	Closing 2022
Euro	1.0815	1.0533	1.1039	1.0711
Egyptian pound	0.0326	0.0530	0.0324	0.0404
Algerian dinar	0.0074	0.0070	0.0075	0.0073

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

6. Financial risk and capital management continued
6.3 Market risk continued

The following tables demonstrate the sensitivity to a reasonably possible change in USD foreign exchange rate against EUR, EGP and DZD exchange rates, with all other variables held constant. The Group's exposure to foreign currency changes for all other currencies is not material.

2023 $ millions	Change in FX rate	Effect on profit before tax	Effect on other comprehensive income
EUR – USD	8 percent	1.8	-
	(8) percent	(1.8)	-
EGP - USD	5 percent	1.3	-
	(5) percent	(1.3)	-
DZD - USD	4 percent	6.3	-
	(4) percent	(6.3)	-

2022 $ millions	Change in FX rate	Effect on profit before tax	Effect on other comprehensive income
EUR – USD	10 percent	2.3	-
	(10) percent	(2.3)	-
EGP - USD	10 percent	0.5	-
	(10) percent	(0.5)	-
DZD - USD	4 percent	36.7	-
	(4) percent	(36.7)	-

The figures in the above overview are determined based on the currency volatility of the respective years. A significant part of the Group's exposure to foreign currency transaction risk relates to intercompany balances.

The impact of foreign exchange sensitivity on tax exposures has been excluded from the above table as there is no impact on profit before tax from these balances.

Interest rate risk

The Group's cash flow interest rate risks arise from the exposure to variability in future cash flows of floating rate financial instruments and refinancing fixed rate borrowings. The Group regularly reviews its exposure to the global interest rate environment. The Group has not entered into any interest rate derivatives.

The Group analyses its interest rate exposure on a dynamic basis. The Group calculates the impact on profit or loss of a defined interest rate shift. The same interest rate shift is used for all currencies. The assumed movement in basis points for the interest rate sensitivity analysis is based on the currently observable market data, showing a higher volatility compared to prior years. The interest rate sensitivity calculation is based on the interest-bearing liabilities, reference is made to note 16. The following table demonstrates the sensitivity to a reasonably possible change in interest rates on that portion of borrowings affected:

$ millions	In basis points	2023	2022
Effect on profit before tax for the coming year	+200 bps	(28.0)	(18.0)
	- 200 bps	28.0	18.0

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

6. Financial risk and capital management continued
6.3 Market risk continued

Financial assets and liabilities
The following table represents the financial assets and financial liabilities of the Group:

$ millions	Note	2023	2022
Assets			
Trade and other receivables[1]	9	284.7	343.3
Cash and cash equivalents	12	759.8	1,442.0
Total		**1,044.5**	**1,785.3**
Liabilities			
Loans and borrowings	16	1,665.1	1,155.2
Lease obligation	17	90.6	91.1
Trade and other payables[2]	18	333.2	376.5
Total		**2,088.9**	**1,622.8**

[1] Excluding prepayments, supplier advance payments and other receivables related to indemnity.

[2] Excluding employee benefits

The Group does not have any derivative financial instruments at 31 December 2023 and 31 December 2022.

The financial assets and financial liabilities of the Group are all accounted for at amortized cost with the exception of trade receivables which are to be collected under the securitization agreement which are accounted at fair value through other comprehensive income and provisionally priced receivables which are accounted for at fair value through profit or loss (note 9).

6.4 Capital management
The Board's policy is to maintain a strong capital base so as to maintain investor, creditor and market confidence and to sustain future development of the business. Capital consists of ordinary shares, retained earnings, reserves and non-controlling interests of the Group. The Board of Directors monitors the return on capital as well as the level of dividends to ordinary shareholders. The Group is required by external financial institutions to maintain certain capital requirements in relation to its debt. Reference is made to note 16 for a description of financial covenants.

The Group's net (cash)/debt to equity ratio at the reporting date was as follows:

$ millions	Note	2023	2022
Loans and borrowings	16	1,665.1	1,155.2
Less: cash and cash equivalents	12	759.8	1,442.0
Net debt / (cash)		**905.3**	**(286.8)**
Total equity		1,869.7	3,168.3
Net debt / (cash) to equity ratio at 31 December		**0.48**	**(0.09)**

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

7. Property, plant and equipment

As at 31 December 2023, the Group has land with a carrying amount of USD 22.2 million (2022: USD 22.2 million). The effect of movement in exchange rates in 2023 mainly relates to Sorfert, which has a different functional currency (Algerian dinar), to the Group's presentation currency.

Fully depreciated assets with cost of USD 64.9 million (2022: USD 21.5 million) have been written off during the year. The carrying amount of assets pledged as security for borrowings is USD 511.7 million (2022: USD 544.5 million). Refer to note 16.

$ millions	Land and buildings	Plant and equipment	Fixtures and fittings	Under construction	Total
At 1 January 2023	**174.3**	**2,589.8**	**6.4**	**67.4**	**2,837.9**
Movements in the carrying amount:					
Additions	6.2	54.9	2.7	40.1	103.9
Depreciation and impairment	(9.2)	(245.1)	(3.0)	(0.4)	(257.7)
Transfers	0.3	11.7	4.0	(18.0)	(2.0)
Effect of movement in exchange rates	1.2	15.4	0.1	0.8	17.5
At 31 December 2023	**172.8**	**2,426.7**	**10.2**	**89.9**	**2,699.6**
Cost	305.4	5,429.3	43.9	89.9	5,868.5
Accumulated depreciation and impairment	(132.6)	(3,002.6)	(33.7)	-	(3,168.9)
At 31 December 2023	**172.8**	**2,426.7**	**10.2**	**89.9**	**2,699.6**

$ millions	Land and buildings	Plant and equipment	Fixtures and fittings	Under construction	Total
Cost	295.2	5,257.0	44.4	61.5	5,658.1
Accumulated depreciation and impairment	(113.1)	(2,565.1)	(37.7)	-	(2,715.9)
At 1 January 2022	**182.1**	**2,691.9**	**6.7**	**61.5**	**2,942.2**
Movements in the carrying amount:					
Additions	0.3	30.6	1.1	79.1	111.1
Depreciation and impairment	(8.7)	(242.3)	(2.2)	-	(253.2)
Transfers	0.1	103.2	0.8	(73.5)	30.6
Effect of movement in exchange rates	0.5	6.4	-	0.3	7.2
At 31 December 2022	**174.3**	**2,589.8**	**6.4**	**67.4**	**2,837.9**
Cost	296.8	5,386.1	45.8	67.4	5,796.1
Accumulated depreciation and impairment	(122.5)	(2,796.3)	(39.4)	-	(2,958.2)
At 31 December 2022	**174.3**	**2,589.8**	**6.4**	**67.4**	**2,837.9**

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

8. Goodwill and other intangible assets

$ millions	Goodwill	Software	Under construction	Total
At 1 January 2023	**604.8**	**-**	**-**	**604.8**
Movements in the carrying amount:				
Additions	-	-	8.6	8.6
Amortization and impairment	-	(0.4)	(0.5)	(0.9)
Transfers	-	7.0	(5.0)	2.0
At 31 December 2023	**604.8**	**6.6**	**3.1**	**614.5**
Cost	1,942.4	7.0	3.1	1,952.5
Accumulated amortization and impairment	(1,337.6)	(0.4)	-	(1,338.0)
At 31 December 2023	**604.8**	**6.6**	**3.1**	**614.5**

$ millions	Goodwill	Software	Under construction	Total
Cost	1,942.4	-	-	1,942.4
Accumulated amortization and impairment	(1,337.6)	-	-	(1,337.6)
At 1 January 2022 and 31 December 2022	**604.8**	**-**	**-**	**604.8**

Goodwill has been allocated to the cash generating units as follows:

$ millions	2023	2022
Egyptian Fertilizers Company ("EFC")	440.0	440.0
Ruwais Fertilizer Industries LLC. ("Fertil")	164.8	164.8
Total	**604.8**	**604.8**

Goodwill impairment testing

The determination of the recoverable amount for the cash generating unit EFC and Fertil requires significant judgments and estimates, including projections of future cash flows from the businesses. The recoverable amounts have been estimated based on value in use.

The tests were carried out by discounting future cash flows to be generated from the continuing use of the cash-generating units to which the goodwill applies and on the assumption of an indefinite life. Key assumptions used in the calculation of recoverable amounts are the discount rate, the terminal value growth rate, selling price outlook per product, natural gas prices and the number of expected operating days per plant. The terminal growth rate was determined based on the long term compound annual growth rate of the global fertilizer market. The discount rate is a post-tax measure estimated based on the capital asset pricing model. Selling price assumptions are based on a published independent price outlook prepared by global experts. The other assumptions used are based on past experience and external sources, but that are unpredictable and inherently uncertain.

The impairment tests are based on specific estimates for the US dollar cash flow projections for the years 2024 to 2028 (this period captures the cyclical nature of the industry). For the subsequent years the residual values were calculated based on the average EBITDA margin of the projection period and whereby a perpetual growth rate of 2.95% (2022: 4.08%) was taken into account. The estimated pre-tax cash flows are discounted to their present value using pre-tax discount rates.

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

8. Goodwill and other intangible assets continued

The following rates were applied in performing the impairment test:

	2023		2022	
Percentage	**Fertil**	**EFC**	**Fertil**	**EFC**
Pre-tax discount rate	14.4%	21.3%	13.7%	19.9%
Perpetual growth rate	2.95%	2.95%	4.08%	4.08%

Based on the assessment performed, no impairments were required as at 31 December 2023 (2022: nil).

A sensitivity analysis was performed considering a 5% reduction in the selling price and 5% increase to WACC which did not result in any impairment.

9. Trade and other receivables

In 2018, the Group entered into a securitization agreement to sell without recourse certain portfolios of trade receivables to an external financial institution. By doing so, the Group is able to receive cash flows from selected debtors sooner than would normally be the case. Fertiglobe derecognizes the trade receivables, since substantially all risks and rewards of ownership are transferred. In addition, the Group has pass through arrangement with financial institution whereby all the amounts collected from customers are repaid to financial institution without material delay.

For the year ended 31 December 2023, an amount of USD 413.5 million (2022: USD 414.2 million) of trade receivables were transferred under the securitization agreement. Furthermore, the total amount charged by securitization company amounted to USD 3.6 million during the year (2022: USD 1.8 million). The portfolio of trade receivable which is held for collect and sale at reporting date amounted to USD 36.7 million (2022: USD 67.3 million). These receivables are measured using level 3 inputs based on the expected invoice value.

Provisionally priced receivables which are accounted for at FVTPL as at 31 December 2023 were USD 41.1 million (2022: nil). These receivables are measured using level 3 input based on the expected invoice value.

The other tax receivable contains an amount of EGP 450 million (USD 14.6 million) (2022: EGP 900 million (USD 36.4 million)) relating to a payment made to the Egyptian Tax Authorities as part of the tax claim which will be refunded upon settlement of the tax claim (refer to note 26 "OCI S.A.E. tax dispute").

Non-current trade and other receivables have not been discounted as the effect is immaterial to the consolidated financial statements.

The carrying amount of trade and other receivables as at 31 December 2023 approximates its fair value.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

9. Trade and other receivables continued

$ millions	Note	2023	2022
Trade receivables (net)		159.2	205.3
Trade receivables from related parties (net)	25	0.7	2.6
Prepayments		42.0	43.3
Other tax receivables		83.2	90.9
Income tax receivables	10	0.9	-
Supplier advance payments		11.8	12.3
Other receivables[1]		18.3	34.6
Other receivables related parties[1]	25	27.3	55.2
Total		**343.4**	**444.2**
Non-current		29.1	37.7
Current		314.3	406.5
Total		**343.4**	**444.2**

[1] The comparative numbers have been reclassified to be consistent with the current period presentation.

The aging of current trade receivables, net at the reporting date were as follows:

$ millions	2023	2022
Neither past due nor impaired	158.3	206.8
Past due 1 - 30 days	-	-
Past due 31 - 90 days	-	0.8
Past due 91 - 360 days	0.4	0.2
More than 360 days	1.2	0.1
Total	**159.9**	**207.9**

Management believes that the unimpaired amounts that are past due by more than 30 days are collectible in full, based on historic payment behavior and extensive analysis of customer credit risk, including underlying customers' credit ratings if they are available.

The movement in the allowance for impairment in respect of trade receivables during the year was as follows:

$ millions	2023	2022
At 1 January	(0.2)	(0.2)
Provision recorded	(0.7)	-
At 31 December	**(0.9)**	**(0.2)**

10. Income taxes

10.1 Income tax in the statement of profit or loss

$ millions	2023	2022
Current tax	(120.4)	(214.1)
Deferred tax	38.0	(25.1)
Total income tax in profit or loss	**(82.4)**	**(239.2)**

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

10. Income taxes continued

10.2 Reconciliation of effective tax rate

The Group's operations are subject to income taxes in various foreign jurisdictions. The statutory income tax rates vary from 0.0% to 25.0%, which results in a difference between the weighted average statutory income tax rate and the UAE's statutory income tax rate of 25.0%.

Reconciliation of the statutory income tax rate in the UAE with the effective tax rate can be summarized as follows:

$ millions	2023	%	2022	%
Profit before income tax	587.4		2,059.6	
Enacted income tax rate	25%		25%	
Tax calculated at the enacted tax rate	**(146.9)**	**25.0**	**(514.9)**	**25.0**
Effect of tax rates in foreign jurisdictions	6.8	(1.2)	93.7	(4.5)
Income not subject to tax	63.3	(10.8)	177.6	(8.6)
Non-deductible expenses	(25.0)	4.3	(24.8)	1.2
Dividend withholding tax	(5.8)	1.0	(17.0)	0.8
Unrecognized tax assets	3.0	(0.5)	(3.3)	0.2
Uncertain tax positions	(13.9)	2.4	1.4	(0.1)
Foreign exchange impact	36.2	(6.2)	47.4	(2.4)
Expired/ adjustments	(0.1)	-	0.7	-
Total income tax in profit or loss	**(82.4)**	**14.0**	**(239.2)**	**11.6**

The effective tax rate is 14% (2022: 11.6%), mainly due to (i) income not subject to tax for an amount of USD 63.3 million (2022: USD 177.6 million) (ii) foreign exchange impact of 36.2 million (2022: 47.4 million) and (iii) non-deductible expenses for an amount of USD (25.0) million (2022: USD (24.8) million). The income not subject to tax mainly relates to the tax-free status of certain entities in the Group.

10.3 Deferred income tax assets and liabilities

Changes in deferred tax asset and liabilities (net):

$ millions	2023	2022
At 1 January	**(382.6)**	**(540.7)**
Profit or loss	38.0	(25.1)
Uncertain tax position reclassification	-	182.9
Effect of movement in exchange rates	(0.3)	0.3
At 31 December	**(344.9)**	**(382.6)**

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

10. Income taxes continued
10.3 Deferred income tax assets and liabilities continued

Recognized deferred tax assets and liabilities:

	Assets		Liabilities		Net	
$ millions	**2023**	**2022**	**2023**	**2022**	**2023**	**2022**
Intangible assets	-	-	(62.6)	(62.6)	(62.6)	(62.6)
Property, plant and equipment	-	-	(268.9)	(286.2)	(268.9)	(286.2)
Trade and other payables	4.9	4.5	-	-	4.9	4.5
Uncertain tax positions	-	-	(9.4)	(14.3)	(9.4)	(14.3)
Provision for withholding tax	-	-	(9.3)	(24.0)	(9.3)	(24.0)
Other	0.4	-	-	-	0.4	-
Total	**5.3**	**4.5**	**(350.2)**	**(387.1)**	**(344.9)**	**(382.6)**
Netting of fiscal positions	(5.3)	(4.5)	5.3	4.5	-	-
Total	**-**	**-**	**(344.9)**	**(382.6)**	**(344.9)**	**(382.6)**

Deferred tax liabilities relating to intangible assets mainly consist of goodwill of EFC for USD 62.6 million (2022: USD 62.6 million). This deferred tax liability will be reversed if the asset is impaired. Deferred tax liabilities recognized in relation to property, plant and equipment will be realized over the depreciation period of the related asset, and mainly relate to Fertil for USD 215.8 million (2022: USD 231.4 million) and EFC for USD 53.1 million (2022: USD 56.7 million).

Uncertain tax positions ("UTP")

The Group is subject to the application of complex tax laws in multiple jurisdictions. Application of these complex tax laws may lead to uncertainties in determining tax positions. The Group aims to resolve these uncertainties in discussions with the tax authorities. The financial effect of the existing uncertainties per balance sheet date are determined in accordance with IAS 12 and IFRIC 23, which requires the Group to estimate the potential outcome of any tax position. The Group's estimate for the potential outcome of any uncertain tax position is judgmental (the most likely amount or expected value depending on the circumstances).

As at 31 December 2023, the Group recorded non-current uncertain tax positions of USD 9.4 million (2022: USD 14.3 million) which are classified as a deferred tax liability and current uncertain tax positions of USD 263.3 million (2022: USD 219.9 million) which are classified as income tax payables. The decrease in the 2022 non-current UTP position relates to the reclassification of USD 182.9 million from non-current to current uncertain tax positions. Expected interest and penalties related to uncertain income tax liabilities have been accrued for and are included in the uncertain tax positions and in the income tax expense.

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

10. Income taxes continued

10.3 Deferred income tax assets and liabilities continued

In addition to the uncertain tax liability, the Group also has a contingent tax asset that currently does not meet the recognition criteria of IAS 12 and IFRIC 23 (refer to note 26).

Expiration scheme of unrecognized carry forward tax losses, tax credits and deferred temporary tax assets:

$ millions	Less than 1 year	Between 1 and 5 years	Between 5 and 10 years	Between 10 and 15 years	Between 15 and 20 years	Unlimited	Total
Unrecognized operating losses carry forward, tax credits and temporary differences in 2023	7.0	39.1	-	-	-	-	**46.1**

$ millions	Less than 1 year	Between 1 and 5 years	Between 5 and 10 years	Between 10 and 15 years	Between 15 and 20 years	Unlimited	Total
Unrecognized operating losses carry forward, tax credits and temporary differences in 2022	10.2	39.1	-	-	-	0.6	**49.9**

The unrecognized operating losses carry forward of USD 46.1 million (2022: USD 49.9 million) mainly relate to OCI S.A.E.

10.4 Income tax payables

Changes in income tax payables:

$ millions	Note	2023	2022
At 1 January		**(235.4)**	**(70.6)**
Profit or loss		(120.4)	(214.1)
Payments		67.4	217.5
Uncertain tax position reclassification		-	(182.9)
Withholding tax not recoverable		20.5	15.1
Effect of movement in exchange rates		(1.6)	(0.4)
At 31 December		**(269.5)**	**(235.4)**
Uncertain tax position - current		(263.3)	(219.9)
Income tax payables		(7.1)	(15.5)
Income tax receivables	9	0.9	-
Total		**(269.5)**	**(235.4)**

Sorfert tax reinvestment case

On 29 December 2020 the Large Multinationals Directorate of the Algerian Tax Authorities ("DGE") issued a letter to Sorfert in which its initial claim of DZD 7,296 million (USD 53.3 million) was maintained relating to the alleged non-compliance with the reinvestment obligations under a tax exemption as granted in 2014 by the Agence Nationale de Developpement de l'Investissement ("ANDI"). The DGE is of the opinion that Sorfert did not carry out the reinvestment obligation timely as required under ANDI exemption. As a result, the DGE required Sorfert to repay the full assumed tax benefit it enjoyed in relation herewith.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

10. Income taxes continued
10.4 Income tax payables continued

On 1 February 2021, Sorfert appealed to this decision and as part of the appeal process made an initial payment of DZD 2,189 million (USD 16.4 million), representing 30% of the total tax claim.

On 31 October 2021, the appeal of Sorfert to the initial claim was rejected by the Internal Appeals Committee of the DGE (and the total exposure was increased with a 25% penalty) and it had to pay DZD 1,824 million (USD 13.3 million) (20% of the initial claim and penalties including penalties on the amount already paid in February 2021). Although Sorfert is of the opinion that it has complied with its reinvestment obligations, the DGE applied a different interpretation of the reinvestment law. Since there is no detailed guidance on the interpretation, the ability to firmly assess the technical merits of this case is limited. Due to this lack of detailed guidance and negative outcome of the first appeal, management is currently of the opinion that when weighing all the current facts and circumstances and application of interpretive guidance of IFRIC 23, it has become probable that Sorfert will be required to settle the remainder of the disputed tax amount.

As a result, the Group recorded the full impact of the reinvestment case as an income tax expense amounting to USD 65.8 million in 2021.

On 24 February 2022, Sorfert pursued, supported by its external advisors, the next instance of appeal to the Central Appeals Commission as Sorfert management continues to have the view that Sorfert has satisfied the reinvestment obligations under the ANDI regime and therefore the grounds of the claim should be ruled as unfounded.

As at 31 December 2023, the remaining uncertain tax position in relation to this matter is DZD 5,108 million (USD 38.3 million) (2022: DZD 5,108 million (USD 37.3 million)), included in income tax payables.

Sorfert tax audit 2017

On 30 December 2021, Sorfert received a notification from Algerian tax authority in relation to the 2017 tax audit which challenged the deductibility of various expenses. Sorfert made certain assumptions in the 2017 tax declaration based on its historical interpretation of the Algerian tax code, which is highly complex and ambiguous. In 2021, external advice was obtained, after the notification was received, upon which management recorded an uncertain tax position resulting from a difference in interpretation of Algerian tax code of USD 3.6 million related to 2017 and USD 6.0 million related to 2018, 2019 and 2020 recorded as a deferred tax liability, resulting in a total uncertain tax expense of USD 9.6 million in 2021. On 15 December 2022, Sorfert received the final assessment of the 2017 tax audit from the Algerian tax authority which reduced the liability to USD 0.1 million for 2017, consequently the exposure for 2018, 2019 and 2020 reduced to USD 0.2 million using the same interpretations. As a result, USD 9.3 million (DZD 1,284.3 billion) of uncertain tax position has been released to the Profit or Loss statement in 2022.

Compliance with laws and regulations

UAE Tax Law

On 9 December 2022, the UAE Ministry of Finance ("MOF") released the Federal Decree-Law No. 47 of 2022 on the Taxation of Corporations and Businesses ("the Law") to enact a Federal corporate tax ("CT") regime in the UAE. The CT regime is effective for accounting periods beginning on or after 1 June 2023 (which makes the first taxable year for the relevant group companies to be full year 2024).

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

10. Income taxes continued
10.4 Income tax payables continued

The Cabinet of Ministers Decision No. 116/2022 effective from 2023, specifies the threshold of income over which the 9% tax rate would apply and accordingly, the Law is now considered to be substantively enacted. A rate of 9% will apply to taxable income exceeding AED 375,000, a rate of 0% will apply to taxable income not exceeding AED 375,000 and a rate of 0% on Qualifying Income of free zone entities.

On 3rd November 2023, the MOF issued two decisions wherein they defined Qualifying Income and Qualifying Activities. As per the issued decisions, Qualifying Activities include 'Trading of Qualified Commodities', 'Headquarter Services', 'Holding of Shares and Other Securities' and 'Treasury and financing services to Related Parties'. These notifications prompted an assessment for entities in the free zone, particularly entities incorporated in the Abu Dhabi Global Market, to determine whether they are classified as a Qualified Freezone Person and subject to 0% Corporate Tax rate or subject to a 9% Corporate Tax rate.

Based on management's preliminary interpretation of the currently issued Laws, the majority of the Group entities should benefit from the Qualified Freezone regime and there is no significant impact on the tax status of the Group's material subsidiaries in the UAE. However, the Law is still evolving, and the Group is expecting further clarifications to be issued by the MOF and Federal Tax Authority in order to reaffirm their interpretation and conclusion. The Group also performed an assessment on the deferred tax implications of the Law and concluded that no adjustments were required as at 31 December 2023.

Pillar Two Global Minimum Tax Law

On 20 December 2021, the jurisdictions of the Organization for Economic Co-operation and Development ("OECD")/G20 Inclusive Framework on Base Erosion and Profit Shifting ("OECD BEPS") released the Pillar Two Model Rules ("Pillar Two" or also referred to as the "Anti Global Base Erosion" or "GloBE" Rules) which are designed to ensure that large multinational enterprises ("MNE") pay a minimum level of tax of 15% on the aggregated qualifying income arising in each jurisdiction where they operate. On 15 December 2022, the EU Member States unanimously adopted an EU directive ensuring a global minimum level of taxation and agreed to apply these rules for fiscal years starting on or after 31 December 2023.

A taxpayer will fall within the scope of the Pillar Two rules if it has more than EUR 750 million in consolidated revenues and has a foreign presence. A qualifying taxpayer calculates its effective tax rate for the aggregated activities in each jurisdiction where it operates and pays a "top-up tax" for the difference between its effective tax rate per jurisdiction and the global minimum tax rate of 15%.

The UAE is a member of the OECD BEPS Inclusive Framework and is committed to addressing the challenges faced by tax jurisdictions internationally. Accordingly, the UAE's Ministry of Finance ("MOF") has indicated that they intend to publish a public-consultation document on Pillar Two during the first half of 2024 and will postpone the implementation of Pillar Two in the UAE to 2025 at least. It is expected that, in the course of 2024, the other relevant jurisdictions will also announce guidance on the implementation of the Pillar Two rules in the countries where the Group operates in.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

10. Income taxes continued
10.4 Income tax payables continued

Any resulting top-up tax is generally charged in the jurisdiction of the ultimate parent of the MNE (which is OCI Global as at 31 December 2023). Therefore, the top-up tax is expected to be levied in the Netherlands and will be based on the indirect ownership of OCI Global for the period from 1 January 2024 up to their planned divestment of Fertiglobe Group to ADNOC as per their announcement on 15 December 2023. Post completion of this transaction, Fertiglobe would need to re-assess its Pillar Two position on a stand-alone basis taking into consideration the tax position of its majority shareholder ADNOC.

11. Inventories

	2023		
$ millions	**Gross**	**Write down**	**Net**
Finished goods	40.4	(0.5)	39.9
Raw materials and consumables	16.4	(0.7)	15.7
Spare parts, fuels and others	114.0	(36.0)	78.0
Total	**170.8**	**(37.2)**	**133.6**

	2022		
$ millions	**Gross**	**Write down**	**Net**
Finished goods	42.8	(0.1)	42.7
Raw materials and consumables	18.9	(0.8)	18.1
Spare parts, fuels and others	99.6	(35.5)	64.1
Total	**161.3**	**(36.4)**	**124.9**

Inventories that were recognized as an expense during the year ended 31 December 2023 and 2022 are disclosed in note 21.

The movement in the allowance during the year was as follows:

$ millions	**2023**	**2022**
At 1 January	(36.4)	(35.1)
Provision recorded	(0.8)	(1.3)
At 31 December	**(37.2)**	**(36.4)**

12. Cash and cash equivalents

$ millions	**2023**	**2022**
Cash on hand	0.1	0.1
Bank balances	759.7	1,384.6
Other bank balances	-	57.3
Total	**759.8**	**1,442.0**

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

13. Share capital
The movements in the number of shares can be summarized as follows:

Millions	2023	2022
Number of shares (fully paid) at 1 January and 31 December	**8,301.3**	**8,301.3**
Par value per share (in $)	**0.16**	**0.16**
Value at 31 December (in $)	**1,328.2**	**1,328.2**

14. Reserves and retained earnings

$ millions	Capital reduction reserve	Other reserves	Currency translation reserve	Total reserves	Retained earnings
At 1 January 2022	**1,150.0**	**(641.9)**	**(545.7)**	**(37.6)**	**555.6**
Profit for the year	-	-	-	-	1,249.5
Dividends to shareholders	-	-	-	-	(1,090.0)
Capital Contribution	-	37.1	-	37.1	-
Reserves transfer	(1,150.0)	-	-	(1,150.0)	1,150.0
Currency translation differences	-	-	15.4	15.4	-
At 31 December 2022	**-**	**(604.8)**	**(530.3)**	**(1,135.1)**	**1,865.1**
Profit for the year	-	-	-	-	348.9
Dividends to shareholders	-	-	-	-	(975.0)
Currency translation differences	-	-	16.0	16.0	-
Impact difference in profit sharing non-controlling interest	-	-	-	-	(3.4)
At 31 December 2023	**-**	**(604.8)**	**(514.3)**	**(1,119.1)**	**1,235.6**

Other reserves
Other reserves represent contribution from OCI N.V. in the form of assets under common control and other capital contributions in kind (including those related to indemnity provided by OCI N.V. to Fertiglobe shareholders).

Currency translation reserve
The Currency Translation Reserve represents the cumulative translation differences arising from translating the financial statements of the Group's foreign operations into the presentation currency of the Company.

2023 Dividends to shareholders
On 11 April 2023, the shareholders approved dividends of USD 700.0 million (equivalent of USD 0.084 per share) related to the second half of the year ended 31 December 2022. These dividends were approved by the Board on 13 February 2023 and paid on 17 and 19 April 2023.

On 6 November 2023, the Board approved interim dividends of USD 275 million (equivalent of USD 0.033 per share) for the first half of the year ending 31 December 2023. These dividends were paid in full on 15 November 2023.

2022 Dividends to shareholders
In April 2022, interim dividends for a total amount of USD 340 million (equivalent of USD 0.041 per share) related to the second half of the year ended 31 December 2021 were paid and was accounted for within equity on payment. These dividends were approved by the Board on 14 February 2022 and by the shareholders on 13 June 2022.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

14. Reserves and retained earnings continued

On 29 September 2022, the shareholders approved interim dividends of USD 750 million (equivalent of USD 0.090 per share) for the first half of the year ending 31 December 2022. This was approved by the Board on 1 August 2022 and paid in full on 13 October 2022.

Capital contribution

On 15 June 2021, OCI S.A.E. and OCI N.V. entered into an agreement with Lafarge (the "Lafarge Settlement Agreement") for the full and final settlement of all claims made by and against OCI S.A.E. OCI N.V. made a payment of USD 22.4 million on behalf of OCI S.A.E., leading to a receivable between OCI N.V. and OCI S.A.E. The receivable in OCI N.V. was subsequently transferred to Fertiglobe plc which was approved on 10 January 2022. Given the transfer was on an unconditional and irrevocable basis and without consideration, this transaction has been classified as equity.

As part of the IPO, OCI agreed to indemnify all Fertiglobe shareholders in case certain claims occur, consequently, Fertiglobe recorded additional receivable of USD 14.7 million in 2022. No amounts were recorded in 2023.

Reserves transfer

On 5 December 2022, the Board approved the transfer of USD 1,150 million, being the remaining undistributed amount from the share capital reduction exercise in 2021, from other reserves to retained earnings.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

15. Non-controlling interests

2023 $ millions	Egyptian Basic Industries Corporation	Sorfert Algeria Spa	Others	Total
Non-controlling interests	25%	49.01%		
Non-current assets	65.2	321.2	0.6	387.0
Current assets	21.4	173.9	0.2	195.5
Non-current liabilities	(1.6)	(60.9)	(0.6)	(63.1)
Current liabilities	(7.5)	(86.8)	(0.1)	(94.4)
Net assets	**77.5**	**347.4**	**0.1**	**425.0**
Revenues	62.9	284.4	0.2	347.5
Profit for the year	26.9	129.1	0.1	156.1
Other comprehensive income	-	12.6	-	12.6
Total comprehensive income	**26.9**	**141.7**	**0.1**	**168.7**
Dividend cash flows	(29.2)	(856.5)	-	(885.7)

2022 $ millions	Egyptian Basic Industries Corporation	Sorfert Algeria Spa	Others	Total
Non-controlling interests	25%	49.01%		
Non-current assets	69.9	640.4	1.5	711.8
Current assets	26.5	565.3	0.5	592.3
Non-current liabilities	(1.7)	(94.2)	(0.3)	(96.2)
Current liabilities	(14.9)	(82.8)	(0.1)	(97.8)
Net assets	**79.8**	**1,028.7**	**1.6**	**1,110.1**
Revenues	130.8	640.4	0.9	772.1
Profit for the year	61.8	508.8	0.3	570.9
Other comprehensive income	-	17.0	-	17.0
Total comprehensive income	**61.8**	**525.8**	**0.3**	**587.9**
Dividend cash flows	(87.4)	(374.8)	-	(462.2)

Impact difference in profit sharing non-controlling interests

In the partnership agreement in Sorfert between the Group and the partner, a profit-sharing arrangement is agreed, where the other partner will receive a relatively higher portion of dividends in compensation for lower natural gas prices arranged for by the partner, which is recognized as an expense in cost of sales with the other side in non-controlling interests portion of equity. As a result of this agreement the non-controlling interests increased by USD 39.7 million during 2023 (2022: USD 316.0 million).

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

15. Non-controlling interests continued

Dividends to Non-controlling interests

2023 dividends to Non-controlling interests represent:

- EBIC declared dividends to NCI on 3 May 2023 and 29 August 2023 of USD 19.2 million and USD 10.0 million respectively. Both these dividends were paid in 2023.
- Dividends were declared to NCI by Sorfert Algeria SPA on 26 April 2023 for an amount of DZD 117.2 billion (USD 867.7 million). This was paid in October 2023.

2022 dividends to Non-controlling interests represent:

- EBIC declared dividends to NCI on 28 March 2022 and 14 August 2022 of USD 41.9 million and USD 41.8 million respectively. Both these dividends were paid in 2022.
- Dividends were declared to NCI by Sorfert Algeria SPA on 4 April 2022 for an amount of DZD 52.9 billion (USD 369.9 million). This was paid in September 2022.

Total dividends paid during the year amounted to USD 885.7 million (2022: USD 462.2 million).

16. Loans and borrowings

$ millions	2023	2022
At 1 January	**1,155.2**	**1,385.7**
Proceeds from borrowings[1]	2,093.4	86.0
Repayment of borrowings[1]	(1,573.4)	(326.3)
Amortization of transaction costs	2.8	8.4
Incurred transaction costs	(18.3)	-
Effect of movement in exchange rates	5.4	1.4
At 31 December	**1,665.1**	**1,155.2**
Non-current	1,490.2	1,065.6
Current	174.9	89.6
Total	**1,665.1**	**1,155.2**

[1] On 28 November 2023, the Group executed the drawdown of USD 500 million from the 2023 amended and restated term loan. On 4 January 2023, the Group executed the drawdown of USD 900 million from the 2022 Term Loan Facility. Both the proceeds were directly received by the agent and were used to repay the existing balance under the Revolving Credit facility and Bridge Loan facility respectively. The Bridge Loan Facility is no longer available following this settlement. These are material non-cash transactions during the period.

The effect of movement in exchange rate mainly relates to DZD denominated loans, which are different from the Group's presentation currency (note 6).
The carrying amount of loans and borrowings approximates its fair value.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

16. Loans and borrowings continued

2023 Term loan

On 15 November 2023, the Group amended the existing Term Loan facility to include a new five-year Facility C of USD 500 million at an interest rate of SOFR + 1.65%. The proceeds from this facility were used to repay the outstanding balance in the Revolving Credit facility.

Total transaction costs for the term loan amounted to USD 5.4 million, excluding VAT.

2023 Working Capital facility

On 6 December 2023, the Group obtained a new Working Capital facility of USD 75.0 million. The facility is at a rate of EIBOR/SOFR + 0.90% per annum and is available for a period of 364 days with an extension option for another 364 days.

Supply chain finance arrangement

On 7 September 2023, Fertiglobe plc entered into a USD 85 million supply chain finance programme with Emirates NBD Bank P.J.S.C. ("ENBD"). This is a payment service whereby ENBD supports the Group in payments within the Group entities for intercompany sales and purchases providing the buyer with extended credit terms. Discounting charges of Term SOFR + 1.00% p.a. is charged to the suppliers.

2022 Fertiglobe refinancing

On 22 December 2022, Fertiglobe refinanced its existing bridge loan facility as follows:

- Three-year facility amounting to USD 300 million with margin of SOFR + 1.50%.
- Five-year facility amounting to USD 600 million with margin of SOFR + 1.75%.

In addition, the Company updated the existing Revolving Credit Facility as follows:

- Increased the limit by USD 300 million to reach USD 600 million.
- Extended the maturity to December 2027.
- Updated the interest rate to SOFR + 1.40%.

Total transaction costs for the refinancing amounted to USD 12.9 million, excluding VAT.

On 22 December 2022, Fertiglobe submitted notice to early settle the bridge loan facility and on 23 December 2022, the Group submitted the utilization request to draw down the USD 900 million from the new term loan facilities. The drawdown from the new term loan facilities and the repayment of the bridge loan facility were executed on 4 January 2023. As the Company executed and has the discretion, to refinance the existing borrowings under bridge loan facility for at least twelve months after the reporting period under the new facilities, it classified the obligation as non-current at 31 December 2022.

2022 Working Capital facility

On 14 April 2022, the Group obtained a Working Capital facility arrangement of USD 50.0 million. The facility is at a rate of LIBOR/EIBOR/SOFR + 1.50% per annum and is available for a period of 364 days with an extension option for another 364 days.

Trade Finance facility

On 26 July 2015, the Group obtained a Trade finance facility arrangement of USD 75.0 million. This facility was amended and renewed in September 2022 to increase the available amount to USD 95.0 million at a rate of SOFR + 1.00%.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

16. Loans and borrowings continued

Covenants

Fertiglobe plc and Sorfert loan agreements include financial covenants. The definitions for calculating the financial covenants applicable to the facilities within the Group can be summarized as follows:

- Debt Service Coverage Ratio: Income Available (revenue earned less operating expenses) to Debt Service (net finance charges including the capital element of finance leases) or gross profit less change in working capital to interest and principal payments.
- Debt to Equity Ratio or leverage ratio: Gross Debt (current and long-term debt obligations) to total Equity (the sole capital of the borrower).
- Interest coverage ratio: net annual operating income to net finance charges.

At 31 December 2023 all financial covenants were met. In the event the Group does not comply with the covenant requirements, the loans would become immediately due. Refer to (note 6.2) for additional discussion of the Group's liquidity risk. The external borrowings include change in control clauses that enable the lenders to call the financing provided.

Undrawn facilities

As at 31 December 2023, the Group has the following undrawn facilities:

- Revolving cash facility of USD 600 million
- 2023 Working capital facility of USD 75.0 million
- Supply chain finance facility of USD 50.2 million
- 2022 Working capital facility of USD 50.0 million
- Overdraft of USD 50.0 million
- Trade finance facility USD 19.3 million

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

16. Loans and borrowings continued

Borrowing company	Type of Loan	Principal amount (millions)	Interest rate	Date of maturity	Carrying amount ($ millions)	Long-term portion ($ millions)	Short-term portion ($ millions)
Sorfert Algeria SPA ("Sorfert")	Term loan-Secured[1]	USD 961.3 DZD 114,440.0	Algerian bank interest rate + 1.95%	June 2026	170.2	102.1	68.1
Fertiglobe plc	Term loan-Unsecured[2]	USD 300.0 (Facility A) USD 600.0 (Facility B) USD 500.0 (Facility C)	SOFR +1.50% SOFR +1.75% SOFR +1.65%	January 2026 January 2028 December 2028	1,388.0	1,390.8	(2.8)
Fertiglobe plc	Revolving Credit facility - Unsecured	USD 600.0	SOFR + 1.40%	December 2027	(3.6)	(2.7)	(0.9)
Fertiglobe Distribution Ltd. Fertiglobe Fertilizer Trading Ltd.	Trade Finance facility	USD 95.0	SOFR + 1.00%	Renewed annually	75.7	-	75.7
Fertiglobe Distribution Ltd. Ruwais Fertilizers Industries LLC Fertiglobe Fertilizer Trading Ltd	2022 Working Capital facility[3]	USD 50.0	EIBOR/SOFR + 1.50%	July 2024 (extendable)	-	-	-
Fertiglobe plc Fertiglobe Distribution Ltd.	Supply Chain Finance arrangement	USD 85.0	SOFR + 1.00%	Renewed annually	34.8	-	34.8
Fertiglobe Distribution Ltd. Ruwais Fertilizers Industries LLC Fertiglobe Fertilizer Trading Ltd	2023 Working Capital facility[3]	USD 75.0	EIBOR/SOFR + 0.90%	December 2024 (extendable)	-	-	-
Total 31 December 2023					**1,665.1**	**1,490.2**	**174.9**

[1] Debt service reserve account, ban for any disposal or decrease of the Company shares and assets. Collateral against the production facility in case of non-payment.

[2] Loan is guaranteed by Fertiglobe plc, Egyptian Fertilizers Company S.A.E., Ruwais Fertilizer Industries LLC, Fertiglobe Fertilizer Trading Ltd and Fertiglobe Distribution Limited.

[3] The loan is guaranteed, jointly and severally, by Fertiglobe Distribution Ltd. Ruwais Fertilizer Industries LLC and Fertiglobe Fertilizer Trading Ltd.

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

16. Loans and borrowings continued

Borrowing company	Type of Loan	Principal amount (millions)	Interest rate	Date of maturity	Carrying amount ($ millions)	Long-term portion ($ millions)	Short-term portion ($ millions)
Sorfert Algeria SPA ("Sorfert")	Term loan-Secured[1]	USD 961.3 DZD 114,440.0	Algerian bank interest rate + 1.95%	June 2026	231.9	165.6	66.3
Fertiglobe plc	Bridge loan-Unsecured[2]	USD 1,100.0	LIBOR + 1.05%[3]	February 2023 (extendable)[4]	900.0	900.0	-
Fertiglobe plc	Term loan-Unsecured[5]	USD 300.0 (Facility A) USD 600.0 (Facility B)	SOFR +1.50% SOFR +1.75%	January 2026 January 2028	-	-	-
Fertiglobe plc	Revolving Credit facility - Unsecured	USD 600.0	SOFR + 1.40%	December 2027	-	-	-
Fertiglobe Distribution Ltd. Fertiglobe Fertilizer Trading Ltd.	Trade Finance facility	USD 95.0	SOFR + 1.00%	Renewed annually	23.3	-	23.3
Fertiglobe Distribution Ltd. Ruwais Fertilizers Industries LLC Fertiglobe Fertilizer Trading Ltd	Working Capital facility[6]	USD 50.0	LIBOR/EIBOR/ SOFR + 1.50%	April 2023 (extendable)	-	-	-
Total 31 December 2022					**1,155.2**	**1,065.6**	**89.6**

[1] Debt service reserve account, ban for any disposal or decrease of the Company shares and assets. Collateral against the production facility in case of non-payment.

[2] Loan is guaranteed by Fertiglobe plc, Egyptian Fertilizers Company S.A.E., Ruwais Fertilizer Industries LLC, Fertiglobe Fertilizer Trading Ltd, Fertiglobe Distribution Limited and OCI Fertilizer Trade & Supply B.V.

[3] For the first 12 months starting August 2021 increasing by 25 bps every 3 months thereafter.

[4] Extendable for 6 months, then for an additional 6 month total combined tenor of 30 months.

[5] Loan is guaranteed by Fertiglobe plc, Egyptian Fertilizers Company S.A.E., Ruwais Fertilizer Industries LLC, Fertiglobe Fertilizer Trading Ltd and Fertiglobe Distribution Limited.

[6] The loan is guaranteed, jointly and severally, by Fertiglobe Distribution Ltd. Ruwais Fertilizer Industries LLC and Fertiglobe Fertilizer Trading Ltd.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

17. Leases
Group as a lessee
The Group leases a number of office spaces, warehouses, land, employee accommodation, and vessels. Lease terms for land and buildings vary from two years to indefinite renewal options. Calculations of the lease obligation for leases with indefinite renewal options are done using a lease term based on the expected renewal periods which can be in excess of 100 years. The lease term for vessels is two years.

17.1 Lease obligations

$ millions	Non-current lease obligations	Current lease obligations	Total
At 1 January 2022	**79.9**	**11.3**	**91.2**
Movement in the carrying amount:			
Payments	-	(12.5)	(12.5)
Accretion of interest	4.4	0.1	4.5
Additions and reassessments	5.6	2.4	8.0
Transfers	(16.1)	16.1	-
Effect of movement in exchange rates	(0.1)	-	(0.1)
At 31 December 2022	**73.7**	**17.4**	**91.1**
Movement in the carrying amount:			
Payments	-	(24.4)	(24.4)
Accretion of interest	3.6	1.4	5.0
Additions and reassessments	9.1	10.8	19.9
Transfers	(18.7)	18.7	-
Disposal	-	(1.3)	(1.3)
Effect of movement in exchange rates	0.2	0.1	0.3
At 31 December 2023	**67.9**	**22.7**	**90.6**

2023 $ millions	Carrying amount	Contractual cash flow	Less than 1 year	Between 1 and 5 years	More than 5 years
Lease obligations	90.6	318.8	22.8	25.9	270.1

2022 $ millions	Carrying amount	Contractual cash flow	Less than 1 year	Between 1 and 5 years	More than 5 years
Lease obligations	91.1	329.0	18.7	36.3	274.0

17.2 Right-of-use assets

$ millions	Land and buildings	Vessels	Others	Total
At 1 January 2022	**80.0**	**-**	**1.6**	**81.6**
Movement in the carrying amount:				
Additions and reassessments	6.7	-	1.6	8.3
Disposals	(0.2)	-	-	(0.2)
Depreciation	(12.4)	-	(0.5)	(12.9)
Effect of movement in exchange rates	0.1	-	(0.1)	-
At 31 December 2022	**74.2**	**-**	**2.6**	**76.8**
Movement in the carrying amount:				
Additions and reassessments	-	19.2	0.7	19.9
Derecognition of right of use assets	-	-	(1.3)	(1.3)
Depreciation	(12.3)	(7.3)	(1.0)	(20.6)
Effect of movement in exchange rates	0.1	-	-	0.1
At 31 December 2023	**62.0**	**11.9**	**1.0**	**74.9**

Notes to the consolidated Financial Statements continued

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18. Trade and other payables

$ millions	Note	2023	2022
Trade payables		58.1	42.2
Trade payables due to related parties	25	5.1	18.8
Amounts payable under the securitization program		14.4	26.2
Accrued expenses[1]		170.6	222.1
Accrued interest		19.3	3.6
Employee benefits[1]		15.9	14.1
Deferred income		2.1	4.7
Other tax payable		1.4	0.6
Other payables		15.6	23.2
Other payables to related parties[1]	25	46.6	35.1
Total		**349.1**	**390.6**
Non-current		22.4	19.5
Current		326.7	371.1
Total		**349.1**	**390.6**

[1] The comparative numbers have been reclassified to be consistent with the current period presentation.

The trade payables include amounts due to securitization company of USD 14.4 million (2022: USD 26.2 million). Information about the Group's exposure to currency and liquidity risk is included in note 6.

Non-current trade and other payables have not been discounted as the effect would be immaterial. The carrying amount of trade and other payables approximates its fair value.

19. Provisions

$ millions	Claims and other provisions	Donation provisions[1]	Total
At 1 January 2023	**30.5**	**76.9**	**107.4**
Provision made during the year	10.5	-	10.5
Provisions reversed/utilized	(0.3)	(61.7)	(62.0)
Effect of movement in exchange rates	(4.7)	(15.2)	(19.9)
At 31 December 2023	**36.0**	**-**	**36.0**
Non-current	-	-	-
Current	36.0	-	36.0
Total	**36.0**	**-**	**36.0**

[1] Refer to note 26 OCI S.A.E. tax dispute

$ millions	Claims and other provisions	Donation provisions[1]	Total
At 1 January 2022	**13.1**	**121.1**	**134.2**
Provision made during the year	27.1	-	27.1
Provisions reversed/utilized	(7.8)	-	(7.8)
Effect of movement in exchange rates	(1.9)	(44.2)	(46.1)
At 31 December 2022	**30.5**	**76.9**	**107.4**
Non-current	-	-	-
Current	30.5	76.9	107.4
Total	**30.5**	**76.9**	**107.4**

[1] Refer to note 26 OCI S.A.E. tax dispute

Notes to the consolidated Financial Statements continued

FOR THE YEAR ENDED 31 DECEMBER

19. Provisions continued

Claim and other provisions

The Group is involved in litigations, arbitrations and commercial disputes. In cases where it is probable that the outcome of the legal proceedings and commercial disputes will be unfavorable, and the financial outcome can be measured reliably, a provision has been recognized. Reference is made to note 26 for detailed information with respect to major ongoing litigations and claims for which no provision has been recognized.

Egypt National Training Fund

Articles 133 and 134 of the Egyptian Labor Law No. 12 of 2003 requires all businesses in Egypt with more than 10 employees to contribute 1% of their net profit into a National Training Fund ('Fund'). No application guidance was issued and its constitutionality was being challenged on multiple grounds including duplication of financial burden and contradiction to advantages under other laws.

As such, this Law was not applied in general by businesses in the region. Following a supreme court ruling which found the article to be constitutional in March 2022, the General Secretary of the National Training Fund issued a circular on 18 May 2022 which re-triggered the obligation on employers to pay such contribution of 1% of their annual net profit to the Fund in accordance with Article 134 of the Egyptian Labor Law.

External legal counsel assisted in analysing the key aspects in preparing a best estimate for such contribution. Key assumptions included i) the treatment of such contribution as tax, fee or other, ii) the statute of limitation and iii) how to consider forex translation. Other considerations included the applications for tax free zone entities (relevant for EBIC) and potential waiver or reduction as result of an internal training program (EFC) and impact of interest and penalties. The maximum exposure is estimated to be around USD 171.3 million (2022: USD 167.0 million). When taking a statute of limitation of five years into consideration the maximum exposure is limited to USD 34.7 million (2022: USD 31.9 million) (excluding interest or penalties). Based on the most likely scenario according to external legal counsel, the Group has recognized a total provision of USD 17.7 million (USD 3.6 million for OCI SAE, USD 14.1 million for EFC and none for EBIC) (2022: 17.7 million) considering the treatment as a fee, a statute of limitations of five years and translation at the respective year exchange rate.

Considering the current limited application guidance and as this is impacting majority of business in Egypt, there is an expectation that further application guidance will be issued by the regulator in due course.

20. Segment reporting

In the governance structure within Fertiglobe, the Chief Operating Decision Maker ("CODM") is responsible for assessing the performance of the Group and its operating segments as well as for allocating resources. The CODM reviews the performance of the following operating segments:

1. Egypt Basic Industries Corporation ("EBIC")
2. Egyptian Fertilizers Company ("EFC")
3. Sorfert Algerie ("Sorfert")
4. Ruwais Fertilizers LLC ("Fertil")
5. Trading entities - Own produced volumes
6. Trading entities - Third party sales

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

20. Segment reporting continued

The production and marketing of own produced volumes share the same characteristics:

- The nature of the products produced, the production processes (technology applied), output generated, pricing applied (based on international benchmark pricing), customers services are similar for all production plants within Fertiglobe;
- All entities are producing ammonia using gas as key input material. The largest part of this ammonia is used for the production of Urea. Both Ammonia and Urea are nitrogen-based Fertilizers and belong to the same product group. These products are sold into the international market and are subject to similar pricing conditions and market forces. The end customers for each of the plants are largely the same;
- The majority of volumes produced by Fertiglobe's production entities are centrally marketed by various trading entities. As a result of the central marketing strategy, the cashflow and performance of each of the production entities is largely dependent on the ability of trading entities to market the products;
- The production and marketing of own produced volumes have similar economic characteristics as the high margin production and marketing of own produced volumes are bifurcated from the (lower) margin trading activities;
- The production entities are all exposed to the same international fertilizer market on the sell side;
- The production entities all benefit from long term gas offtake agreements with no/limited price exposure on the supply of natural gas. In addition, other raw materials used for production largely consist of utilities, which are widely available in all production locations;
- All production locations are located close to one or more international sea ports which simplifies the logistics of sourcing raw materials and shipping products to customers;
- Although the production entities are subject to local laws and regulations from a legal and environmental perspective these environments are largely based on the same fundamentals.

In the view of the above, aggregation will take place in two main reportable segments:

1. Production and Marketing of own produced volumes; comprises the operating segments EBIC, EFC, Sorfert, Fertil and trading entities – own produced volumes.
2. Third party trading (buy and sell of third-party volumes) comprises trading entities – third party sales.

Fertiglobe's reportable segments are consistent with how the CODM manages the business operations and views the markets it serves.

The Company derives the results of the business segments directly from its internal management reporting system. Both segments are reviewed separately by the management as they require different strategies and generate different margins. The entities grouped together in each segment have similar regulatory environments, macroeconomic conditions as they are trading in a global commodity market. The Group has one revenue stream from contracts with customers which is the sales of Fertilizers products (Ammonia and Urea).

Notes to the consolidated Financial Statements continued

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20. Segment reporting continued

A summary description of each reportable segment is as follows:

Production and Marketing of own produced volumes

This segment includes the performance of all the manufacturing and trading operating companies that are producing Urea and Ammonia, but it excludes the third-party trading activities (see, second segment) as the own-produced volumes are limited by the production capacity of the plants, and their pricing strategy and margins are different. In addition, the level of assets and investments are high for production activities and generally low for trading activities (limited to working capital).

Third party trading (buy and sell of third-party volumes)

The third-party trading segment includes the fertilizer products that are bought from third parties and sold to third parties. This segment generally generates low margins, there is no volume limit on production capacity, and there is no need for material capital investments (if any).

Other (corporate and other entities)

This segment consists of all remaining entities of the Group.

2023 $ millions	Production and marketing of owned produced volumes	Third party trading	Other	Elimination	Total
Total external revenues	**2,211.7**	**204.5**	**-**	**-**	**2,416.2**
Adjusted EBITDA	1,043.8	3.9	(44.0)	-	1,003.7
Depreciation, amortization and impairment	(272.9)	(2.9)	(3.5)	-	(279.3)
Finance income	101.9	7.2	62.2	(155.0)	16.3
Finance expense	(78.5)	(6.2)	(189.7)	155.0	(119.4)
Net foreign exchange gain/(loss)	(6.7)	1.0	(13.9)	-	(19.6)
Income tax	(75.5)	-	(6.9)	-	(82.4)
Other (including provisions)	(9.3)	-	(5.0)	-	(14.3)
Profit for the year	**702.8**	**3.0**	**(200.8)**	**-**	**505.0**
Capital expenditures	94.2	-	18.3	-	112.5
Total assets	**4,368.8**	**24.6**	**232.7**	**-**	**4,626.1**

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

20. Segment reporting continued

2022 $ millions	Production and marketing of owned produced volumes	Third party Trading	Other	Elimination	Total
Total external revenues	**4,152.2**	**875.3**	-	-	**5,027.5**
Adjusted EBITDA	2,504.0	17.3	(48.3)	-	2,473.0
Depreciation, amortization and impairment	(265.4)	-	(0.9)	-	(266.3)
Finance income[1]	37.7	4.7	19.2	(60.1)	1.5
Finance expense[1]	(46.2)	(6.6)	(90.5)	60.1	(83.2)
Net foreign exchange gain/(loss)[1]	(37.5)	1.5	(8.1)	-	(44.1)
Income tax	(220.9)	(0.2)	(18.1)	-	(239.2)
Other (including provisions)	(2.5)	-	(18.8)	-	(21.3)
Profit for the year	**1,969.2**	**16.7**	**(165.5)**	**-**	**1,820.4**
Capital expenditures	104.3	-	6.8	-	111.1
Total assets	**5,176.7**	**11.1**	**342.8**	-	**5,530.6**

[1] Foreign exchange gains of USD 65.6 million and foreign exchange losses of USD 109.7 million previously classified in the 2022 consolidated financial statements within finance income and finance costs respectively have been netted off and presented separately as net foreign exchange gain/loss to conform to the presentation adopted in these consolidated financial statements.

Geographical information of operations

The geographic information below analyses the Group's revenue (by destination of the goods) and non-current assets (by the Company where the activities are being operated).

	Revenue		Non-current assets	
$ millions	**2023**	**2022**	**2023**	**2022**
Europe	924.7	2,000.2	11.4	9.5
North America	70.6	36.5	1.4	1.1
South America	213.7	412.4	-	-
Africa	464.0	889.8	636.8	668.1
Middle East	56.5	160.8	2,768.5	2,878.5
Asia and Oceania	686.7	1,527.8	-	-
Total	**2,416.2**	**5,027.5**	**3,418.1**	**3,557.2**
Related parties	112.6	396.4	-	-
Third parties	2,303.6	4,631.1	3,418.1	3,557.2
Total	**2,416.2**	**5,027.5**	**3,418.1**	**3,557.2**

Revenue to individual countries does not exceed 10% of the total Group revenue, except for Australia of USD 231.6 million (2022: India of USD 819.4 million and Ethiopia of USD 496.0 million).

Time value of money is not considered to be relevant for the determination of the revenue amount, as the payment terms are short. Also, there are no non-cash considerations that would need to be disclosed separately.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

20. Segment reporting continued

Major customers

Revenue from one (2022: one) major customer of the group belongs to the production and marketing of own produced volumes segment and represents USD 144.1 million in 2023. (2022: USD 465.0 million) of Group's total external revenues.

21. Cost of sales and selling, general and administrative expenses

21.1 Expenses by nature

$ millions	Note	2023	2022
Raw materials, consumables and finished goods[1]		655.6	1,819.3
Raw materials, consumables and finished goods - related party	25	251.2	218.1
Freight costs[1]		161.1	209.5
Employee benefit expenses		235.2	223.4
Employee benefits expenses - related party	25	4.2	6.1
Depreciation, amortization and impairment		279.3	266.3
Maintenance and repair		30.5	31.6
Consultancy expenses		21.0	8.2
Other		65.2	54.7
Other - related party	25	5.4	7.0
Total		**1,708.7**	**2,844.2**
Cost of sales		1,564.2	2,675.4
Selling, general and administrative expenses		144.5	168.8
Total		**1,708.7**	**2,844.2**

[1] Freight costs of USD 209.5 million for the year ended 31 December 2022 have been disaggregated from Raw materials, consumables and finished goods to be consistent with current year presentation.

The decrease in raw materials and consumables and finished goods is primarily driven by the relatively high gas prices for the year ended 31 December 2022.

The depreciation, amortization and impairment expense is split as USD 273.6 million in cost of sales and USD 5.7 million in selling, general and administrative expenses (2022: USD 253.8 million and USD 12.5 million respectively)

21.2 Employee benefit expenses

$ millions	2023	2022
Wages and salaries	143.0	149.7
Employee incentives	35.4	32.0
Pension and social security costs	12.1	12.2
Other employee expenses	48.9	35.6
Total	**239.4**	**229.5**
Cost of sales	146.8	134.3
Selling, general and administrative expenses	92.6	95.2
Total	**239.4**	**229.5**

During the financial year ended 31 December 2023, the average number of staff employed in the Group converted into full-time equivalents was 2,721 employees (2022: 2,756 employees).

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

22. Net finance cost

$ millions	Note	2023	2022
Interest income		16.0	1.5
Interest income from related party		0.3	-
Finance income[1]		**16.3**	**1.5**
Interest expense and other financing costs on financial liabilities measured at amortized cost		(116.5)	(79.9)
Interest expense related parties	25	(2.9)	(3.3)
Finance cost[1]		**(119.4)**	**(83.2)**
Net foreign exchange loss[1]		**(19.6)**	**(44.1)**
Net finance cost recognized in profit or loss		**(122.7)**	**(125.8)**

[1] Foreign exchange gains of USD 65.6 million and foreign exchange losses of USD 109.7 million previously classified in the 2022 consolidated financial statements within finance income and finance costs respectively have been netted off and presented separately as net foreign exchange gain/loss to conform to the presentation adopted in these consolidated financial statements.

23. Capital commitments

$ millions	2023	2022
UAE	98.7	64.6
Algeria	15.4	6.7
Egypt	38.4	7.4
Total	**152.5**	**78.7**

23. Capital commitments continued

Capital commitments mainly relate to future costs on turnarounds and maintenance at the Group's plants, the construction of a low-carbon ammonia plant in the MENA region and other green initiatives.

There have been no significant changes in commitments and contingencies as compared to the situation as described in the consolidated financial statements for the year ended 31 December 2022 except for the following:

Low-carbon ammonia plant

On 18 January 2023, a Shareholders' Agreement was signed relating to the formation of a company for the development and operation of a low-carbon ammonia production plant at the Ruwais Derivative and Industrial Complex. Following this, on behalf of the project, the Company has signed the Engineering, Procurement and Construction ('EPC') contract with Tecnimont S.P.A.

The Engineering phase is ongoing and on 13 February 2023, the Company initiated the Procurement phase which increases its commitments by approximately USD 100 million. The Group's share of costs is expected to be 30% eventually following the creation of the company and novation of the EPC contract to it.

Notes to the consolidated Financial Statements continued
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24. Earnings per share

	2023	2022
i. Basic		
Net profit attributable to shareholders ($ million)	348.9	1,249.5
Weighted average number of ordinary shares (million)	8,301.3	8,301.3
Basic earnings per ordinary share ($)	**0.042**	**0.151**
ii. Diluted		
Net profit attributable to shareholders ($ million)	348.9	1,249.5
Weighted average number of ordinary shares (million)	8,301.3	8,301.3
Diluted earnings per ordinary share ($)	**0.042**	**0.151**

Weighted average number of ordinary shares calculation:

$ millions	2023	2022
Ordinary shares outstanding at 1 January and 31 December	**8,301.3**	**8,301.3**

There are no potential dilutive shares.

25. Related party transactions

Transactions with related parties – normal course of business

Transactions with related parties occur when a relationship exists between the party and the Company, their directors and its key management personnel. In the normal course of business, the Company buys and sells goods and services from and to various related parties (including associates) within the Group.

Fertiglobe has related party transactions with its shareholders OCI group and also with ADNOC group through Ruwais Fertilizers Industries LLC ("Fertil"). Fertil uses ADNOC gas to produce its fertilizers and sells a small portion of its products to other subsidiaries.

The transactions with the following entities of ADNOC group are presented in the financial statements as related party transactions:

- Abu Dhabi National Oil Company - "ADNOC"
- Abu Dhabi Oil Refining Company - ADNOC refining
- Abu Dhabi National Oil Company Gas Processing - ADNOC Gas processing
- Abu Dhabi Polymers Company Ltd. ("Borouge")
- Abu Dhabi National Oil Company Logistics and Services
- Abu Dhabi National Oil Company LNG
- Abu Dhabi Petroleum Ports Operating Company ("IRSHAD")
- Abu Dhabi National Oil Company Sour Gas ("Al Hosn")
- Abu Dhabi Company for Onshore Petroleum Operations Ltd

The Group applied IAS 24 exemption with regards to disclosure of transactions with Abu Dhabi Government, being the beneficial owner of ADNOC. During the year there were no significant transactions (2022: no significant transactions) with the Government related entities except for transactions within the normal course of business with state-owned banks. At 31 December 2023, the Group's bank balances and borrowings with state-owned banks were USD 66.7 million and USD 653.0 million respectively (2022: USD 1.9 million and USD 474.0 million respectively) .

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

25. Related party transactions continued

The transactions with the following entities of the OCI Group are presented in the financial statements as related party transactions:

- OC PLC
- OCI N.V.
- OCI Fertilizer B.V.
- OCI Intermediate B.V.
- OCI Overseas Holding
- OCI MENA Fertilizers Ltd
- OCI Nitrogen
- OCI Fertilizers USA
- OCI Personnel B.V.
- OCI Egypt
- N-7 LLC
- OCI UK

The following is a list of significant related party transactions and outstanding amounts as at 31 December 2023:

2023 Related party $ millions	Relation	Trade and other receivables	Trade and other payables	Revenue and other income	Purchases and net recharges	Net Finance cost
OCI Nitrogen	OCI Group	0.4	0.2	102.1	(3.6)	-
N-7 LLC	OCI Group	-	-	10.5	(6.7)	-
OCI Fertilizer B.V.	OCI Group	5.0	14.6	-	-	-
OCI N.V.	OCI Group	0.1	1.8	-	(0.5)	-
OCI Personnel B.V.	OCI Group	-	1.3	-	(0.2)	-
OCI UK	OCI Group	-	0.1	-	-	-
ADNOC	ADNOC	18.6	24.6	-	(203.9)	(2.9)
ADNOC refining	ADNOC	-	6.6	-	(44.2)	-
ADNOC Gas processing	ADNOC	-	0.1	-	(1.7)	-
Abu Dhabi Polymers Ltd. (Borouge)	ADNOC	0.2	-	1.5	-	-
ADNOC subsidiaries[1]	ADNOC	0.1	0.1	-	-	-
Orascom Construction Egypt	Others	-	2.3	-	-	-
Egypt Green Hydrogen	Others	3.6	-	-	-	0.3
Total		**28.0**	**51.7**	**114.1**	**(260.8)**	**(2.6)**

[1] Full list is disclosed in the previous paragraph.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

25. Related party transactions continued

The Group leases land, office space and employee accommodation from Abu Dhabi National Oil Company - "ADNOC", the lease obligation amount is USD 61.5 million in 2023 (2022: USD 70.7 million).

Also, refer to note 26 for related party transactions with regards to OCI S.A.E. tax dispute.

In addition to the related party transactions in the table above, the Company incurs certain operating expenses for immaterial amounts in relation to services provided by related parties.

Due to the related party nature of above transactions, the terms and conditions may not necessarily be the same as transactions negotiated between third parties. Management believes that the terms and conditions of all transactions with our related parties are generally no less favorable to either party than those that could have been negotiated with unaffiliated parties with respect to similar services.

Transactions with related parties – normal course of business

2022 Related party $ millions	Relation	Trade and other receivables	Trade and other payables	Revenue and other income	Purchases and net recharges	Net Finance cost
OCI Nitrogen	OCI Group	2.0	1.1	394.2	0.6	-
OCI Fertilizer B.V.	OCI Group	45.5	-	-	-	-
OCI N.V	OCI Group	0.1	5.9	-	(0.8)	-
OCI Personnel B.V.	OCI Group	-	1.3	-	(1.2)	-
ADNOC	ADNOC	6.9	39.7	-	(184.3)	(3.3)
ADNOC refining	ADNOC	-	5.8	-	(44.1)	-
ADNOC Gas Processing	ADNOC	-	0.1	-	(1.4)	-
Abu Dhabi Polymers Ltd.(Borouge)	ADNOC	0.4	-	2.2	-	-
ADNOC subsidiaries[1]	ADNOC	0.1	-	-	-	-
Orascom Construction Egypt	Others	1.1	-	-	-	-
Egypt Green Hydrogen	Others	1.7	-	-	-	-
Total		**57.8**	**53.9**	**396.4**	**(231.2)**	**(3.3)**

[1] Full list is disclosed in the previous paragraph.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

25. Related party transactions continued

Board Remuneration and Key management personnel compensation

We considered the members of the Board of Directors (Executive and Non-executive), CFO and COO to be the key management personnel as defined in IAS 24 "Related parties". No other benefits or remuneration were provided to or have been entered into with above mentioned key management personnel except as disclosed below.

On 5 April 2023, the Board approved a payment of USD 9.0 million (AED 33.2 million) to the Board of Directors as approved remuneration for the year ended 31 December 2022, in addition to any applicable VAT. This Board remuneration was approved by the shareholders in the Annual General Meeting ("AGM") held on 11 April 2023.

On 11 May 2022, the Board approved a payment of USD 5.3 million (AED 19.4 million) to the Board of Directors as approved remuneration for the year ended 31 December 2021, in addition to any applicable VAT. This Board remuneration was approved by the shareholders in the Annual General Meeting ("AGM") held on 13 June 2022.

The Board remuneration for the year ended 31 December 2023 is being accrued on management's best estimate. A proposal for the remuneration of the Board of Directors for 2023 will be submitted to the shareholders for approval at the upcoming AGM.

The total remuneration of the other key management personnel during the year is as follows:

$ millions	2023	2022
Short term employee benefits	1.5	1.6
Other long term benefits	0.5	0.5
Total[1]	**2.0**	2.1

[1] Currently, the CEO, Ahmed El Hoshy, receives the general Board fees as a member of the Board of Directors and does not receive any additional compensation for his role as CEO of Fertiglobe.

26. Contingencies

Contingent liabilities

Letters of guarantee / letters of credit

The main trading entities of the Group have performance bonds and letters of guarantee provided by HSBC and Mashreq bank amounting to USD 12.3 million for its strategic customers (2022: USD 21.7 million), and they have performance bonds with governments issued by HSBC, QNB and CIB for an amount of USD 11.9 million as at 31 December 2023 (2022: USD 11.8 million).

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26. Contingencies continued

Litigations and claims

In the normal course of business, the Group entities are involved in some arbitration, commercial disputes or court cases as defendants or claimants. These litigations and commercial disputes are carefully monitored by the entities' management and legal counsels, and are regularly assessed with due consideration for possible insurance coverage and recourse rights on third parties. The Group does not expect these proceedings to result in liabilities that have a material effect on the Group's financial position. In cases where it is probable that the outcome of the proceedings will be unfavorable, and the financial outcome can be measured reliably, a provision has been recognized in the consolidated financial statements which is disclosed in note 19 "Provisions". It should be understood that, in light of possible future developments, such as (a) potential additional lawsuits, (b) possible future settlements, and (c) rulings or judgments in pending lawsuits, certain cases may result in additional liabilities and related costs. At this point in time, the Group cannot estimate any additional amount of loss or range of loss in excess of the recorded amounts with sufficient certainty to allow such amount or range of amounts to be meaningful.

Moreover, if and to the extent that the contingent liabilities materialize, they are typically paid over a number of years and the timing of such payments cannot be predicted with confidence. While the outcome of cases, claims and disputes cannot be predicted with certainty, we believe, based upon legal advice and information received, that the final outcome will not materially affect our consolidated financial position but could be material to our results of operations or cash flows in any single accounting period.

Sorfert legal case

On 5 March 2018, the lower criminal court of Oran (Tribunal du pôle pénal spécialisé d'Oran) issued a judgment against Sorfert regarding an alleged violation of exchange control regulations as well as the regulation of public markets and public service delegations. The lower court ordered Sorfert to pay a fine in the amount of 5.5 billion Algerian dinars (about USD 39.9 million) and an officer of the company received a fine of DZD 2.8 billion (about USD 20.0 million). On 7 March 2018, Sorfert lodged an appeal with the Court of Appeal of Oran, Algeria who upheld the verdict against Sorfert in its judgment rendered on 28 November 2018. In January 2019, Sorfert lodged an appeal against this judgment with the Supreme Court. Sorfert disputes the validity of the judgment and continues to vigorously defend its case. To date, no Supreme Court hearing has been scheduled and during the appeal period the enforcement of the judgment is suspended. Various renowned local and international law firm have examined Sorfert legal position. No provision has been recorded by the Group related to this matter.

OCI S.A.E. tax dispute

In October 2012, the Egyptian Tax Authority ("ETA") raised a tax evasion claim against the Group's Egyptian subsidiary, Orascom Construction Industries ("OCI S.A.E"). The tax dispute relates to the sale of OCI S.A.E.'s cement business to Lafarge SA in 2007. Although OCI S.A.E. and its legal and tax advisors believed that the aforementioned transaction was exempted of tax, management entered into a settlement agreement with the ETA whereby EGP 7.1 billion would be paid over a 5-year period. The agreement was followed by payment of a first instalment of EGP 2.5 billion in 2013. Subsequently, OCI S.A.E. was exonerated from the tax claim by the Egyptian Public Prosecutor on 18 February 2014 and additionally by the ETA's Independent Appeals Committee on 4 November 2014. The ETA appealed this decision at the court of first instance.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

26. Contingencies continued

In March 2015, following the decision of the Independent Appeals Committee of 4 November 2014, the ETA reimbursed OCI S.A.E. EGP 1,904 million. In 2016 OCI S.A.E. was required to pay a second instalment of EGP 900 million related to the original settlement agreement of 2013. OCI S.A.E. has lodged a reimbursement claim for this amount.

On 23 January 2023, a judgment was issued in favor of OCI S.A.E. rejecting the appeal of the ETA and on 14 May 2023, the judgment has become irrevocable, as a result the EGP 1.9 billion paid to OCI S.A.E. in 2015 may no longer be reclaimed by the ETA and OCI S.A.E. has a claim of EGP 900 million against the ETA.

On 13 November 2014 OCI N.V. announced that it would transfer its rights to EGP 2.5 billion undue paid tax amounts to an Egyptian development fund. Following the guidance under IAS 37 (constructive obligations), the Group has presented the transfer of rights to the fund as a donation provision in OCI S.A.E., which was set at EGP 1.9 billion representing the amount reimbursed in March 2015.

As part of the demerger of the Engineering and Construction Group that formed Orascom Construction PLC ("OC") in 2015, parties agreed that OCI S.A.E. would retain the reimbursed sum of EGP 1.9 billion and reimbursement claim of EGP 900 million to fulfil the constructive obligation upon final verdict of the case. Any excess liabilities and recoveries were agreed to be shared on a 50:50 basis between OCI N.V. and OC.

As part of the IPO in 2021, OCI N.V. agreed to indemnify all Fertiglobe shareholders in case certain claims (including the above) or the donation payment occurs.

In June 2023, OCI N.V. entered into an agreement with OC to pay the respective 50% share in the reimbursed sum (USD 26.7 million paid in July 2023 which is net of prior payments), to assign 50% in the reimbursement claim against the ETA and split the constructive obligation on a 50:50 basis. As a result of this settlement and due to the devaluation of the EGP the donation provision was reduced to USD 30.9 million.

As at 30 September 2023, Fertiglobe Group management has assessed that it is no longer probable that an outflow of resources will be required to settle the remaining 50% of the constructive obligation. As such, OCI S.A.E's constructive obligation has ceased to exist and the remaining donation provision of USD 30.9 million was released. The indemnity receivable in Fertiglobe PLC was also reduced by USD 30.9 million (the gain on release of the provision has been offset with the loss on reduction of the indemnity receivable and is presented on net basis in the statement of profit or loss), Fertiglobe PLC remains liable towards OCI N.V under the indemnification agreement for any tax proceeds collected by OCI S.A.E related to this case. This is a material non-cash transaction during the period.

Contingent assets

A sequence of historical transactions resulted in (gross) deductible temporary tax differences of USD 1.4 billion. However, due to a difference in interpretation of local tax regulations, the deductible temporary differences do not currently meet the recognition criteria of IAS 12/ IFRIC 23. The group company concerned is currently under examination of the tax authorities in the respective jurisdiction. Management expects a conclusion on the tax audit within the next twelve months (refer note 10).

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

26. Contingencies continued

Sorfert gas contract

During the year 2023, the initial 10-year gas price stability period lapsed as per the gas supply contract with Sonatrach (who is also a 49.01% shareholder of Sorfert). The Group has commenced negotiations with Sonatrach. Any new price agreed shall be retroactively effective from the lapse of the 10-year gas stability period.

27. List of subsidiaries and associates

Companies	Country	Percentage of interest	Consolidation method
Sorfert Algérie SPA ("Sorfert")	Algeria	50.99	Full
Ruwais Fertilizer Industries -Sole Proprietorship LLC ("Fertil")	UAE	100.00	Full
Fertilizers 1 Holding Ltd[1]	UAE - ADGM	100.00	Full
OCIFERT ME Holding[1]	UAE - ADGM	100.00	Full
Fertilizers 2 Holding Ltd	UAE - ADGM	100.00	Full
Fertilizers Exports Holding[1]	UAE - ADGM	100.00	Full
Fertiglobe Distribution Ltd	UAE - ADGM	100.00	Full
Fertiglobe Fertilizer Trading Limited	BVI	100.00	Full
Middle East Petrochemical Corporation Ltd ("MEPCO")	Cayman	100.00	Full
Orascom Construction Industries S.A.E.	Egypt	99.97	Full
Egypt Basic Industries Corporation S.A.E. ("EBIC")	Egypt	75.00	Full
OCI MEPCO Holding Ltd	BVI	100.00	Full
Fertiglobe MENA B.V.	Netherlands	100.00	Full
Egyptian Fertilizers Company S.A.E. ("EFC")	Egypt	100.00	Full
Fertiglobe France SAS	France	100.00	Full
Fertiglobe Green Investment L.L.C.	UAE	100.00	Full
National Company for Operation Maintenance and Engineering Services LLC	Egypt	100.00	Full
Amiral Ammonia Overseas Ltd	BVI	100.00	Full
PSK Holdings Ltd	Cayman	100.00	Full
OCI Fertilizer Trade & Supply B.V.	Netherlands	100.00	Full
Fertiglobe Services L.L.C.[2]	Egypt	100.00	Full
Fertiglobe International Trading L.L.C.[2]	UAE - ADADZ	100.00	Full
Egypt Green Hydrogen S.A.E.	Egypt	20.00	Equity
Ammonia Project Company RSC Ltd[2]	UAE	30.00	Equity

[1] The Group transferred all assets and obligations from these entities to other group entities and closed these entities in 2022.

[2] Incorporated during the year.

Notes to the consolidated Financial Statements continued
FOR THE YEAR ENDED 31 DECEMBER

28. Subsequent events
The Group performed a review of events subsequent to the reporting date up to the date the financial statements were issued and determined that there were no other material events requiring recognition or disclosure in the financial statements, apart from those disclosed below:

Dividends H2 2023
On 14 February 2024, the Board approved dividends of USD 200 million (equivalent of USD 0.024 per share) for the second half of the year ending 31 December 2023. These dividends will be presented to shareholders for approval at the next Annual General Meeting and is expected to be paid in April 2024.

Devaluation of the Egyptian Pound
On 6 March 2024, the Central Bank of Egypt announced a substantial increase to the interest rate and a transition to a floating exchange rate for the currency. This resulted in the devaluation of the Egyptian Pound against the US Dollar to approximately 0.0203 USD per EGP. This is a non-adjusting subsequent event. Refer to note 6 for the Group's exposures in EGP and related sensitivity.

07

APPENDIX I:
SUSTAINABILITY

Methodological Note

Reporting Criteria

The ESG information included in this report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, ADX Standards, and self-developed reporting criteria as disclosed in this report. We comply with the local requirements of the UAE and have taken the SASB standards and recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) into account.

Boundaries and Scope

The scope of the ESG information in this report covers Fertiglobe Group during the fiscal year ending 31 December 2023, unless differently stated, focusing on the material topics for Fertiglobe and its subsidiaries. This scope is the same as the previous year's report, and data is disclosed on a yearly basis.

Environmental boundaries reflect the financial consolidation approach and refer to our production facilities located in Algeria, the UAE, and Egypt, excluding head offices since they have negligible impacts on environmental performance.

Production Boundaries

Gross ammonia and urea production is calculated on a nutrient ton basis. We believe this most accurately reflects the nitrogen content of our production portfolio, eliminates the possibility of double counting urea production, and normalizes for annual fluctuations in our product mix.

Health and Safety

Occupational safety and health indicators are calculated both for employees and contractors and follow the US-OSHA definitions. The Process Safety Incidents (PSIs) follow the CEFIC/ICCA guidelines.

GHG Intensity

The GHG Intensity is calculated according to two methodologies: GHG Protocol and EU ETS. In the latter case, we consider as part of GHG intensity numerator, other than the Scope I and II emissions as per GHG protocol, also the CO_2 used in the production of urea and other downstream processes, which is defined as Scope 3 per the GHG Protocol. By including the CO_2 that goes into downstream processes here, we eliminate the fluctuations that may occur when we make any changes or experience downtime in our downstream product mix, thus presenting a transparent view of the CO_2 produced when making ammonia.

Scope 1 and 2 GHG Emissions

We use the following emission factors:

- Steam reforming for Energy Intensity and GHG emissions from the prospective scenarios for the Chemical and Petrochemical Industry from JRC 2017.
- Global Warming Potential (GWP) values from the IPCC AR 4 report to convert N_2O and CH_4 data to CO_2e.
- For the conversion of electricity to CO_2e, IEA 2019 factors are utilized for data from 2019 to 2022, while IEA 2023 factors are employed for the conversion of electricity to CO_2e specifically for the 2023 data.

Water in our Operations

- Water withdrawal is the sum of all water drawn into the boundaries of the site from all sources for any use over the course of the reporting period.
- Water discharge is the sum of effluents and other water leaving the boundaries of the site and released to surface water, groundwater, or third parties.
- Water consumption is the amount of water drawn into the boundaries of the sites and not discharged back to the water environment or a third party.

Water base freshwater and other water withdrawal and discharge on the following assumptions: Groundwater = other water; Seawater = other water; Surface water = freshwater.

Air Emissions

Air emissions are measured the following ways:

- If available, via direct trustworthy measurement devices, which are calibrated regularly per required frequencies.
- If available, regular calibrated stack testing results.
- If not available, calculated via standard emission factors based on site-specific factors or published emission factors (EPA AP-42). For SO_x the Sulphur (H_2S) content in the gas is the basis multiplied by the gas volume.

Employees Professional Categories, Turnover and Hires

- Top Management and Senior Leadership are defined as one and two levels below COO (Corporate level) and CEO (OpCos level), excluding all secretarial and executive support staff in order to not inflate female diversity statistics.
- Middle Management positions are defined as all roles one level below Top Management.
- Staff positions are defined as all the other organizational positions below Middle Management roles.
- The employee turnover is the aggregate of the number of employees who leave voluntarily or due to dismissal, retirement, or death in service. The denominator of the employee turnover and hires rates is the total headcount per 31st of December 2023.

Responsible Business Practices

A compliance concern is defined as a potential violation of our Code of Conduct. The 2022 figures include both compliance related concerns and HR grievances. As of 2023, Fertiglobe only reports compliance concerns (excluding HR grievances).

Restatements of Information

Any changes or updates in the reported ESG performance data due to the application of different reporting methodologies, a revised scope or developments in the organization, result in a full review and adjustment of prior year data to ensure comparability of information over time unless differently stated.

External Assurance

While our non-financial information is not externally assured, it is reviewed and verified by senior leads of relevant functions, including the internal audit and corporate HSE teams, senior management, and corporate function heads.

This report has been published on April 29, 2024.

ESG Performance Summary

Disclosure	UoM	2021	2022	2023	Reference
Environment					
Energy					
Total non-renewable electricity consumption (purchased)	TJ	2,256	848	895	GRI 302-1
Total renewable electricity consumption (purchased)	TJ	0	1,543	1,544	GRI 302-1
Total electricity consumption	TJ	2,256	2,392	2,439	GRI 302-1, ADX E3
Total energy consumption for ammonia production	TJ	140,627	141,600	140,946	GRI 302-1, RT-CH-130a.1
Total energy consumption within the organization	TJ	161,537	162,654	161,691	GRI 302-1, RT-CH-130a.1
Percentage of non-renewable fuel consumed	%	100%	100%	100%	ADX E5, RT-CH-130a.1
Percentage of renewable electricity consumed	%	0	65%[1]	63%	ADX E5, RT-CH-130a.1
Percentage of non-renewable electricity consumed	%	0	35%	37%	ADX E5
Total Production	MN-ton	3.1	3.0	3.1	GRI 302-3, ADX E4, RT-CH-000.A
Energy intensity ratio for the organization (ammonia)	GJ/ton gross product ammonia	37.76	38.44	37.37	GRI 302-3, ADX E4
Energy intensity ratio for the organization (ammonia+urea)	GJ/Ntons	52.7	53.6	52.1	GRI 302-3, ADX E4
GHG Emissions					
Scope 1 GHG direct emissions	Mt CO_2e	5.80	5.87	5.58	GRI 305-1, ADX E1, RT-CH-110a.1
Scope 2 (Total Gross market-based energy) indirect GHG emissions	Mt CO_2e	0.35	0.13	0.13	GRI 305-2, ADX E1
Scope 3 GHG emissions CO_2 to downstream	Mt CO_2e	3.19	3.18	3.43	GRI 305-3

[1] 2022 value has been restated due to a change in the methodology. The perimeter of Renewable Electricity Certificates bought in 2022 and 2023 is the same, covering 100% of the electricity purchased in our UAE and Egypt sites.

Disclosure	UoM	2021	2022	2023	Reference
Environment					
Total GHG emission (scope 1+2)	Mt CO_2e	6.15	6.00	5.70	
Total GHG emissions – EU ETS (scope 1+2+downstream)	Mt CO_2e	9.35	9.18	9.13	
GHG emissions intensity ratio (scope 1+2)	ton CO_2e/N-ton	2.01	1.98	1.84	GRI 305-4, ADX E1
GHG emissions intensity ratio (scope 1+2+downstream)	ton CO_2e/N-ton	3.05	3.03	2.94	GRI 305-4, ADX E2
Scope 3 GHG emissions	Mt CO_2e	NPR[2]	NPR	18.07	GRI 305-3, ADX E1
Scope 1 emissions covered under emissions limiting regulations	% (Scope 1 - Direct)	0%	0%	0%	RT-CH-110a.1
Non-GHG Emissions					
NO_x	t	2,098	2,020	2,313	GRI 305-7, RT-CH-120a.1
SO_x	t	108	107	32	GRI 305-7, RT-CH-120a.1
Total volatile organic compounds (VOC)	t	22	29	173	GRI 305-7, RT-CH-120a.1
Total non-GHG emissions	t	2,228	2,156	2,518	ADX E2
Total non-GHG intensity ratio	t/N-tons	42.3	40.2	48.4	ADX E2
Effluents and Waste					
Hazardous waste reused, recycled, or recovered	kt	0.17	0.71	0.75	GRI 306-3, RT-CH-150a.1
Hazardous waste treated or disposed of	kt	1.08	0.63	0.69	GRI 306-3, RT-CH-150a.1
Non-hazardous waste reused, recycled, or recovered	kt	0.62	0.15	0.31	GRI 306-3
Non-hazardous waste treated or disposed of	kt	0.60	1.19	1.23	GRI 306-3
Total	**kt**	**2.47**	**2.68**	**2.98**	**GRI 306-3**

Disclosure	UoM	2021	2022	2023	Reference
Environment					
Water					
Water Withdawal[2]					
Groundwater – Other water	M m^3	9.08	6.82	10.16	GRI 303-3, RT-CH-140a.1
Seawater – Other water	M m^3	42.9	46.51	40.74	GRI 303-3, RT-CH-140a.1
Third-party – Freshwater	M m^3	7.26	6.05	0	GRI 303-3, RT-CH-140a.1
Third-party – Other water	M m^3	3.31	3.12	11.16	GRI 303-3, RT-CH-140a.1
Total Water Withdrawal	**M m^3**	**51.98**	**62.50**	**62.06**	**GRI 303-3, RT-CH-140a.1**
Water withdrawn in regions with High or Extremely High Baseline Water Stress	%	100	100	100	GRI 303-3, RT-CH-140a.1
Water Discharge[2]					
Groundwater – Other water	M m^3	2.35	1.76	3.25	GRI 303-4, RT-CH-140a.1
Seawater – Other water	M m^3	37.42	38.93	31.01	GRI 303-4, RT-CH-140a.1
Third-party – Other water	M m^3	0	0	0.72	GRI 303-4, RT-CH-140a.1
Total water discharge	**M m^3**	**39.77**	**40.69**	**34.98**	**GRI 303-4, RT-CH-140a.1**
Water discharge in regions with High or Extremely High Baseline Water Stress	%	100	100	100	GRI 303-4, RT-CH-140a.1
Water – Consumed and Stored					
Total water consumption	M m^3	12.21	21.81	27.08	GRI 303-5, ADX E6, RT-CH-140a.1
of which water reclaimed, reused/recycled (irrigation, wastewater recovery/treatment units)	M m^3	NPR	NPR	1.58	ADX E6
of which water stored	M m^3	0.03	0.03	0.51	GRI 303-5
Water consumed in regions with High or Extremely High Baseline Water Stress	%	100	100	100	GRI 303-5, RT-CH-140a.1
Non-compliance					
Water-related permit exceedances	#	0	0	0	RT-CH-140a.2
Number of incidents of non-compliance with water discharge limits	#	0	0	0	GRI 303-4
Water Intensity					
Water intensity (consumption)	M m^3/N-ton	3.98	7.19	8.72	

[2] 2021 and 2022 water withdrawal and discharge data have been restated to ensure better alignment with GRI reporting criteria.

Disclosure	UoM	2021	2022	2023	Reference
Health and Safety					
Health and Safety - Employees					
% of employees who are covered by the occupational health and safety management system	#	100%	100%	100%	
Total recordable injuries (TRI)	**#**	**8**	**5**	**2**	**GRI 403-9, ADX S7**
Total recordable injury rate (TRIR)	# Per 200,000 hours worked	0.32	0.19	0.07	GRI 403-9, ADX S7, RT-CH-320a.1
Total high-consequence work-related injuries	**#**	**0**	**0**	**0**	**GRI 403-9**
Rate of high-consequence work-related injuries (excluding fatalities)	# Per 200,000 hours worked	0	0	0	GRI 403-9
Lost time injuries Rate (LTIR)	# Per 200,000 hours worked	0.20	0	0.07	
Fatality (result of work-related injury)	#	0	0	0	GRI 403-9, ADX S7, RT-CH-320a.1
Rate of fatalities (result of work-related injury)	# Per 200,000 hours worked	0	0	0	GRI 403-9
Health and Safety - Contractors					
% of non-employees who are covered by the occupational health and safety management system	#	100%	100%	100%	
Total recordable injuries (TRI)	**#**	**4**	**7**	**3**	**GRI 403-9, ADX S7, RT-CH-320a.1**
Total recordable injury rate (TRIR)	# Per 200,000 hours worked	0.22	0.41	0.20	GRI 403-9, ADX S7
Total high-consequence work-related injuries	**#**	**1**	**0**	**0**	**GRI 403-9**

Disclosure	UoM	2021	2022	2023	Reference
Health and Safety					
Rate of high-consequence work-related injuries (excluding fatalities)	# Per 200,000 hours worked	0	0	0	GRI 403-9
Lost time injuries rate (LTIR)	# Per 200,000 hours worked	0.17	0.06	0.13	
Fatality (result of work-related injury)	#	1	0	0	GRI 403-9, ADX S7, RT-CH-320a.1
Rate of fatalities (result of work-related injury)	# Per 200,000 hours worked	0.06	0	0	GRI 403-9
Health and Safety - Total					
Total recordable injuries (TRI) - total	#	12	12	5	GRI 403-9
Total Recordable Injury Rate (TRIR) - total	Per 200,000 hours worked	0.28	0.27	0.12	GRI 403-9
Lost Time Injury Rate (LTIR) - total	Per 200,000 hours worked	0.19	0.02	0.10	
Process safety incidents (PSI)	#	14	7	8	RT-CH-540a.1
Process Safety Total Incident Rate (PSIR)	Per 200,000 hours worked	0.33	0.16	0.19	RT-CH-540a.1
Environmental Incidents (EI)	#	0	0	0	
Environmental Incident Rate (EIR)	Per 200,000 hours worked	0	0	0	
Health and Safety - Impacts of Products & Services					
Total number of incidents of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty	#	0	0	0	GRI 416-2
Total number of incidents of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a warning	#	0	0	0	GRI 416-2
Total number of incidents of non-compliance with voluntary codes concerning the health and safety impacts of products and services	#	0	0	0	GRI 416-2

Disclosure	UoM	2021	2022	2023	Reference
Product Stewardship					
Product Design for Use-Phase Efficiency					
Revenue from products designed for use-phase resource efficiency	$	0	0	0	RT-CH-410a.1
Chemical Stewardship					
Percentage of products by revenue that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	%	25.30%	32.12%	27.52%	RT-CH-410b.1
Percentage of such products by revenue that have undergone a hazard assessment	%	100%	100%	100%	RT-CH-410b.1
Genetically Modified Organisms (GMOs)					
Percentage of products by revenue that contain GMOs	%	0	0	0	RT-CH-410c.1

Responsible Business Practices					
Compliance[3]					
Compliance concerns	#	10	38	11	
Compliance concerns investigated	#	10	38	11	
Compliance concerns closed as substantiated	#	NPR*	13	1	
Compliance concerns closed as unsubstantiated	#	NPR*	24	10	
Compliance concerns open	#	NPR*	1	0	
Substantial compliance concerns	#	0	13	0	
Anonymous notifications via hotline	#	2	0	8	
Substantiated incidents of discrimination	#	0	0	0	GRI 406-1
Confirmed incidents of corruption	#	0	0	0	GRI 205-3
Substantiated complaints concerning breaches of customer privacy and losses of customer data	#	0	0	0	GRI 418-1

[3] The 2022 and 2021 figures include both compliance related concerns and HR grievances. As of 2023, Fertiglobe only reports compliance concerns (excluding HR grievances).

Disclosure	UoM	2021	2022	2023	Reference
Governance					
Diversity					
Number of male employees within the organization's governance bodies	#	10	10	10	GRI 405-1, ADX G.1
Number of female employees within the organization's governance bodies	#	1	1	1	GRI 405-1, ADX G.1
Number of employees under 30 years old within the organization's governance bodies	#	0	0	0	GRI 405-1
Number of employees between 30–50 years old within the organization's governance bodies	#	7	7	7	GRI 405-1
Number of employees above 50 years old within the organization's governance bodies	#	4	4	4	GRI 405-1
Percentage of male employees within the organization's governance bodies	%	91	91	91	GRI 405-1
Percentage of female employees within the organization's governance bodies	%	9	9	9	GRI 405-1
Percentage of employees under 30 years old within the organization's governance bodies	%	0	0	0	GRI 405-1
Percentage of employees between 30–50 years old within the organization's governance bodies	%	64	64	64	GRI 405-1
Percentage of employees above 50 years old within the organization's governance bodies	%	36	36	36	GRI 405-1

Disclosure	UoM	2023[4]	Reference
Human Capital			
Headcount			
Total male employees (gender) in FTE	#	2,474	GRI 2-7
Total female employees (gender) in FTE	#	245	GRI 2-7
Total employees in FTE in UAE	#	776	GRI 2-7
Total employees in FTE in Egypt	#	1,113	GRI 2-7
Total employees in FTE in Algeria	#	830	GRI 2-7
Total employees in FTE	**#**	**2,719**	**GRI 2-7**
Total male employees (gender) in headcount	#	2,476	GRI 2-7
Total female employees (gender) in headcount	#	245	GRI 2-7
Total employees in headcount in UAE	#	777	GRI 2-7
Total employees in headcount in Egypt	#	1,113	GRI 2-7
Total employees in headcount in Algeria	#	831	GRI 2-7
Total employees in headcount	**#**	**2,721**	**GRI 2-7**
Percentage of male employees	**%**	**91**	**GRI 405-1, ADX S4**
Percentage of female employees	**%**	**9**	**GRI 405-1, ADX S4**
Total male permanent employees in headcount	#	2,322	GRI 2-7
Total female permanent employees in headcount	#	237	GRI 2-7
Total permanent employees in headcount	**#**	**2,559**	**GRI 2-7**
Total male temporary employees in headcount	#	154	GRI 2-7
Total female temporary employees in headcount	#	8	GRI 2-7

[4] 2023 data collection methodology was improved to ensure better alignment to GRI and ADX Standards, and new KPIs have been added to ensure more transparency in our Human Capital Reporting, thus 2022 and 2021 data are not reported given the difference in the methodology.

Disclosure	UoM	2023	Reference
Human Capital			
Total temporary employees in headcount	**#**	**162**	**GRI 2-7**
Total male full-time employees in headcount	#	2,473	GRI 2-7
Total female full-time employees in headcount	#	245	GRI 2-7
Total full time employees in headcount	**#**	**2,718**	**GRI 2-7**
Total male part-time employees in headcount	#	3	GRI 2-7
Total female part-time employees in headcount	#	0	GRI 2-7
Total part time employees in headcount	**#**	**3**	**GRI 2-7, ADX S3, S5**
Percentage of total headcount held by part-time employees	**%**	**0.11**	**ADX S5**
% National employees in Fertil headcount	**%**	**57**	**ADX S11**
Turnover in the Headcount			
Total turnover under 30 years old	#	2	GRI 401-1
Total turnover between 30–50 years old	#	80	GRI 401-1
Total turnover over 50 years old	#	59	GRI 401-1
Total male turnover	#	125	GRI 401-1
Total female turnover	#	16	GRI 401-1
Total number of employee turnover	**#**	**141**	**GRI 401-1**
Rate of employee turnover	**Rate**	**5.18**	**GRI 401-1, ADX S3**

Disclosure	UoM	2023	Reference
Human Capital			
New Hires			
Total new hires under 30 years old in headcount	#	20	GRI 401-1
Total new hires between 30–50 years old in headcount	#	92	GRI 401-1
Total new hires over 50 years old in headcount	#	16	GRI 401-1
Total male new hires in headcount	#	102	GRI 401-1
Total female new hires in headcount	#	26	GRI 401-1
Total number of new hires in headcount	**#**	**128**	**GRI 401-1**
Rate of new hires in headcount	**Rate**	**4.70**	**GRI 401-1**
Employee Diversity			
Top Management[5]			
Percentage of male employees at top management	%	85	GRI 405-1, ADX S4
Percentage of female employees at top management	%	15	GRI 405-1, ADX S4
Percentage of employees under 30 years old at top management level	%	0	GRI 405-1
Percentage of employees between 30–50 years old at top management level	%	71	GRI 405-1
Percentage of employees above 50 years old at top management level	%	29	GRI 405-1
Mid-level Position[5]			
Percentage of male employees at Mid-level position	%	72	GRI 405-1, ADX S4
Percentage of female employees at Mid-level position	%	28	GRI 405-1, ADX S4
Percentage of employees under 30 years old at Mid-level position	%	0	GRI 405-1
Percentage of employees between 30–50 years old at Mid-level position	%	71	GRI 405-1
Percentage of employees above 50 years old at Mid-level position	%	29	GRI 405-1
Staff[5]			
Percentage of male employees at staff level	%	92	GRI 405-1, ADX S4
Percentage of female employees at staff level	%	8	GRI 405-1, ADX S4
Percentage of employees under 30 years old at staff level	%	7	GRI 405-1
Percentage of employees between 30-50 years old at staff level	%	77	GRI 405-1
Percentage of employees above 50 years old at staff level	%	16	GRI 405-1

[5] Please refer to the Methodological Note for more information on employees professional categories definitions.

Disclosure	UoM	2023	Reference
Human Capital			
Compensation			
Average annual employee compensation	$k	84.4	
Years of Service			
% of employees with 0–5 years of service in headcount	%	20	
% of employees with 6–10 years of service in headcount	%	15	
% of employees with 11–20 years of service in headcount	%	55	
% of employees with 21+ years of service in headcount	%	10	
Technical Employees			
Total technical male employees in headcount	#	1,779	GRI 405-1
Total technical female employees in headcount	#	45	GRI 405-1
Total technical employees in headcount	**#**	**1,824**	**GRI 405-1**
Total non-technical male employees in headcount	#	697	GRI 405-1
Total non-technical female employees in headcount	#	200	GRI 405-1
Total non-technical employees in headcount	**#**	**897**	**GRI 405-1**
Collective Bargaining Agreements			
Percentage of employees covered by collective bargaining agreements	%	31%	GRI 2-30

Global Reporting Initiative (GRI) Content Index

Statement of Use	Fertiglobe has reported in accordance with the GRI Standards for the period 1/1/2023 - 31/12/23
GRI 1 used	Foundation 2021

GRI Standard		**Reference**
General Disclosures	**Disclosure**	
GRI 2: General Disclosures 2021	2-1 Organizational details	Fertiglobe at a Glance, page 6
	2-2 Entities included in the organization's sustainability reporting	Methodological Note, page 201
	2-3 Reporting period, frequency and contact point	Methodological Note, page 201. Contact point: sustainability@fertiglobe.com
	2-4 Restatements of information	ESG Performance Summary, pages 202, 204
	2-5 External assurance	Methodological Note, page 201
	2-6 Activities, value chain and other business relationships	Strategic report, pages 26-36
	2-7 Employees	ESG Performance Summary, pages 209-210
	2-8 Workers who are not employees	Data pertaining to non employees are not currently available across all subsidiaries. Fertiglobe is committed to disclose those data in the next reporting cycles.
	2-9 Governance structure and composition	ESG Governance, page 83 Corporate Governance Report, pages 101-104, 107-112 BoD Stakeholder representation: 4 ADNOC members, 4 OCI members, 3 independent members.
	2-10 Nomination and selection of the highest governance body	Corporate Governance Report, pages 109-110
	2-11 Chair of the highest governance body	The chair of the highest governance body is not a senior executive in the organization.
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance, page 83
	2-13 Delegation of responsibility for managing impacts	ESG Governance, page 83
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance, page 83

General Disclosures		
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Corporate Governance, page 117
	2-16 Communication of critical concerns	Corporate Governance, pages 96-97
	2-17 Collective knowledge of the highest governance body	Corporate Governance report, page 110
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance report, pages 109-110
	2-19 Remuneration policies	Corporate Governance report, page 114-116
	2-20 Process to determine remuneration	Corporate Governance report, page 114-116
	2-21 Annual total compensation ratio	Social Value, page 71 Corporate Governance Report, page 115
	2-22 Statement on sustainable development strategy	A Message from Our Chairperson, pages 4-5 CEO Message, pages 14-15
	2-23 Policy commitments	Social Value, pages 72, 80 Responsible Business Practices, pages 84-85 Risk Management & Compliance, pages 98-99
	2-24 Embedding policy commitments	Social Value, pages 72, 80 Responsible Business Practices, pages 84-85 Risk Management & Compliance, pages 98-99
	2-25 Processes to remediate negative impacts	Social Value, pages 72, 80 Responsible Business Practices, pages 84-85 Risk Management & Compliance, pages 96
	2-26 Mechanisms for seeking advice and raising concerns	Risk Management & Compliance, page 96
	2-27 Compliance with laws and regulations	Fertiglobe has had 0 instances of non-compliance with laws and regulations and no fines have been paid for non-compliances during the reporting period.
	2-28 Membership associations	Stakeholder Engagement, page 42
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, pages 42-43
	2-30 Collective bargaining agreements	One Fertiglobe, One Team, page 72

Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment, pages 44-46
	3-2 List of material topics	Materiality Assessment, pages 45-46
Local Community Engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Communities, pages 78-80
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Our Communities, page 78
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Procurement Practices, page 80
Responsible Business Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics, pages 84-85
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	ESG Performance Summary, page 207 Business Ethics, pages 84-85
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Performance Summary, page 207
Climate Change Action		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Climate Change, pages 49-52
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Performance Summary, page 202
	302-3 Energy intensity	ESG Performance Summary, page 202
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Performance Summary, page 202
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Performance Summary, page 202
	305-3 Other indirect (Scope 3) GHG emissions	ESG Performance Summary, page 203
	305-4 GHG emissions intensity	ESG Performance Summary, page 203
	305-5 Reduction of GHG emissions	Energy and Climate Change, page 51
Water in Our Operations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water, pages 53-56

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water, pages 53-56
	303-2 Management of water discharge-related impacts	Water, pages 53-56
	303-3 Water withdrawal	ESG Performance Summary, page 204
	303-4 Water discharge	ESG Performance Summary, page 204
	303-5 Water consumption	ESG Performance Summary, page 204
Non-GHG Pollution in our Operations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Other Environmental Impacts, page 58
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	ESG Performance Summary, page 203
Resource Use and Circular Economy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste, page 57
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, page 57
	306-2 Management of significant waste-related impacts	Waste, page 57
	306-3 Waste generated	ESG Performance Summary, page 203
Employee Engagement, Talent, and Development of Our Own Workforce		
GRI 3: Material Topics 2021	3-3 Management of material topics	One Fertiglobe, One Team, pages 69-72
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG Performance Summary, pages 210-211
Health, Safety, and Wellbeing		
GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety, pages 73-77

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, page 73
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, page 74
	403-3 Occupational health services	Health and Safety, page 74
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, page 74
	403-5 Worker training on occupational health and safety	Health and Safety, pages 74, 77
	403-6 Promotion of worker health	Health and Safety, pages 74, 77
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, pages 74, 77
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, page 73
	403-9 Work-related injuries	ESG Performance Summary, pages 205-206
Diversity and Inclusion in Our Own Workforce		
GRI 3: Material Topics 2021	3-3 Management of material topics	One Fertiglobe, One Team, pages 69–72
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	ESG Performance Summary, pages 208-209, 211-212
Human and Labor Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	One Fertiglobe, One Team, pages 69–72
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	ESG Performance Summary, page 207
Product Stewardship		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Stewardship, pages 60–67
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Other Environmental Impacts, page 58
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Performance Summary, page 206

Abu Dhabi Securities Exchange (ADX) Content Index

Area	Disclosure	KPIs	Location/Omissions
Environment	E1 GHG Emissions	E1.1) Total amount in CO_2 equivalents, for Scope 1	ESG Performance Summary, page 202
		E1.2) Total amount, in CO_2 equivalents, for Scope 2	ESG Performance Summary, page 202
		E1.3) Total amount, in CO_2 equivalents, for Scope 3	ESG Performance Summary, page 203
	E2 Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	ESG Performance Summary, page 203
		E2.2) Total non-GHG emissions per output scaling factor	ESG Performance Summary, page 203
	E3 Energy Usage	E3.1) Total amount of energy directly consumed	ESG Performance Summary, page 202
		E3.2) Total amount of energy indirectly consumed	ESG Performance Summary, page 202
	E4 Energy Intensity	Total direct energy usage per output scaling factor	ESG Performance Summary, page 202
	E5 Energy Mix	Percentage: Energy usage by generation type	ESG Performance Summary, page 202
	E6 Water Usage	E6.1) Total amount of water consumed	ESG Performance Summary, page 204
		E6.2) Total amount of water reclaimed	ESG Performance Summary, page 204
	E7 Environmental Operations	E7.1) Does your company follow a formal Environmental Policy?	Energy and Climate Change, pages 48–49
		E7.2) Does your company follow specific waste, water, energy, and/ or recycling polices?	Energy and Climate Change, page 57
		E7.3) Does your company use a recognized energy management system?	Energy and Climate Change, pages 48–49
	E8 Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues?	ESG Governance, page 83
	E9 Environmental Oversight	Does your Board oversee and/ or manage sustainability issues?	ESG Governance, page 83
	E10 Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development	$32.5 MN CapEx invested in 2023, in climate-related infrastructure, resilience, and product development in our fully controlled production plants and strategic partnerships.

Area	Disclosure	KPIs	Location/Omissions
Social	S1 CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	N/A as the current CEO, Ahmed El Hoshy, receives compensation as a member of the Board of Directors but does not receive additional compensation for his activities as CEO of Fertiglobe.
		S1.2) Does your company report this metric in regulatory filings?	No
	S2 Gender Pay Ratio	Ratio: Median male compensation to median female compensation	The current weighted average gender pay gap over the total population is 7%
	S3 Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	ESG Performance Summary, page 210-211
		S3.2) Percentage: Year-over-year change for part-time employees	ESG Performance Summary, page 210-211
		S3.3) Percentage: Year-over-year change for contractors/ consultants	Data pertaining to non employees are not currently available across all subsidiaries. Fertiglobe is committed to report those data in the next reporting cycles
	S4 Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	ESG Performance Summary, page 209
		S4.2) Percentage: Entry- and mid-level positions held by men and women	ESG Performance Summary, page 211
		S4.3) Percentage: Senior- and executive-level positions held by men and women	ESG Performance Summary, page 211
	S5 Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	ESG Performance Summary, page 210
		S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	Data pertaining to non employees are not currently available across all subsidiaries. Fertiglobe is committed to report those data in the next reporting cycles
	S6 Non-Discrimination	Does your company follow nondiscrimination policy?	One Fertiglobe, One Team, page 72
	S7 Injury Rate	Percentage: Frequency of injury events relative to total workforce time	Health and Safety, page 75
	S8 Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy?	Health and Safety, pages 73-74
	S9 Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy?	One Fertiglobe, One Team, page 72
		S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	One Fertiglobe, One Team, page 72
	S10 Human Rights	S10.1) Does your company follow a human rights policy?	One Fertiglobe, One Team, page 72
		S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	One Fertiglobe, One Team, page 72
	S11 Nationalization	Percentage of national employees	ESG Performance Summary, page 210
	S12 Community Investment	Amount invested in the community, as a percentage of company revenues.	Our Communities, page 78

Area	Disclosure	KPIs	Location/Omissions
Governance	G1 Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	ESG Performance Summary, page 208
		G1.2) Percentage: Committee chairs occupied by men and women	Corporate Governance Report, pages 101–104
	G2 Board Independence	G2.1) Does company prohibit CEO from serving as board chair? Yes/No	It is not permissible for the Chair to hold the position of the CEO and vice versa.
		G2.2) Percentage: Total board seats occupied by independent board members	7 board seats are occupied by independent board members, corresponding to 64%
	G3 Incentivized Pay	Are executives formally incentivized to perform on sustainability?	ESG Governance, page 83
	G4 Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No	Procurement Practices, page 80
		G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	18% of Fertiglobe's suppliers have signed the Code of Conduct
	G5 Ethics & Prevention of Corruption	G5.1) Does your company follow an Ethics and/or Prevention of Corruption policy?	Business Ethics, pages 84–85
		G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	Business Ethics, pages 84
	G6 Data Privacy	G6.1) Does your company follow a Data Privacy policy?	Business Ethics, pages 84–85
		G6.2) Has your company taken steps to comply with GDPR rules? Yes/No	Business Ethics, pages 85
	G7 Sustainability Reporting	Does your company publish a sustainability report?	Methodological Note, page 201
	G8 Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks?	Methodological Note, page 201
		Yes/No G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)?	Driving Sustainable Growth, page 41
		G8.3) Does your company set targets and report progress on the UN SDGs? Yes/ No	How We Create Value, page 25
	G9 External Assurance	Are your sustainability disclosures assured or verified by a third party audit firm?	Methodological Note, page 201

Task Force on Climate Related Financial Disclosures (TCFD) Index

GRI indicator	Disclosure	Reference
Governance (a)	Describe the board's oversight of climate-related risks and opportunities	ESG Governance, page 83
Governance (b)	Describe management's role in assessing and managing climate-related risks and opportunities	ESG Governance, page 83
Strategy (a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Climate Change Risks and Opportunities page 52, Risk Management & Compliance, pages 90
Strategy (b)	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	Climate Change Risks and Opportunities, page 52
Strategy (c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Energy and Climate Change, page 49
Risk Management (a)	Describe the organization's processes for identifying and assessing climate-related risks	Risk Management & Compliance, pages 90
Risk Management (b)	Describe the organization's processes for managing climate-related risks	Risk Management & Compliance, pages 90
Risk Management (c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Climate Change Risks and Opportunities, page 52, Risk Management & Compliance, page 90
Metrics and Targets (a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Climate Change Risks and Opportunities, page 52, Risk Management & Compliance, page 90
Metrics and Targets (b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Sustainable Operations, page 51, Risk Management & Compliance, page 90
Metrics and Targets (c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Energy and Climate Change, page 49

Sustainability Accounting Standards Board (SASB) Index

SASB reference	Metric	Category	Unit of measure	Reference
Environment				
GHG gas emissions				
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO_2e, Percentage (%)	page 202
RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions reduction targets and an analysis of performance against those targets	Discussion and analysis	n/a	pages 49-51
Air quality				
RT-CH-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N_2O), (2) SO_x, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	page 203
Energy management				
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	Gigajoules (GJ), Percentage (%)	page 202
Water management				
RT-CH-140a.1	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m^3), Percentage (%)	page 204
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	page 207
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and analysis	n/a	pages 52, 90
Hazardous waste management				
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	page 203

SASB Reference	Metric	Category	Unit of Measure	Reference
Social				
Community relations				
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and analysis	n/a	pages 48-58, 78-80
Workforce health & safety				
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	page 205-206
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Discussion and analysis	n/a	page 74
Product design for use-phase efficiency				
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	page 207
Safety & environmental stewardship of chemicals				
RT-CH-410b.1	(1) Percentage of products by revenue that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products by revenue that have undergone a hazard assessment	Quantitative	Percentage (%) by revenue, Percentage (%)	page 207
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Discussion and analysis	n/a	page 67
Genetically modified organisms				
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	page 67
Operational safety, emergency preparedness & response				

SASB Reference	Metric	Category	Unit of Measure	Reference
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Quantitative	Number	page 207
Governance				
Management of the legal & regulatory environment				
T-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion and analysis	n/a	page 52
Other				
Activity metric				
RT-CH-000.A	Production by reportable segment	Quantitative	Metric tons (t)	page 31

Glossary of Abbreviations and Key Terms

Abbreviations	
ADGM	Abu Dhabi Global Market
ADNOC	Abu Dhabi National Oil Company
AGM or GM	Annual General Meeting of Shareholders
APM	Alternative Performance Measures
BACT	Best Available Control Technology
BN	Billion
CapEx	Capital expenditure
CO_2	Carbon dioxide
CO_2e	Carbon dioxide equivalent
COSO	Committee of Sponsoring Organizations of the Treadway Commission
DEF	Diesel exhaust fluid
EBIC	Egypt Basic Industries Corporation
EBITDA	Earnings Before Interest, Taxes, Depreciation and Amortization
EFC	Egyptian Fertilizers Company
EIR	Environmental incident rate
EPS	Earnings per share
ESG	Environmental, Social, Governance
FCF	Free cash flow
GHG	Greenhouse gas
GJ	Gigajoule
GRI	Global Reporting Initiative
HSE	Health, Safety and Environment
ICF	Internal Control Framework
IEA	International Energy Agency
IFA	International Fertilizer Association
IFRS	International Financial Reporting Standards
IPCC	Intergovernmental Panel on Climate Change

ISCC	International Sustainability & Carbon Certification
ktpa	Thousand tons per annum
LTI	Lost time injury
LTIR	Lost time injury rate
M	Million
M m^3	Million cubic meters
MENA	Middle East and North Africa
MMBTU	Million British thermal unit
MPC	Maximum proven capacity
MT	Million metric tons
N/A	Not applicable
N_2O	Nitrous oxide
NF LoR	Non-financial Letter of Representation
NO_x	Nitrogen oxide
OHSAS	Occupational Health and Safety Assessment Series
OpCO	Operating Company
OSHA	Occupational Safety and Health Administration
PSI	Process safety incident
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goal
SO_2	Sulphur dioxide
STEM	Science, Technology, Engineering, and Maths
TCFD	Task Force on Climate-related Financial Disclosures
TJ	Terajoule
TRIR	Total recordable injury rate
TSR	Total shareholder return
YoY	Year-on-year