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# 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.

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The Fertiglobe Sustainability Report is an extract of the Fertiglobe 2023 Integrated Annual Report. Please refer to the 2023 Annual Report published on [www.fertiglobe.com](http://www.fertiglobe.com) for relevant page and section references.

# Driving Sustainable Growth

## Our Approach

Environmental, social, and governance (ESG) principles are ingrained in our mission and strategic objectives. As Fertigllobe 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.

Fertigllobe'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. Fertigllobe 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, Fertigllobe 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, Fertigllobe 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.

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### 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.

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### 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.


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## 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.



# 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.

 <b>Stakeholders</b>	 <b>Our Approach</b>	 <b>Engagement</b>
<b>Employees</b>	We engage employees in matters through several channels	<ul style="list-style-type: none"> <li>• Internal sessions to determine the materiality of ESG topics involving investor relations, sustainability, compliance, finance, human capital, manufacturing, HSE, procurement, and local teams</li> <li>• Interview and selection training</li> <li>• Diversity and inclusion workshop on inappropriate workplace behavior</li> <li>• 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</li> <li>• Installed D&amp;I focus groups and established a SteerCo, with representatives from all operating companies and head offices, to collect ideas to further accelerate our D&amp;I Roadmap</li> </ul>
<b>Customers</b>	We stay in regular contact with our customers to identify opportunities to collaborate on ESG topics and the selling of green products	<ul style="list-style-type: none"> <li>• 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</li> </ul>
<b>Investors</b>	We interact with our investors on a regular basis also to address ESG topics (e.g. project, HS)	<ul style="list-style-type: none"> <li>• Investor meetings and conferences, conference calls with investors following the publication of results, press releases, and annual general meetings</li> </ul>
<b>Communities</b>	We maintain mutually beneficial relationships with the communities where we operate	<ul style="list-style-type: none"> <li>• Engagement with local community groups and non-profits</li> <li>• Local talent recruitment</li> </ul>
<b>Suppliers</b>	We stay in regular contact with our suppliers, and we maintain a Business Partner Code of Conduct that outlines our expectations toward our suppliers	<ul style="list-style-type: none"> <li>• Organizing tenders and running meetings and interviews with shortlisted vendors to finalize selections</li> </ul>
<b>Industry Bodies</b>	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	<ul style="list-style-type: none"> <li>• Bilateral meetings with elected officials and representatives of the executive branches of national and regional governments and meetings with local market authorities</li> </ul>
<b>Governments</b>	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	<ul style="list-style-type: none"> <li>• Meetings on sustainability-related initiatives and events (COP28, COP27 Business leader Group, Moait for DEF regulation)</li> <li>• Providing feedback and comments to legislative processes through requests for comments and public consultation</li> </ul>

# 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:

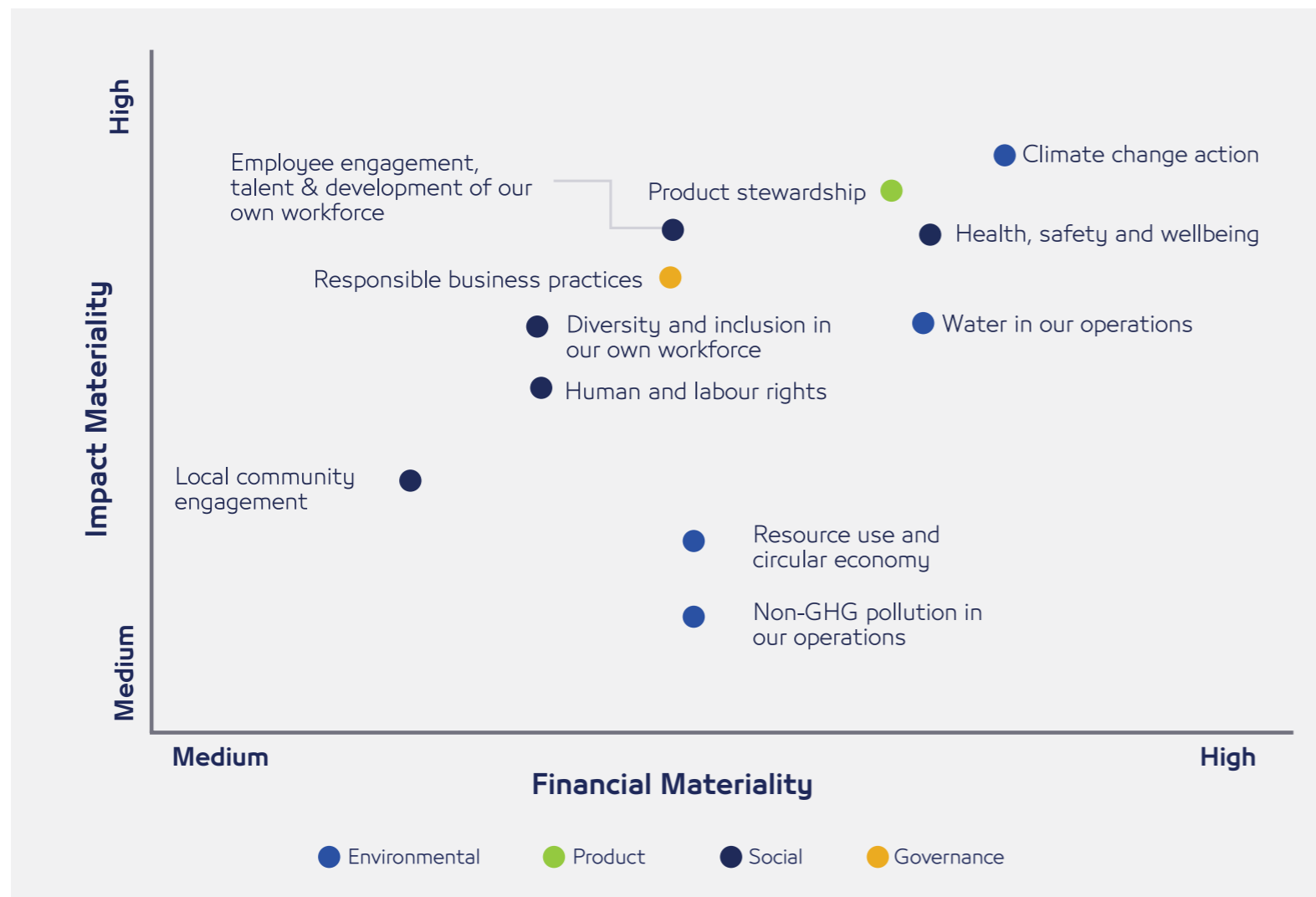
- Continuation of use of resource
- Reliance on the relationship
- Opportunities

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
<b>Product stewardship</b>	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.			•
<b>Climate change action</b> (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.	•	•	
<b>Health, safety, and wellbeing</b>	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.		•	•
<b>Water in our operations</b>	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.	•	•	•
<b>Employee engagement, talent, and development of our own workforce</b>	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.		•	
<b>Responsible business practices</b>	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.	•	•	•
<b>Diversity and inclusion in our own workforce</b>	Building an inclusive and diverse working environment and ensuring fair treatment and equal opportunities for all employees.		•	
<b>Human and labor rights</b>	Upholding and promoting internationally recognized rights and freedoms of employees in our own workforce and all who work across the supply chain.	•	•	
<b>Resource use and circular economy</b>	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.	•	•	
<b>Non-GHG pollution in our operations</b>	Pollutants from manufacturing other than GHG emissions, including NO <sub>x</sub> , SO <sub>x</sub> , and VOC emissions, pollution of soils, substances of concern, and harmful substances that impact human health and the environment. We take measures to upgrade and invest in our production plants to limit any impacts on our neighbors and the environment.		•	
<b>Local community engagement</b>	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<sub>2</sub>e/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 it 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 Fertiglöbe'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
<ul style="list-style-type: none"> <li>• <b>Leading process safety design elements</b> featured by Fertiglobe’s young asset base.</li> <li>• <b>Site-led improvement programs</b>, reflecting the site-specific process safety priorities.</li> <li>• <b>Group-wide leading performance KPIs</b> and best practices for Process Safety Fundamentals.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Site-led improvement programs</b>, reflecting site-specific priorities and the “Focus &amp; Follow Through” approach.</li> <li>• <b>Global reliability program</b> focused on eliminating repeat issues and the timely anticipation on reliability threats.</li> <li>• <b>Structured readiness reviews</b> for major turnarounds to improve completion times, competitiveness, and predictability.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Energy-efficient designs</b> featured by Fertiglobe’s young asset base.</li> <li>• <b>Immediate focus on operational excellence</b>, supported by monitoring tools.</li> <li>• <b>Reviewing our energy and feedstock purchases</b> 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.</li> <li>• <b>Identify and pursue further efficiency through select value accretive investments.</b></li> </ul>
<b>Best-in-class facilities, minimizing emissions and waste</b>		
<p><b>NO<sub>x</sub> abatement</b></p> <ul style="list-style-type: none"> <li>• We have invested in our nitric acid plants to bring our nitrogen oxide (NO<sub>x</sub>) emissions down by installing the best available abatement technology, such as de-NO<sub>x</sub> or selective catalytic reduction units.</li> </ul>	<p><b>Waste heat capture and recovery</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul>	<p><b>CO<sub>2</sub> capture, recycling, and sale</b></p> <ul style="list-style-type: none"> <li>• 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<sub>2</sub> emissions by investing in reduction technologies, recycling CO<sub>2</sub> within our downstream processes, and selling CO<sub>2</sub> to third parties. We are also exploring Carbon Capture and Storage (CCS) opportunities.</li> </ul>

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.

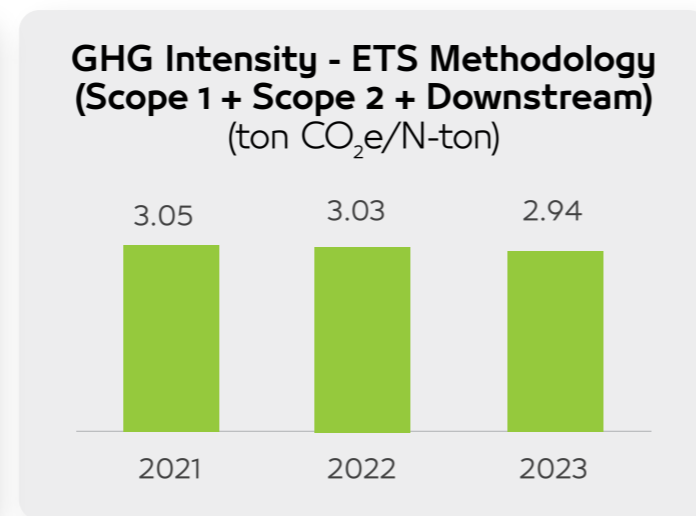
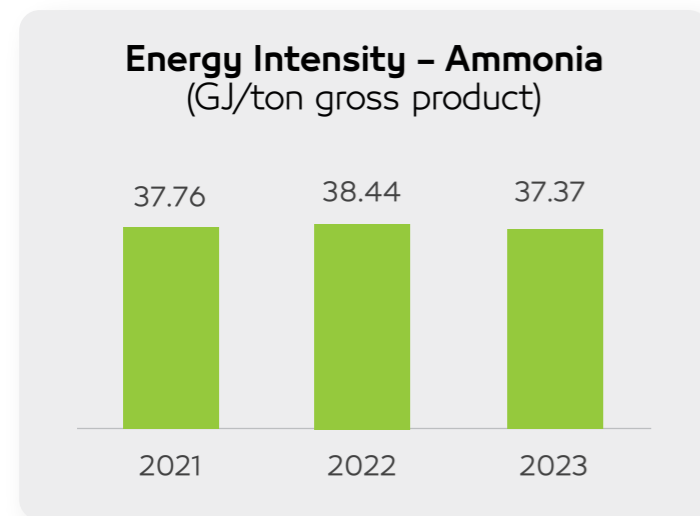
# Energy and Climate Change - continued

## 2023 Performance Summary

### Our Operations

In 2023, Fertigllobe’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 Fertigllobe’s overall purchased electricity, contributed to the reduction of 190,615 tCO<sub>2</sub>e of our Scope 2 emissions.

Fertigllobe’s overall GHG intensity decreased to 2.94 tCO<sub>2</sub>e/N-ton in 2023, compared to 3.03 tCO<sub>2</sub>e/N-ton in the previous year, corresponding to an almost 3% YoY reduction driven by our decarbonization pillars.

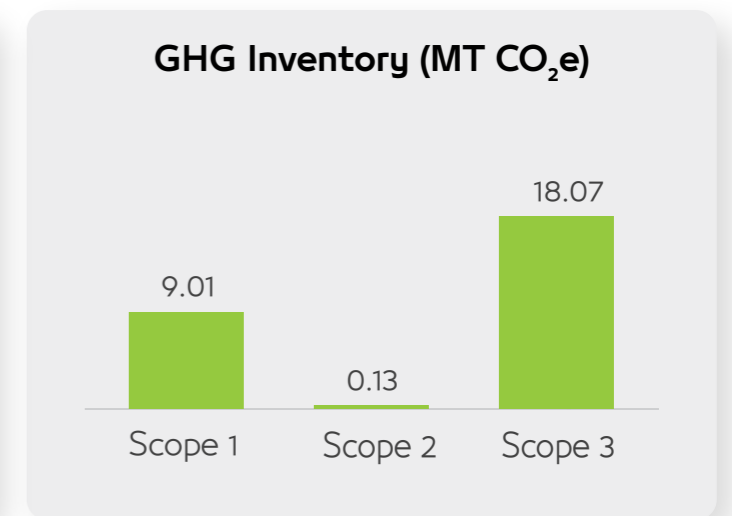
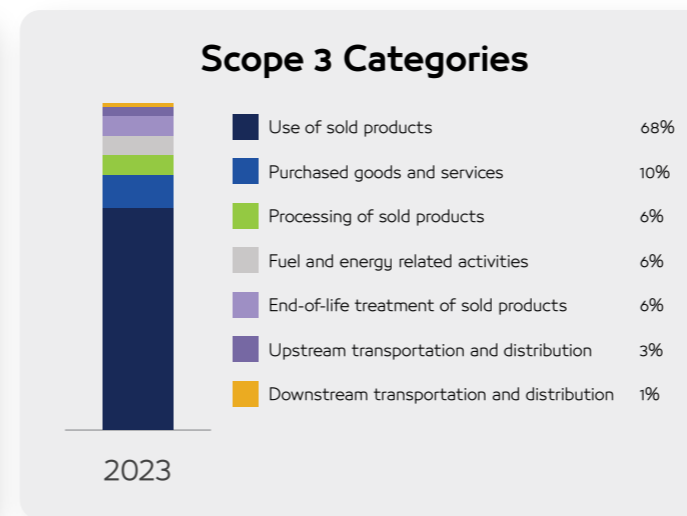


### Our Value Chain

In 2023, Fertigllobe 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 Fertigllobe. 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<sub>2</sub> 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<sub>2</sub>e/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





# 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<sup>3</sup> of water reused for irrigation in the Egyptian desert

As of October 2022, we fully substituted our freshwater consumption with desalinated water, eliminating Fertigllobe'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 Fertigllobe.

### 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<sup>3</sup> of water, while Fertil has two ponds capable of holding a total of 24,800 m<sup>3</sup> 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<sub>2</sub> a year.

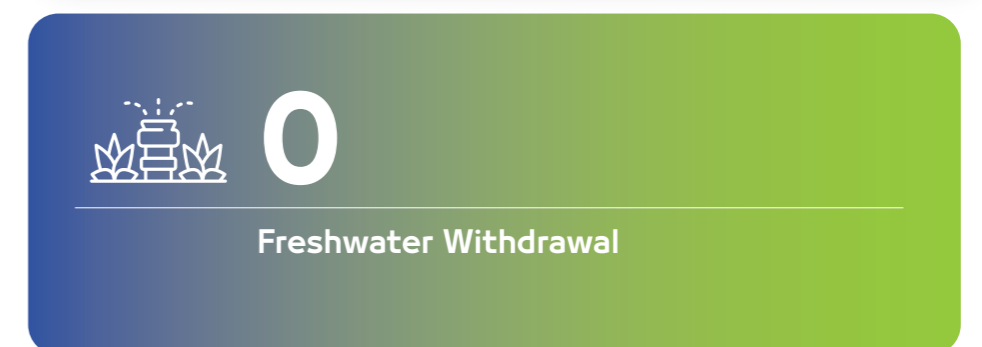
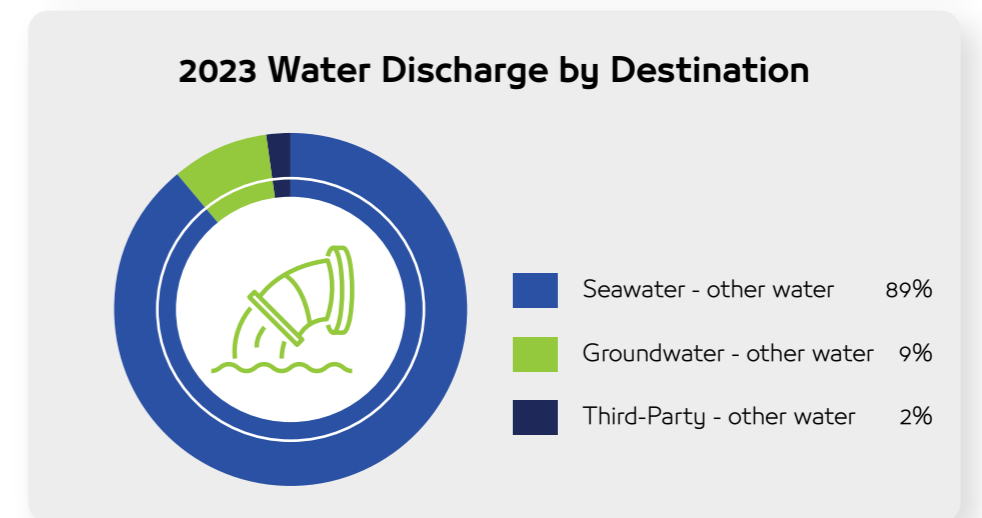
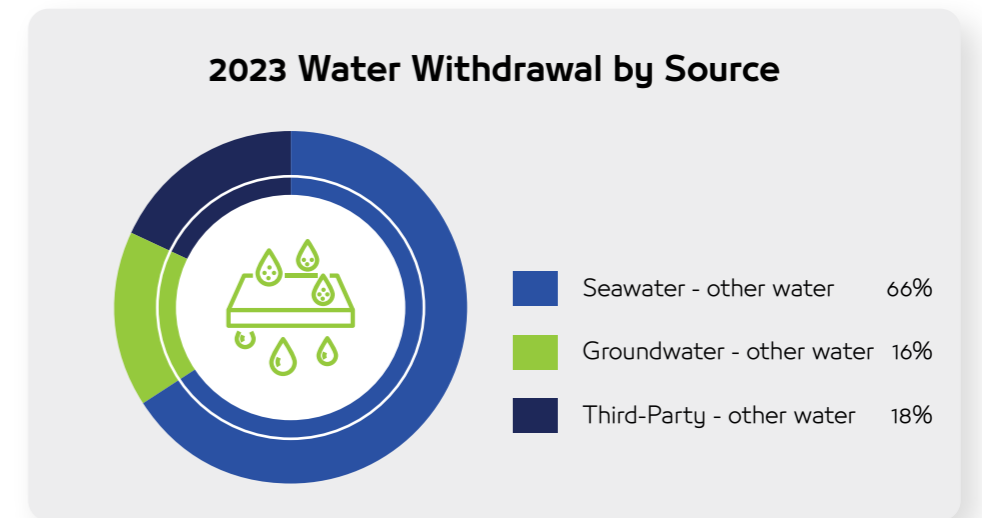


# Water - continued

## 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<sup>3</sup> 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<sup>3</sup> 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<sup>3</sup> of the water consumed are mainly referred to evaporation processes or are used for irrigation purposes.



# 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 discretionary.

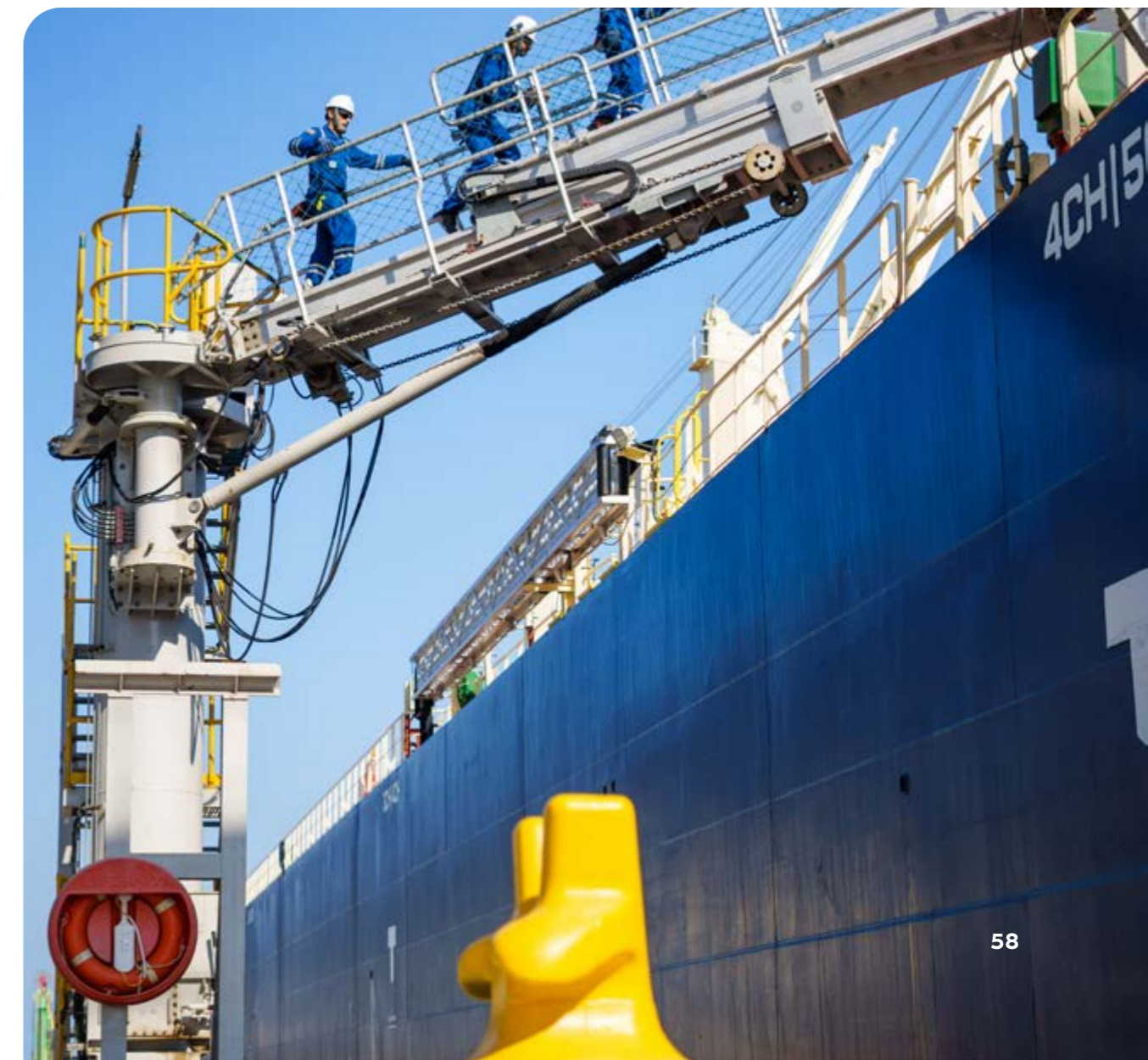
## Non-GHG Emission in Pollution in Our Operations

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  $\text{NO}_x$  and  $\text{SO}_x$  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 effectiveness 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  $\text{NO}_x$  burners) can also reduce  $\text{N}_2\text{O}$  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

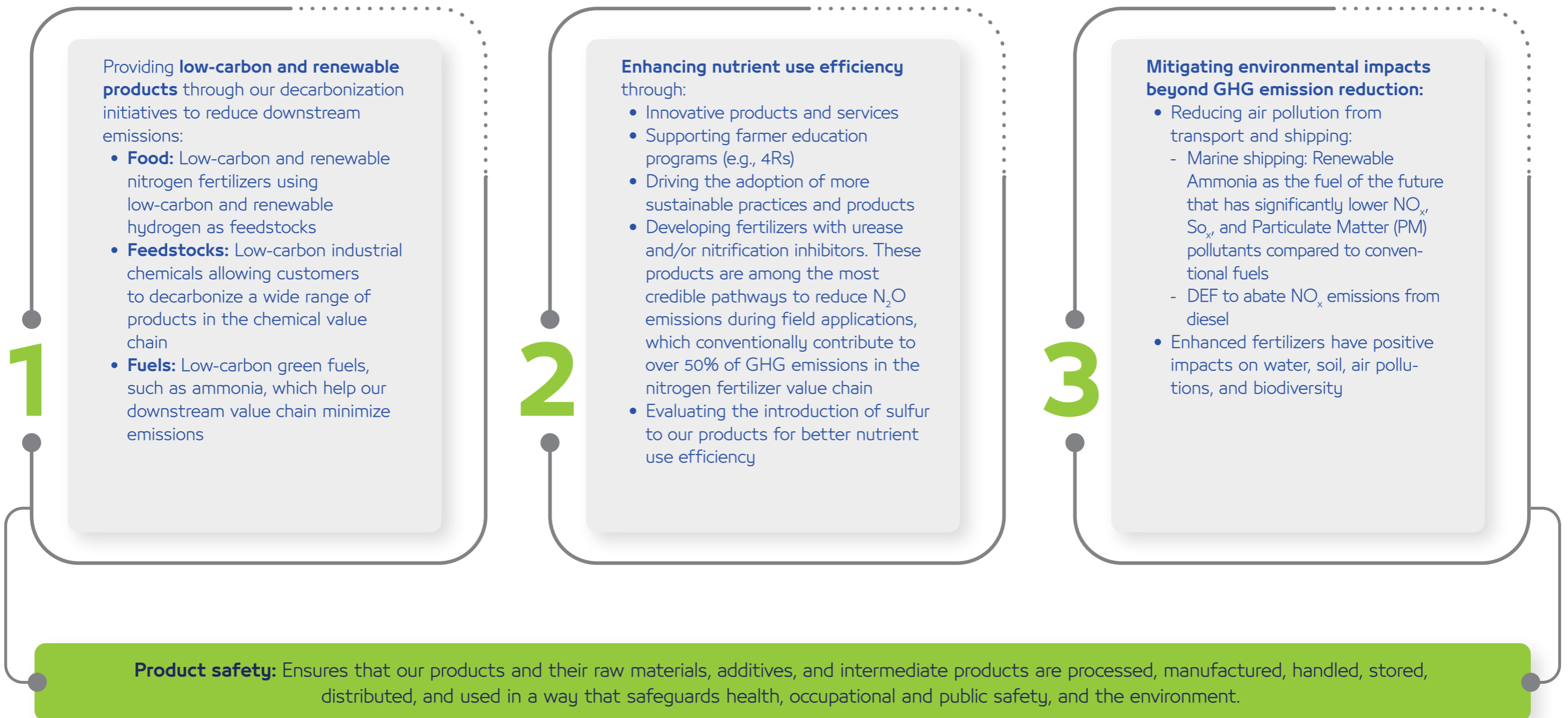
Non-Compliance Concerning the Health and Safety Impacts of Products and Services

0



# Our Approach

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



# Low-Carbon and Renewable Products

## Leading the Global Energy Transition

With ammonia's end markets covering food, fuel, and feedstock, Fertiglabe 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, Fertiglabe 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.

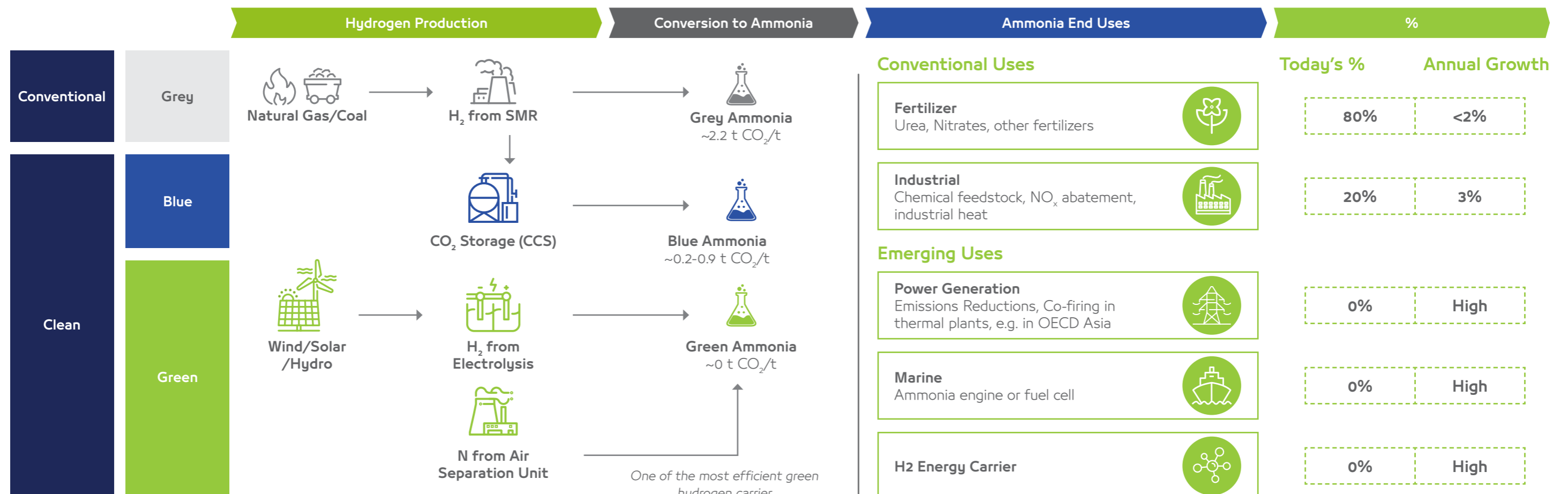
Low-carbon ammonia and hydrogen will enable a broad range of decarbonization opportunities, including reducing emissions from marine fuel, power generation, transportation, construction, and agriculture, becoming a major contributor to emission reduction across industries where abatement is difficult.

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.



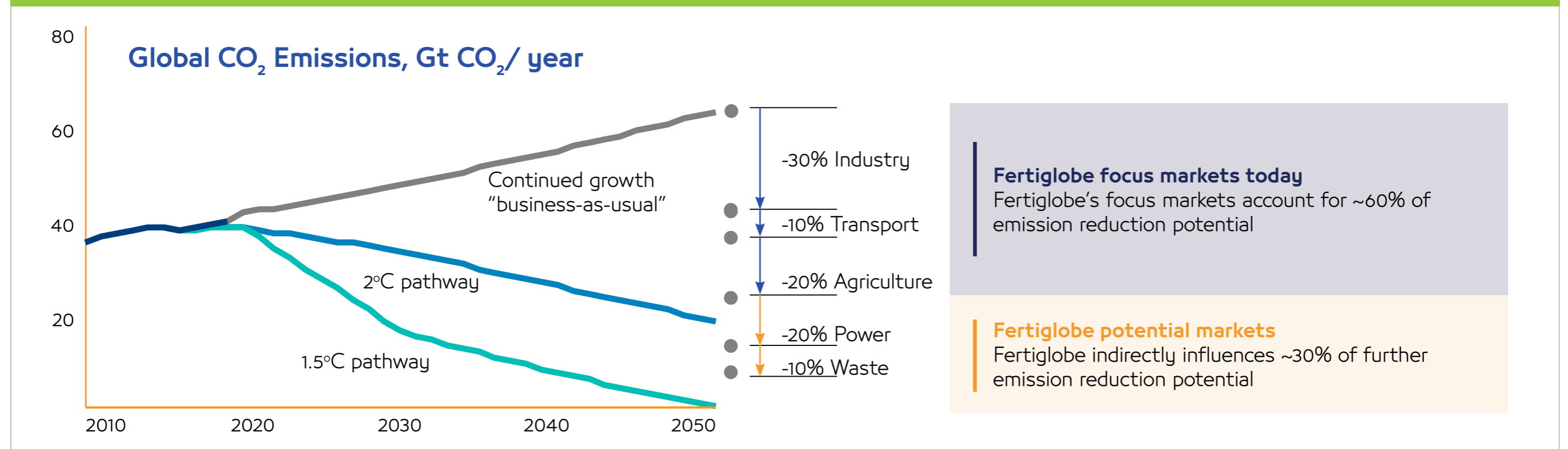
# Low-Carbon and Renewable Products – continued

## 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<sub>2</sub> 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.





# 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<sub>2</sub> 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<sub>2</sub> 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



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 Fertigllobe, 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 Fertigllobe'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 Fertigllobe'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 Fertigllobe's existing ammonia plants. FID for the full-scale 100 MW electrolyzer capacity is expected to be reached during the first half of 2024.

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

In 2023, Fertigllobe 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.



# 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<sub>2</sub>**

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<sub>2</sub>) 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<sub>2</sub> 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<sub>2</sub> 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<sub>2</sub>, zero Sulphur Oxides (SO<sub>x</sub>), and the traces of NO<sub>x</sub> 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 Fertiglabe.

Lifecycle Emissions (ton/TJ)				
	GHG <sup>1</sup>	SO <sub>x</sub> <sup>2</sup>	NO <sub>x</sub> <sup>3</sup>	PM <sup>4</sup>
<b>Fuel Oil</b> HSFO/VLSFO	Unfavorable	Unfavorable	Unfavorable	Unfavorable
<b>MGO</b>	Unfavorable	Favorable	Unfavorable	Unfavorable
<b>LNG</b>	Unfavorable	Favorable	Favorable	Favorable
<b>Biodiesel</b> HVO/HEFA	Slightly Unfavorable	Favorable	Favorable	Unfavorable
<b>Methanol</b> Bio/Synthetic	Slightly Unfavorable	Favorable	Favorable	Favorable
<b>Ammonia</b> Green	Favorable	Favorable	Favorable	Favorable
<b>Hydrogen</b> Green	Favorable	Favorable	Favorable	Favorable

<sup>1</sup> GHGs, including CO<sub>2</sub>, NO<sub>2</sub>  
<sup>2</sup> Sulphur limitations of 0.5% (global) and 0.1%(ECA)  
<sup>3</sup> NO<sub>x</sub> emissions are commonly reduced using Selective Catalytic Reduction (SCR) and Exhaust Gas Recirculation (ECR) solutions for both FO and MGO  
<sup>4</sup> Particulate matter

■ Favorable      ■ Unfavorable  
■ Slightly Unfavorable      ■ Current Fuels  
■ Future Fuels



# 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

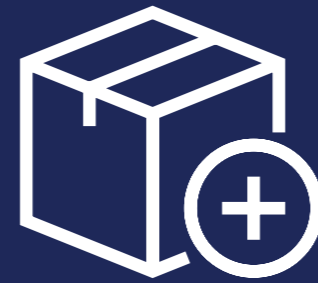
We do not produce GMOs or neonicotinoids (pesticides), nor do we make use of the technology.

## 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



**2,721**  
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.

**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**



Women in Leadership Positions



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.



# 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 Fertigllobe 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.

Fertigllobe'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 Fertigllobe HSE Policy across all sites and reports performance on a quarterly basis to the Executive Committee, which sets site-specific targets annually. Fertigllobe'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 Fertigllobe'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



### 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

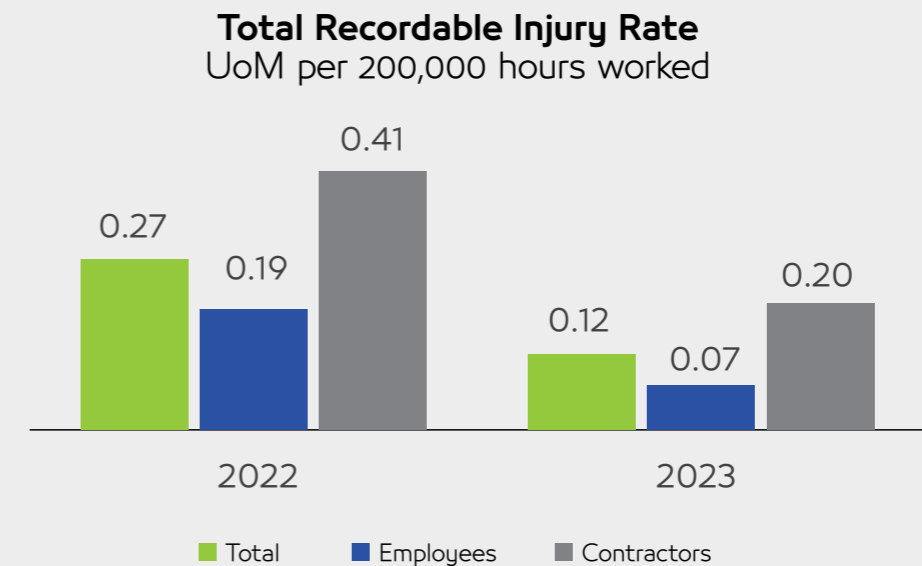
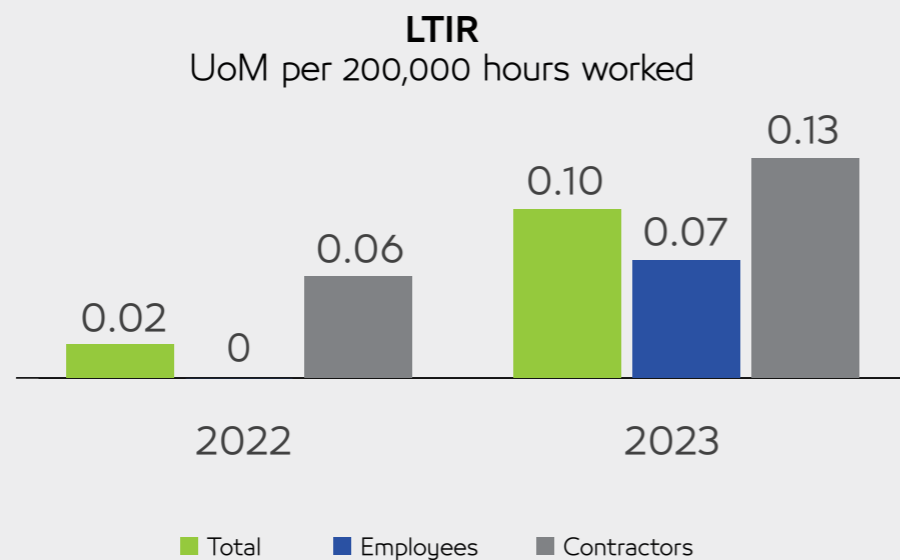
### Occupational Safety

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.

### 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.



# CASE STUDY

## Promoting a Stronger Safety Culture

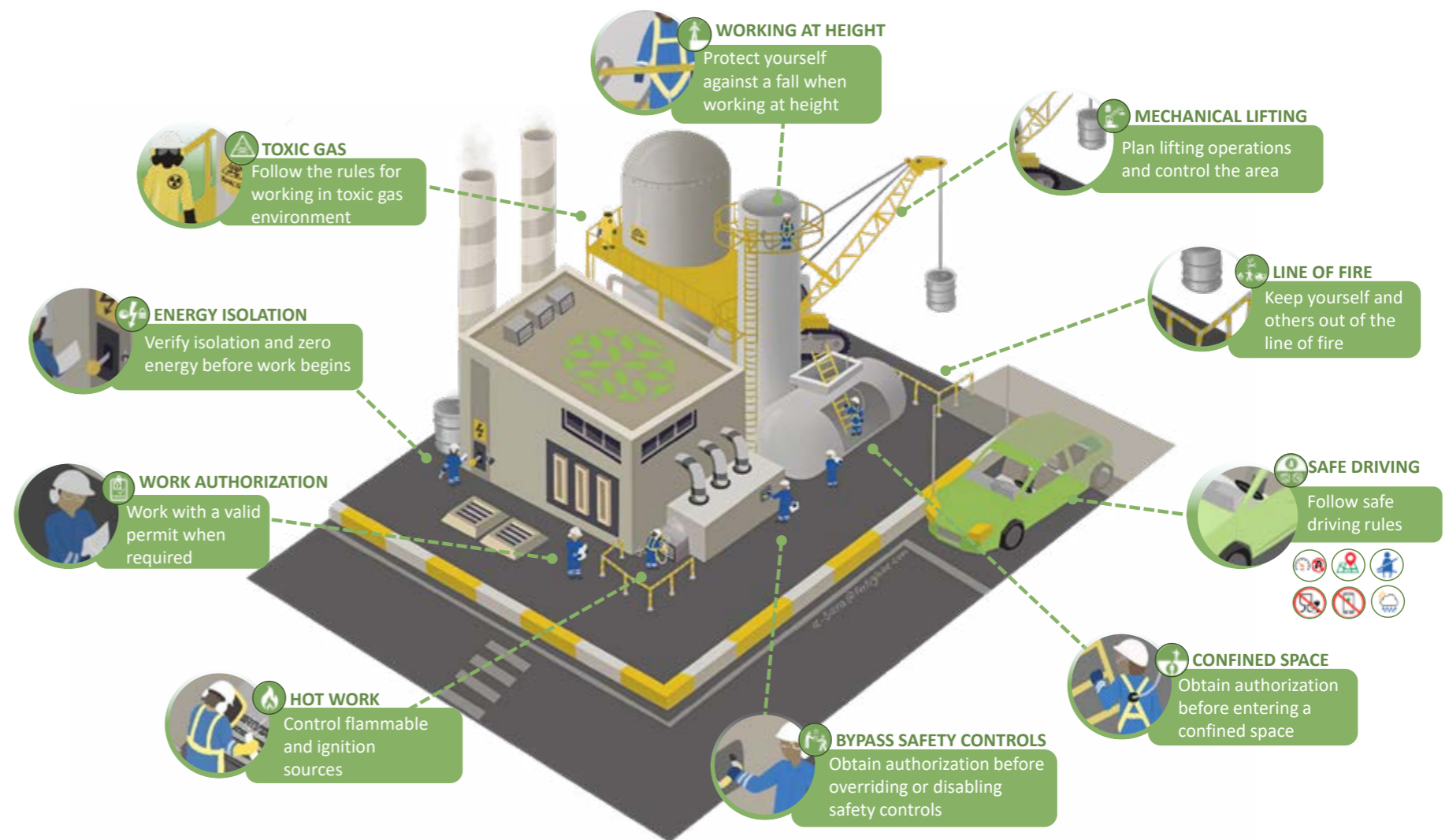
### Standardization of Life-Saving Rules:

- 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

During 2023, Fertiglabe 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.



 **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 safe 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](http://www.iogp.org) Life-saving rules implementation guideline



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

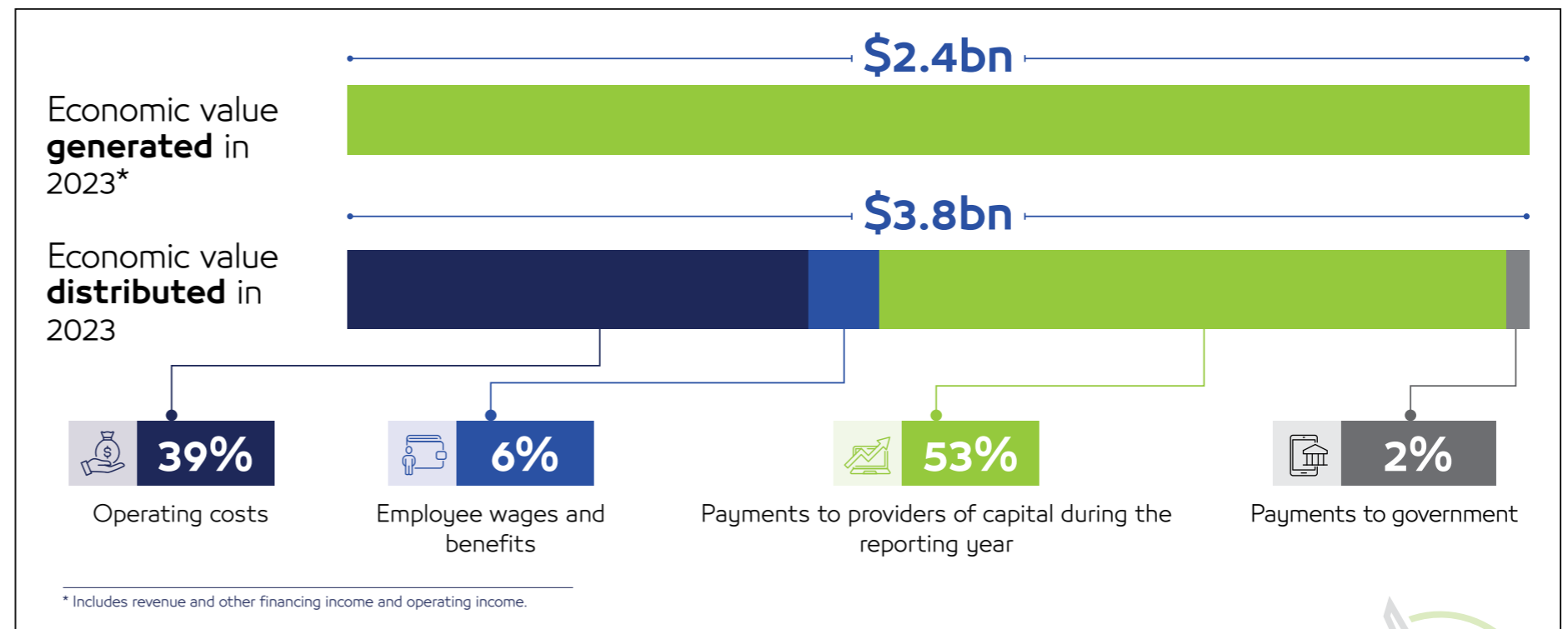
## Management Approach

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.



## 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 practical 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.



# 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.

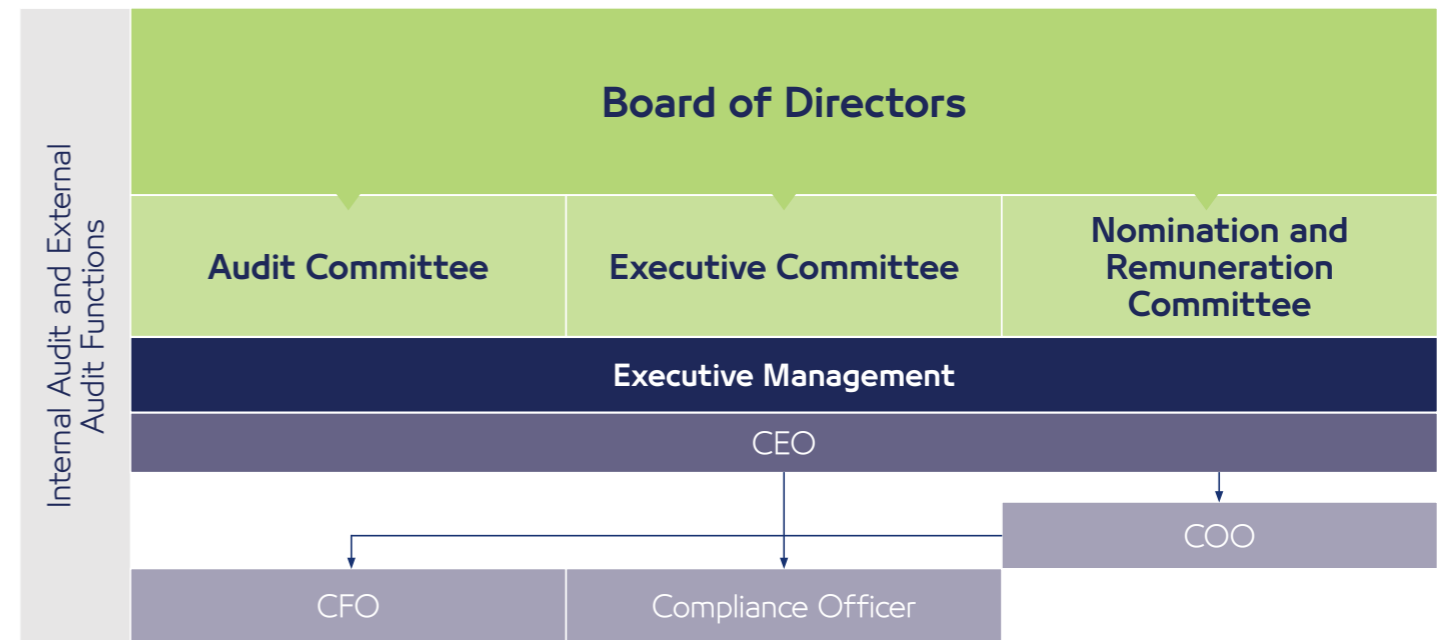
A full description of our corporate governance framework, Board composition, oversight and responsibilities, shareholders’ rights, executive compensation, and other governance topics can be found in the Corporate Governance section of this report, beginning on page 100.

## 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 Alhamadi 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, Fertigllobe 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 Fertigllobe’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.

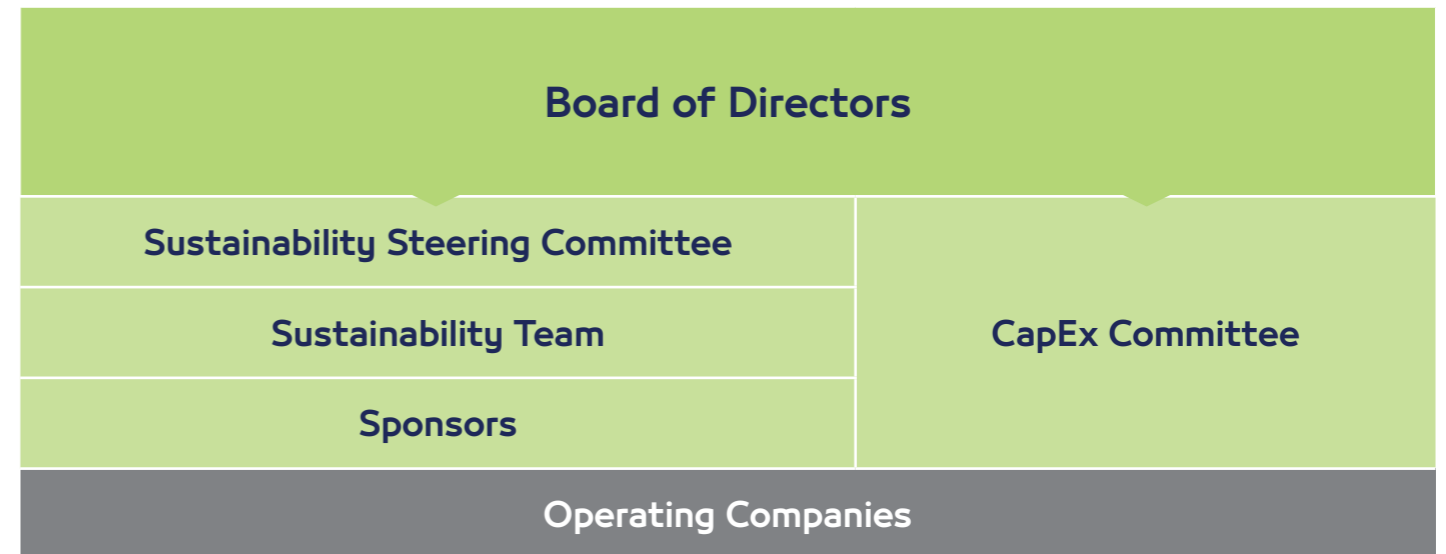
The Board has tasked Fertigllobe’s leadership team with the management of sustainability, supported by the Sustainability Steering Committee (SteerCo), which is co-chaired by the CEO and the COO, and includes Sustainability, Finance, Manufacturing, Human Capital, HSE, Risk Management, and IT group functions.

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.



Fertigllobe’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 Fertigllobe’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



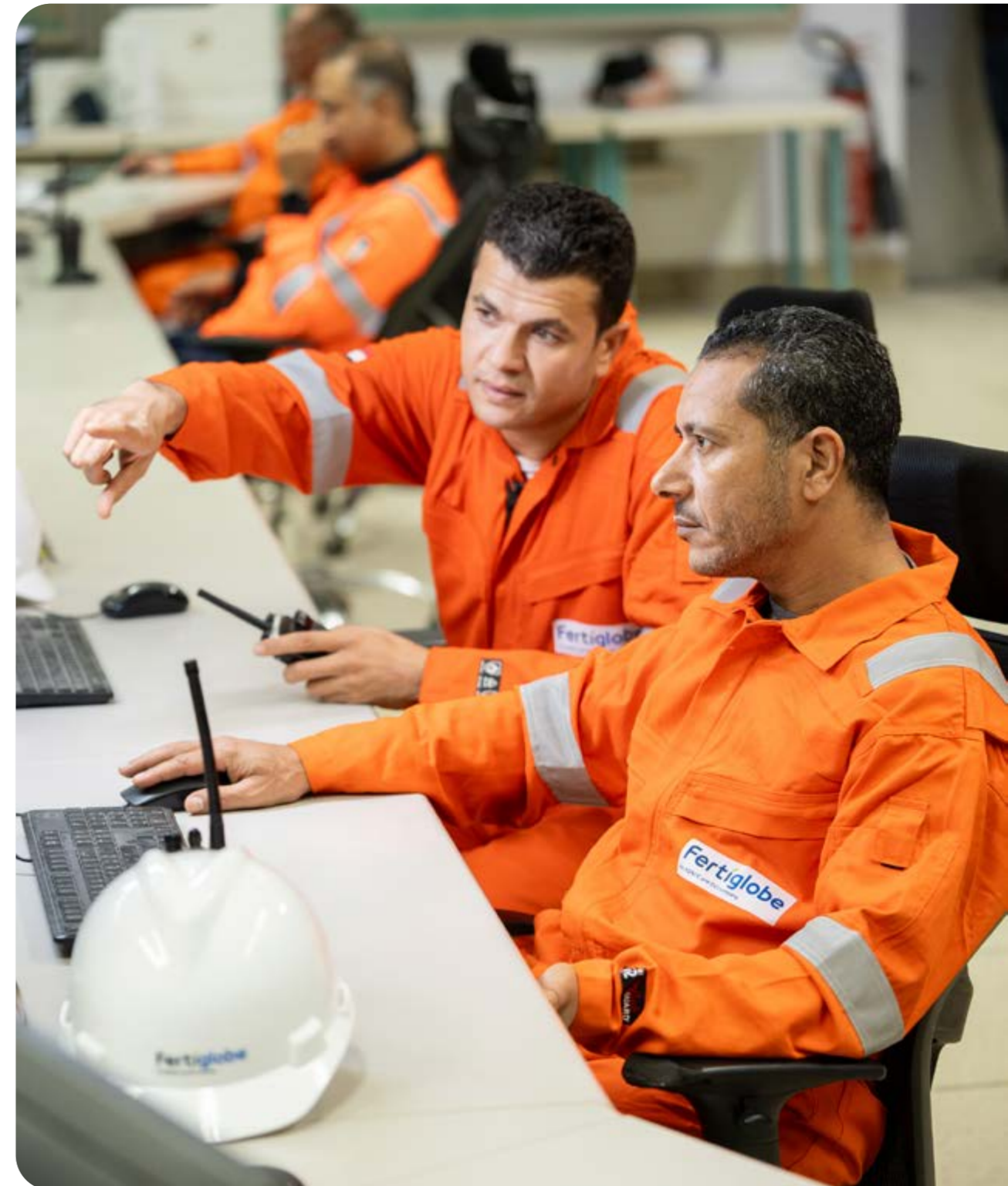
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Breaches of Customer Privacy



2,077

Employees Reached in the Cybersecurity Training



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# APPENDIX I: SUSTAINABILITY

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# 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 Fertigllobe Group during the fiscal year ending 31 December 2023, unless differently stated, focusing on the material topics for Fertigllobe 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<sub>2</sub> used in the production of urea and other downstream processes, which is defined as Scope 3 per the GHG Protocol. By including the CO<sub>2</sub> 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<sub>2</sub> 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<sub>2</sub>O and CH<sub>4</sub> data to CO<sub>2</sub>e.
- For the conversion of electricity to CO<sub>2</sub>e, IEA 2019 factors are utilized for data from 2019 to 2022, while IEA 2023 factors are employed for the conversion of electricity to CO<sub>2</sub>e 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<sub>x</sub> the Sulphur (H<sub>2</sub>S) 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, Fertigllobe 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
<b>Environment</b>					
<b>Energy</b>					
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% <sup>1</sup>	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
<b>GHG Emissions</b>					
Scope 1 GHG direct emissions	Mt CO <sub>2</sub> e	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 <sub>2</sub> e	0.35	0.13	0.13	GRI 305-2, ADX E1
Scope 3 GHG emissions CO <sub>2</sub> to downstream	Mt CO <sub>2</sub> e	3.19	3.18	3.43	GRI 305-3

<sup>1</sup> 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
<b>Environment</b>					
Total GHG emission (scope 1+2)	Mt CO <sub>2</sub> e	6.15	6.00	5.70	
Total GHG emissions – EU ETS (scope 1+2+downstream)	Mt CO <sub>2</sub> e	9.35	9.18	9.13	
GHG emissions intensity ratio (scope 1+2)	ton CO <sub>2</sub> e/N-ton	2.01	1.98	1.84	GRI 305-4, ADX E1
GHG emissions intensity ratio (scope 1+2+downstream)	ton CO <sub>2</sub> e/N-ton	3.05	3.03	2.94	GRI 305-4, ADX E2
Scope 3 GHG emissions	Mt CO <sub>2</sub> e	NPR <sup>2</sup>	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
<b>Non-GHG Emissions</b>					
NO <sub>x</sub>	t	2,098	2,020	2,313	GRI 305-7, RT-CH-120a.1
SO <sub>x</sub>	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
<b>Effluents and Waste</b>					
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
<b>Total</b>	<b>kt</b>	<b>2.47</b>	<b>2.68</b>	<b>2.98</b>	<b>GRI 306-3</b>

Disclosure	UoM	2021	2022	2023	Reference
<b>Environment</b>					
<b>Water</b>					
<b>Water Withdrawal<sup>2</sup></b>					
Groundwater – Other water	M m <sup>3</sup>	9.08	6.82	10.16	GRI 303-3, RT-CH-140a.1
Seawater – Other water	M m <sup>3</sup>	42.9	46.51	40.74	GRI 303-3, RT-CH-140a.1
Third-party – Freshwater	M m <sup>3</sup>	7.26	6.05	0	GRI 303-3, RT-CH-140a.1
Third-party – Other water	M m <sup>3</sup>	3.31	3.12	11.16	GRI 303-3, RT-CH-140a.1
<b>Total Water Withdrawal</b>	<b>M m<sup>3</sup></b>	<b>51.98</b>	<b>62.50</b>	<b>62.06</b>	<b>GRI 303-3, RT-CH-140a.1</b>
Water withdrawn in regions with High or Extremely High Baseline Water Stress	%	100	100	100	GRI 303-3, RT-CH-140a.1
<b>Water Discharge<sup>2</sup></b>					
Groundwater – Other water	M m <sup>3</sup>	2.35	1.76	3.25	GRI 303-4, RT-CH-140a.1
Seawater – Other water	M m <sup>3</sup>	37.42	38.93	31.01	GRI 303-4, RT-CH-140a.1
Third-party – Other water	M m <sup>3</sup>	0	0	0.72	GRI 303-4, RT-CH-140a.1
<b>Total water discharge</b>	<b>M m<sup>3</sup></b>	<b>39.77</b>	<b>40.69</b>	<b>34.98</b>	<b>GRI 303-4, RT-CH-140a.1</b>
Water discharge in regions with High or Extremely High Baseline Water Stress	%	100	100	100	GRI 303-4, RT-CH-140a.1
<b>Water – Consumed and Stored</b>					
Total water consumption	M m <sup>3</sup>	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 <sup>3</sup>	NPR	NPR	1.58	ADX E6
of which water stored	M m <sup>3</sup>	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
<b>Non-compliance</b>					
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
<b>Water Intensity</b>					
Water intensity (consumption)	M m <sup>3</sup> /N-ton	3.98	7.19	8.72	

<sup>2</sup> 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
<b>Health and Safety</b>					
<b>Health and Safety - Employees</b>					
% of employees who are covered by the occupational health and safety management system	#	100%	100%	100%	
<b>Total recordable injuries (TRI)</b>	<b>#</b>	<b>8</b>	<b>5</b>	<b>2</b>	<b>GRI 403-9, ADX S7</b>
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
<b>Total high-consequence work-related injuries</b>	<b>#</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>GRI 403-9</b>
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
<b>Health and Safety - Contractors</b>					
% of non-employees who are covered by the occupational health and safety management system	#	100%	100%	100%	
<b>Total recordable injuries (TRI)</b>	<b>#</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>GRI 403-9, ADX S7, RT-CH-320a.1</b>
Total recordable injury rate (TRIR)	# Per 200,000 hours worked	0.22	0.41	0.20	GRI 403-9, ADX S7
<b>Total high-consequence work-related injuries</b>	<b>#</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>GRI 403-9</b>

Disclosure	UoM	2021	2022	2023	Reference
<b>Health and Safety</b>					
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
<b>Health and Safety - Total</b>					
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	
<b>Health and Safety - Impacts of Products &amp; Services</b>					
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
<b>Product Stewardship</b>					
<b>Product Design for Use-Phase Efficiency</b>					
Revenue from products designed for use-phase resource efficiency	\$	0	0	0	RT-CH-410a.1
<b>Chemical Stewardship</b>					
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
<b>Genetically Modified Organisms (GMOs)</b>					
Percentage of products by revenue that contain GMOs	%	0	0	0	RT-CH-410c.1
<b>Responsible Business Practices</b>					
<b>Compliance<sup>3</sup></b>					
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

<sup>3</sup> The 2022 and 2021 figures include both compliance related concerns and HR grievances. As of 2023, Fertigllobe only reports compliance concerns (excluding HR grievances).

Disclosure	UoM	2021	2022	2023	Reference
<b>Governance</b>					
<b>Diversity</b>					
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 <sup>4</sup>	Reference
<b>Human Capital</b>			
<b>Headcount</b>			
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
<b>Total employees in FTE</b>	<b>#</b>	<b>2,719</b>	<b>GRI 2-7</b>
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
<b>Total employees in headcount</b>	<b>#</b>	<b>2,721</b>	<b>GRI 2-7</b>
<b>Percentage of male employees</b>	<b>%</b>	<b>91</b>	<b>GRI 405-1, ADX S4</b>
<b>Percentage of female employees</b>	<b>%</b>	<b>9</b>	<b>GRI 405-1, ADX S4</b>
Total male permanent employees in headcount	#	2,322	GRI 2-7
Total female permanent employees in headcount	#	237	GRI 2-7
<b>Total permanent employees in headcount</b>	<b>#</b>	<b>2,559</b>	<b>GRI 2-7</b>
Total male temporary employees in headcount	#	154	GRI 2-7
Total female temporary employees in headcount	#	8	GRI 2-7

<sup>4</sup> 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
<b>Human Capital</b>			
<b>Total temporary employees in headcount</b>	#	<b>162</b>	<b>GRI 2-7</b>
Total male full-time employees in headcount	#	2,473	GRI 2-7
Total female full-time employees in headcount	#	245	GRI 2-7
<b>Total full time employees in headcount</b>	#	<b>2,718</b>	<b>GRI 2-7</b>
Total male part-time employees in headcount	#	3	GRI 2-7
Total female part-time employees in headcount	#	0	GRI 2-7
<b>Total part time employees in headcount</b>	#	<b>3</b>	<b>GRI 2-7, ADX S3, S5</b>
<b>Percentage of total headcount held by part-time employees</b>	%	<b>0.11</b>	<b>ADX S5</b>
<b>% National employees in Fertel headcount</b>	%	<b>57</b>	<b>ADX S11</b>
<b>Turnover in the Headcount</b>			
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
<b>Total number of employee turnover</b>	#	<b>141</b>	<b>GRI 401-1</b>
<b>Rate of employee turnover</b>	Rate	<b>5.18</b>	<b>GRI 401-1, ADX S3</b>

Disclosure	UoM	2023	Reference
<b>Human Capital</b>			
<b>New Hires</b>			
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
<b>Total number of new hires in headcount</b>	<b>#</b>	<b>128</b>	<b>GRI 401-1</b>
<b>Rate of new hires in headcount</b>	<b>Rate</b>	<b>4.70</b>	<b>GRI 401-1</b>
<b>Employee Diversity</b>			
<b>Top Management<sup>5</sup></b>			
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
<b>Mid-level Position<sup>5</sup></b>			
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
<b>Staff<sup>5</sup></b>			
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

<sup>5</sup> Please refer to the Methodological Note for more information on employees professional categories definitions.

Disclosure	UoM	2023	Reference
<b>Human Capital</b>			
<b>Compensation</b>			
Average annual employee compensation	\$k	84.4	
<b>Years of Service</b>			
% 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	
<b>Technical Employees</b>			
Total technical male employees in headcount	#	1,779	GRI 405-1
Total technical female employees in headcount	#	45	GRI 405-1
<b>Total technical employees in headcount</b>	<b>#</b>	<b>1,824</b>	<b>GRI 405-1</b>
Total non-technical male employees in headcount	#	697	GRI 405-1
Total non-technical female employees in headcount	#	200	GRI 405-1
<b>Total non-technical employees in headcount</b>	<b>#</b>	<b>897</b>	<b>GRI 405-1</b>
<b>Collective Bargaining Agreements</b>			
Percentage of employees covered by collective bargaining agreements	%	31%	GRI 2-30

# Global Reporting Initiative (GRI) Content Index

<b>Statement of Use</b>	Fertiglobe has reported in accordance with the GRI Standards for the period 1/1/2023 - 31/12/23
<b>GRI 1 used</b>	Foundation 2021

GRI Standard		Reference
General Disclosures	Disclosure	
<b>GRI 2: General Disclosures 2021</b>	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		
	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
<b>GRI 2: General Disclosures 2021</b>	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		
<b>GRI 3: Material Topics 2021</b>	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		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Our Communities, pages 78-80
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Our Communities, page 78
<b>GRI 204: Procurement Practices</b>	204-1 Proportion of spending on local suppliers	Procurement Practices, page 80
Responsible Business Practices		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Business Ethics, pages 84-85
<b>GRI 205: Anti-corruption 2016</b>	205-3 Confirmed incidents of corruption and actions taken	ESG Performance Summary, page 207 Business Ethics, pages 84-85
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Performance Summary, page 207
Climate Change Action		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Energy and Climate Change, pages 49-52
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	ESG Performance Summary, page 202
	302-3 Energy intensity	ESG Performance Summary, page 202
<b>GRI 305: Emissions 2016</b>	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		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Water, pages 53-56

<b>GRI 303: Water and Effluents 2018</b>	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
<b>Non-GHG Pollution in our Operations</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Other Environmental Impacts, page 58
<b>GRI 305: Emissions 2016</b>	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	ESG Performance Summary, page 203
<b>Resource Use and Circular Economy</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Waste, page 57
<b>GRI 306: Waste 2020</b>	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
<b>Employee Engagement, Talent, and Development of Our Own Workforce</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	One Fertigllobe, One Team, pages 69-72
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	ESG Performance Summary, pages 210-211
<b>Health, Safety, and Wellbeing</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Health and Safety, pages 73-77



<b>GRI 403: Occupational Health and Safety 2018</b>	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
<b>Diversity and Inclusion in Our Own Workforce</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	One Fertiglobe, One Team, pages 69–72
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1 Diversity of governance bodies and employees	ESG Performance Summary, pages 208-209, 211-212
<b>Human and Labor Rights</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	One Fertiglobe, One Team, pages 69–72
<b>GRI 406: Non-discrimination</b>	406-1 Incidents of discrimination and corrective actions taken	ESG Performance Summary, page 207
<b>Product Stewardship</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Product Stewardship, pages 60–67
<b>GRI 304: Biodiversity 2016</b>	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
<b>GRI 416: Customer Health and Safety 2016</b>	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 <sub>2</sub> equivalents, for Scope 1	ESG Performance Summary, page 202
		E1.2) Total amount, in CO <sub>2</sub> equivalents, for Scope 2	ESG Performance Summary, page 202
		E1.3) Total amount, in CO <sub>2</sub> 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
<b>Environment</b>				
<b>GHG gas emissions</b>				
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> e, 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
<b>Air quality</b>				
RT-CH-120a.1	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	page 203
<b>Energy management</b>				
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
<b>Water management</b>				
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 <sup>3</sup> ), 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
<b>Hazardous waste management</b>				
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
<b>Social</b>				
<b>Community relations</b>				
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
<b>Workforce health &amp; safety</b>				
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
<b>Product design for use-phase efficiency</b>				
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	page 207
<b>Safety &amp; environmental stewardship of chemicals</b>				
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
<b>Genetically modified organisms</b>				
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	page 67
<b>Operational safety, emergency preparedness &amp; response</b>				

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
<b>Governance</b>				
<b>Management of the legal &amp; regulatory environment</b>				
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
<b>Other</b>				
<b>Activity metric</b>				
RT-CH-000.A	Production by reportable segment	Quantitative	Metric tons (t)	page 31