SUSTAINABILITY REPORT

The Fertiglobe Sustainability Report is an extract of the Fertiglobe 2024 Integrated Annual Report. Please refer to the 2024 Annual Report published on www.fertiglobe.com for relevant page and section references.

Driving Sustainable Growth

Our Approach

Our mission and strategic objectives encompass environmental, social, and governance (ESG) principles. As Fertiglobe is a leading fertilizer producer, the world's largest seaborne exporter of ammonia and urea combined, and a pioneer in renewable and low-carbon ammonia, it is core to our mission to provide support to enable pathways to global food security.

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

- Leading decarbonization solutions through our low-carbon and renewable platforms to reduce downstream emissions.
- Creating innovative solutions to feed a growing population, empower our business and growers to confront environmental challenges, and reduce the environmental impacts of fertilizer application.
- Developing and promoting products to minimize impacts and dependencies on the environment, beyond GHG emission reduction.

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

We have strengthened our business model to foster the integration of sustainability principles in our operations. **Sustainability is 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 promoting activities that make positive contributions to the UN Sustainable Development Goals (SDGs), and we identified several goals where we could bring positive impacts.

As a further step in our sustainability journey, we joined the United Nations Global Compact Network (UNGC) in the UAE in 2023 as a demonstration of our ongoing commitment to implement the 10 universal principles related to human rights, labor, environment, and anti-corruption.

VISION

Feeding the world •

Fueling a sustainable future •

MISSION

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

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

PURPOSE

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

Driving Sustainable Growth - continued

2024 ESG Ratings

We aim to provide stakeholders with comprehensive, accurate, and transparent disclosures. We have been rated by various sustainability ratings agencies based on the extent of our ESG disclosures. Below is a summary of the latest scores issued based on our 2023 performance. Where possible, we are working to improve our disclosure.

EcoVadis: Silver Medal	CDP: B for Climate and B for Water	Sustainalytics Risk Rating: 31.2

ESG Awards & Recognitions

- Fertiglobe's CEO has been recognized as a **2024 Forbes Sustainability Leader** in the Manufacturing and Industrial sectors.
- Fertiglobe was recognized as **Industry Stewardship Champion by IFA**, as one of the 30 companies that were able to measure, compare, and ultimately improve their individual SHE performance, embodying a collective effort to raise sustainability standards across the industry.

Fertiglobe has been awarded the 2024 Arab Fertilizer Association (AFA) Sustainability Award

The award highlights our achievements in three key areas:

- **Operational Excellence:** Recognizing our innovation, reliability, and production efficiency.
- **Sustainability Performance:** Celebrating our commitment to a robust sustainability strategy and ESG principles.
- **Leadership Environmental, Health, and Safety (EHS) Practices:** Honoring our excellence in EHS practices, including proactive safety measures and reduced environmental impact.

The award was presented at the 36th AFA Technical Conference in Bahrain, where industry leaders gathered to recognize outstanding contributions to a sustainable future.

This achievement is a testament to our leadership and ongoing commitment to driving sustainable practices across the industry.

ESG Framework

Through our ESG Framework, we defined four sustainability pillars, ambitions, and goals representative of our key issues and opportunities. The ESG Framework is designed to align with our corporate strategy, business planning, the UAE's National Vision, and the UN SDGs. Based on a regular improvement approach, sustainability goals may be revised and updated in line with the operating context's evolution.

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.

Product Stewardship

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

- Produce 1 million tons of enhanced efficiency fertilizers until 2035.
- Providing low-carbon and renewable products to help decarbonize downstream industries.
- Mitigating environmental impacts beyond GHG emission reduction, including DEF.

Social Value

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

- Zero fatalities and catastrophic events in 2025.
- Regularly measure the level of ongoing engagements between leadership and employees.
- Further foster implementing proactive retention strategies for our talent.
- Commit to fostering an inclusive workplace culture where all employees feel valued and have equal opportunities for advancement.
- Enhance representation of underrepresented groups in leadership through targeted mentorship.
- Strengthen unconscious bias training for hiring managers to ensure fair recruitment and promotion practices.
- In 2025, keep the Total Recordable Injury Rate (TRIR), Process Safety Event Rate (PSER), and Environmental Incident Rate (EIR) below 1.[1]

Responsible Business Practices

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

- Achieving high coverage of annual training completion on the Code of Conduct for targeted employees.
- Ensuring a Group-wide compliance risk assessment is performed to identify, mitigate, and monitor potential compliance risks on a yearly basis.

1 Note that the target is based on 1,000,000 man-hours, as from 2025 onwards, all the health and safety KPIs will be measured by 1,000,000 man-hours.

Stakeholder Engagement

We believe in the importance of healthy, two-way communication and collaboration with our stakeholders, using their inputs to enhance our ESG strategy.

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

In 2024, we reinforced our work with state governments, partners, and authorities across the regions where we operate to help advance our business objectives and facilitate the transition to low-carbon energy, with a particular focus on the decarbonization projects being developed in line with our sustainability strategy. In the UAE, the EU, 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, our Commercial Team and Sustainability Team held discussions with key customers in Europe in 2024 to provide relevant information and data pertaining to the CBAM regulation and its strategic impacts.

Stakeholder Engagement - continued

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 Fertiglobe, on the IFA Board of Directors and Hesham Yehia, Sustainability Director of Fertiglobe, part of the IFA Sustainability Committee. We participate in and contribute to the agendas of multiple committees, such as the Sustainability, Science and Agronomy, and Communications committees. Through IFA, in 2024, we became a new leading member of the project "Enhanced efficiency fertilizers to reduce Scope 3 emissions associated with fertilizer use – an industry program for GHG reduction".

During the year, we also took part in the 2024 IFA Global Report, which provides a high-level view of industry-wide emissions trends, best-in-class benchmarks, and progress toward sustainable practices. We believe that it is a helpful resource for understanding the broader context of environmental performance in the fertilizer industry and IFA member companies' alignment with global standards.

Fertiglobe is an active member of the **Arab Fertilizers Association (AFA)**. In 2024, Fertiglobe contributed to creating a Low-Carbon Pathway (LCP) and Action Plan for Egypt's fertilizer industry, collaborating with governmental bodies, the Federation of Egyptian Industries (FEI), the International Fertilizer Association (IFA), the Arab Fertilizer Association (AFA), investors, and international organizations. Our employees are also actively part of AFA as members of different committees, such as the Economic, Agricultural, and Technical committees, and as members of the Board.

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, labor, environment, and anti-corruption. In 2024, we participated in the UNGC Climate Ambition Accelerator Program, aiming to equip companies with knowledge and skills needed for setting science-based emissions reduction targets aligned with the 1.5°C pathway.

Fertiglobe is a member of the **Gulf Petrochemicals and Chemicals Association (GPCA)**, which represents the downstream hydrocarbon industry in the Arabian Gulf. The association supports the region's petrochemical and chemical industry through advocacy, networking, and thought leadership initiatives that help member companies connect, share, and advance knowledge; contribute to international dialogue; and become prime influencers in shaping the future of the global petrochemicals industry.

Our CEO, Ahmed El-Hoshy, also takes part in global climate initiatives as a member of the **Bloomberg New Economy Climate Technology Coalition** and a steering member of the **Hydrogen Council**, leading Fertiglobe in advancing its commitment to sustainability through the development of more efficient products and the implementation of practical, future-proof growth strategies.

Stakeholder Engagement - continued

Engaging with Our Ecosystem to Tackle Climate Change and Air Pollution

DEF Regulation Advocacy in the UAE

Fertiglobe is engaging with key governmental bodies to establish a regulatory framework that supports its DEF production. Fertiglobe's plants in the UAE and Egypt are equipped with advanced DEF production technologies, with Fertil's plant primarily serving local demand and EFC in Egypt conducting trial shipments. Both facilities are prepared to scale up production as global DEF demand is predicted to increase.

Participation in CBAM Public Consultations

The Carbon Border Adjustment Mechanism (CBAM) supports Fertiglobe's decarbonization efforts by incentivizing low-carbon initiatives and enhancing the business case for these pathways. Fertiglobe actively engaged with national and EU regulators, contributing to CBAM public consultations with key recommendations.

Contribution to the Egyptian Nitrogenous Fertilizer Low-Carbon pathway

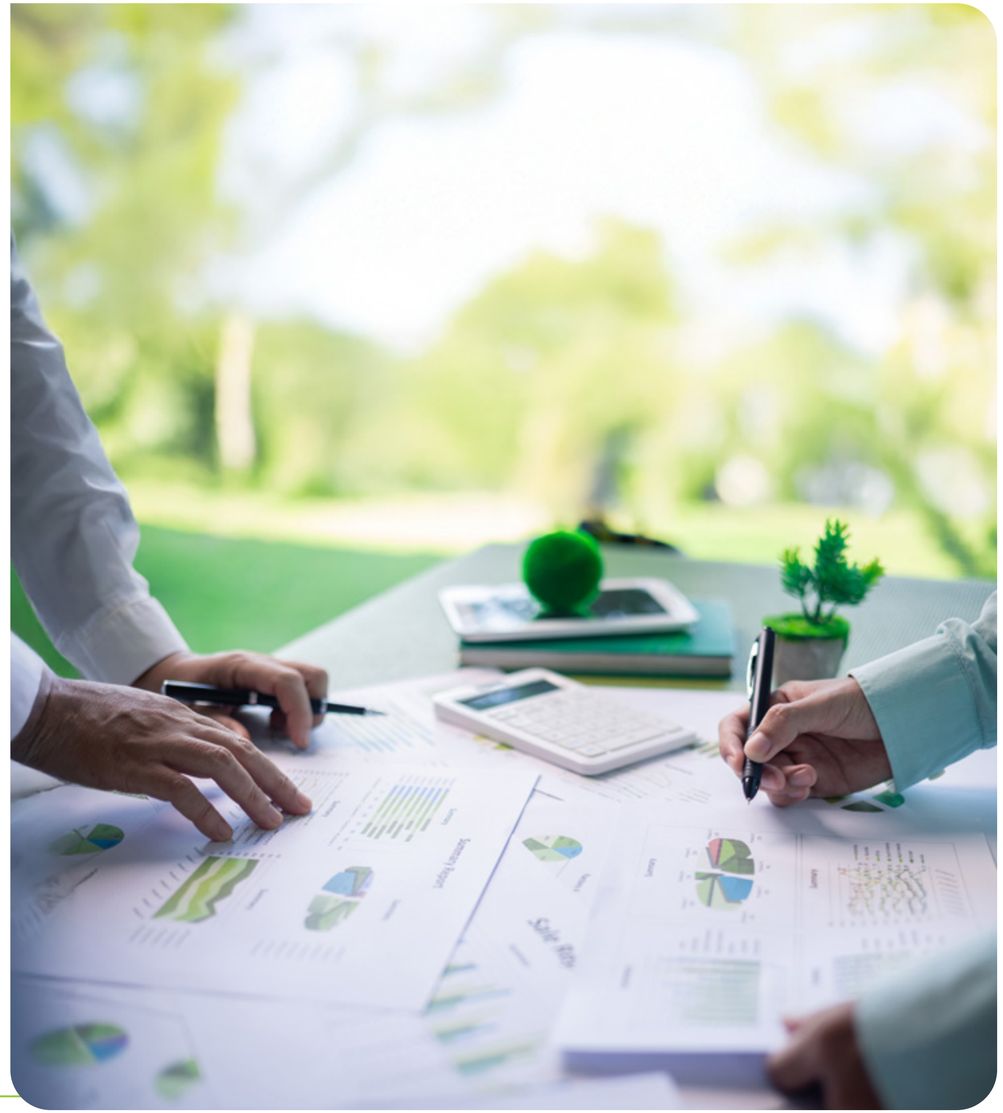
Fertiglobe contributed to creating a Low-Carbon Pathway (LCP) and Action Plan for Egypt's fertilizer industry, collaborating with governmental bodies, the FEI, IFA, AFA, investors, and international organizations.

Discussions Engagements on UAE Carbon Registry

Having a cap-and-trade system in the UAE would allow the development of incentives to invest on low-carbon technologies to abate GHG emissions where these investments are most cost effective.

Participation in RED II Draft Delegated Regulation Public Consultation

Fertiglobe participated in the EU Delegated Regulation consultation on GHG savings from recycled carbon and renewable transport fuels.



Stakeholder Engagement - continued

The table below highlights our engagement with each stakeholder group, enabling us to better integrate sustainability into our business while aligning with stakeholder needs. It also allows us to incorporate our sustainability priorities into their perspectives.

Stakeholders	Our Approach	Engagement
Employees	We engage employees in our sustainability through several channels	• Internal sessions to determine the materiality of ESG topics involving investor relations, sustainability, compliance, finance, human capital, manufacturing, HSE, procurement, and local teams. • New hires interviews and employee training. • Diversity and inclusion workshops on inappropriate workplace behavior. • E-learning compliance trainings covering code of conduct, diversity and inclusion, conflicts of interest, global workplace harassment, anti-bribery, anti-corruption, and data privacy topics. • Installed D&I focus groups and established a SteerCo, with representatives from all operating companies and head offices, to collect ideas to further accelerate our D&I Roadmap. • In 2024, we launched a group-wide Employee Engagement Pulse survey and organized several townhalls to hear our employees.
Customers	We stay in regular contact with our customers to identify opportunities to collaborate on ESG topics and the selling of green products	• Customer letters, direct communication by the commercial leadership team, participation in industry events, proactive supply chain management, and product information and safety sheets published on our website.
Investors	We interact with our investors on a regular basis to address ESG topics (e.g. project, health and safety)	• Investor meetings and conferences, conference calls with investors following the publication of results, press releases, and annual general meetings.
Communities	We maintain mutually beneficial relationships with the communities where we operate	• Engagement with local community groups and non-profits. • Local talent recruitment.
Suppliers	We stay in regular contact with our suppliers, and we maintain a Business Partner Code of Conduct that outlines our expectations toward our suppliers	• Organizing tenders and running meetings and interviews with shortlisted vendors to finalize selections.
Industry Bodies	We are an active member of several industry associations where we work with our peers to aim to sustainably improve global standards and engage in discussions on the key global challenges for the sector	• Bilateral meetings with elected officials and representatives of the executive branches of national and regional governments and meetings with local market authorities.
Governments	We maintain relationships with state governments, authorities, and agencies in the countries where we operate to strive to advance our business objectives, ensure compliance with regulations, and engage and foster collaborations on sustainability-related topics	• Meetings on sustainability-related initiatives and attending/participating in events such as the Abu Dhabi Sustainability Week and events on green hydrogen. • Providing feedback and comments to legislative processes through requests for comments and public consultation.

Materiality Assessment

During 2024, we confirmed the material topics and their relevance as per the double materiality assessment performed in the previous year. The assessment consisted of four phases:

1- 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.

2- Assessment and Grouping:

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

3- Validation:

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

4- 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:

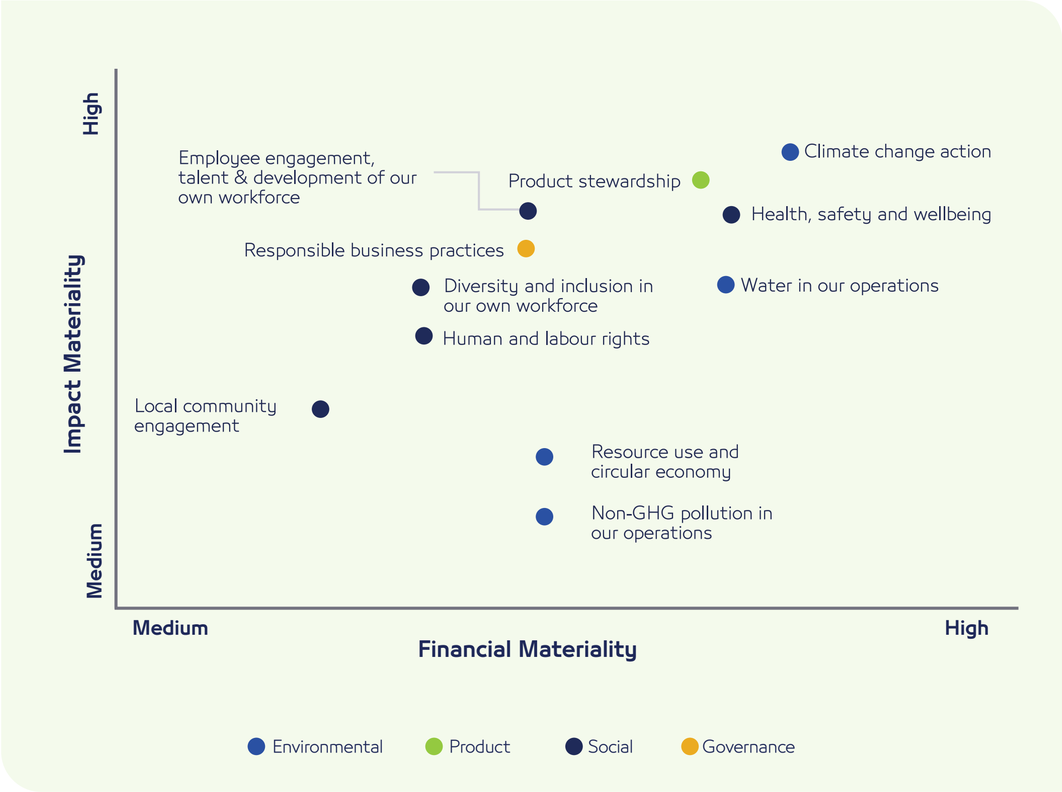
- Continuation of use of resource
- Reliance on the relationship
- Opportunities

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

2024 Material Topics

The results of our materiality assessment are the basis for our further strategy development and related initiatives, as well as ESG reporting.



ESG Pillars and Material Topics

Sustainable Operations

- Climate Change Action
- Water in Our Operations
- Resource Use and Circular Economy
- Non-GHG Pollution in Our Operation

Product Stewardship[1]

- Product Stewardship

Social Value

- Health, Safety, and Wellbeing
- Employee Engagement, Talent, and Development of Our Own Workforce
- Diversity and Inclusion in Our Own Workforce
- Human and Labor Rights
- Local Community Engagement

Responsible Business Practices[1]

- Responsible Business Practices

1 Please note that Product Stewardship and Responsible Business Practices refer both to the name of our ESG Framework pillars as well as our material topic.

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.

2.91 tCO_2e/ N-tons
GHG Intensity

63%
Electricity Purchased from Renewable Sources

37.64 GJ/ton of ammonia produced
Energy Intensity

0%
Freshwater Withdrawal

4%
Water Consumption Reduction vs. 2023

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 at 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, reduce the impact of waste production, and support 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 Algeria, 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. The EMS 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.

Environmental Impact Assessment

All our plants undergo an environmental impact assessment (EIA) during the design phase, which then gets updated on a recurring basis of about five years after the first assessment.

Compliance

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

HSE Certifications

We developed a robust set of policies, procedures, best working practices tools, and effective management systems.

Plant Name	ISO 14001	ISO 50001	Responsible Care
EFC	✓	✓	
EBIC	✓	✓	
FERTIL	✓	✓	✓
SORFERT	✓	✓	

ISO 14001 helps our plants have a structured approach to managing environmental impacts, such as reducing emissions, minimizing waste, and preventing soil and water contamination.

ISO 50001 allows our energy management systems in certifying that we optimize energy use, reduce energy costs, and commit to lower our emissions through efficient processes.

Responsible care is the chemical industry's unique global initiative that drives continuous improvement in environment, health, safety, and security (EHS&S) performance, together with open and transparent communication among stakeholders.

These certifications also encompass training our workforce on EMS matters.

Environmental Sustainability Policy

In 2024, we formalized our **Group Environmental Sustainability Policy,** setting out the requirements with which we will aim to adhere to as we deliver our strategy.

This Policy defines the Group's focus areas in the environmental domain: climate change, non-GHG pollution, water management, resource use and circularity, product stewardship, and biodiversity.

Moreover, the Policy encompasses commitments, scope, governance and oversight, implementation and communication, and stakeholder engagement.

Access our Environmental Sustainability Policy here.

Energy and Climate Change

Management Approach

As a producer of ammonia and urea, we generate GHG emissions along our value chain. 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 committed to reducing and managing our environmental impact wherever possible, and we have invested heavily in achieving this by both reducing our environmental footprint through investment in state-of-the-art technologies to maintain one of the world's youngest and most efficient asset fleets while promoting the 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 reduces our reliance on fossil fuels and purchased energy, consequently reducing the intensity of our GHG emissions.
- **Transitioning our facilities to renewable energy sources (RES)** through power purchase agreements (PPAs) and renewable energy certificates (RECs) for our purchased electricity (Scope 2).
- **New strategic, low-carbon, and renewable technologies** that follow the transition pathway of blue and renewable, capitalizing on both new and established technologies, such as electrolysis, Carbon Capture and Storage (CCS), and purchased blue and renewable hydrogen.

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

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 2023, we purchased EACs (I-RECs) from solar electricity producers in Egypt and the UAE in 2024 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

Operational Excellence Program

We regularly look for ways to increase our production efficiencies, reduce 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 reduce 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 reducing waste and increasing resource productivity. The program aims 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 regular 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

- **Leading process safety design elements** featured by Fertiglobe's young asset base.
- **Site-led improvement programs,** reflecting the site-specific process safety priorities.
- **Group-wide leading performance KPIs** and best practices for process safety fundamentals.

Reliability

- **Site-led improvement programs,** reflecting site-specific priorities and the "Focus and Follow Through" approach.
- **Global reliability program** focused on eliminating repeat issues and the timely anticipation on reliability threats.
- **Structured readiness reviews** for major turnarounds to improve completion times, competitiveness, and predictability.

Energy Efficiency

- **Energy-efficient designs** featured by Fertiglobe's young asset base and specific initiatives (e.g. MIP).
- **Immediate focus on operational excellence,** supported by monitoring tools.
- **Reviewing our energy and feedstock purchases** with the aim to increase our use of green or renewable sources, including increasing our purchase of renewable power (such as solar and wind energy) and increasing our consumption of biofuels and alternative green feedstocks.
- **Identify and pursue further efficiency through select value-accretive investments.**

Best-in-class Facilities, Reducing Emissions and Waste

Waste Heat Capture and Recovery
The waste heat and steam systems in all our plants are highly integrated, and we endeavor to use all heat within our processes to make use of energy in the most efficient way possible.

CO_2 Capture, Recycling, and Sale
Our production facilities emit GHGs directly from the conversion of natural gas into our products and indirectly through the generation of purchased electricity and steam. We diligently work to reduce our direct CO_2 emissions by investing in reduction technologies, recycling CO_2 within our downstream processes, and selling CO_2 to third parties. We are also exploring carbon capture and storage (CCS) opportunities.

Workforce Development

Energy and Climate Change - continued

2024 Performance Summary

Our Operations

In 2024, Fertiglobe's total energy consumption stayed stable, in line with 2023, highlighting our continuous efforts to reduce our environmental footprint.

The purchase of EACs (I-RECs) for 100% of our purchased electricity consumption at our facilities in Egypt and the UAE, equivalent to 63% of Fertiglobe's overall purchased electricity, contributed to the reduction of 204,010 tCO_2e of our Scope 2 emissions.

Fertiglobe's overall GHG intensity decreased to 2.91 tCO_2e/N-ton in 2024, compared to 2.94 tCO_2e/N-ton in the previous year, thanks to decarbonization efforts.

Our Value Chain

In line with 2023, Fertiglobe also conducted an inventory of GHG impacts across the entire value chain in 2024. Similar to numerous other industries, the chemical sector primarily saw 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 identified 7 categories relevant to Fertiglobe. Among those the two main categories combined account for approximately 80% of our value-chain emissions: Category 1 – Purchased Goods and Services and Category 11 – Use of Sold Products.

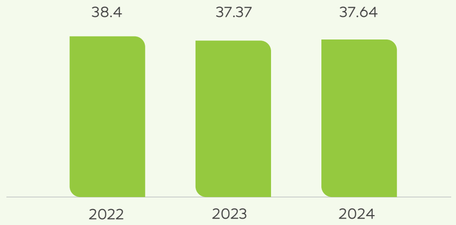
This initial step is pivotal in shaping an effective corporate climate change strategy and identifying future reduction initiatives.

1 Please refer to page 223 for the yearly GHG Intensity data according to both the EU ETS and GHG Protocol.
2 The changes in the inventory of 2024 as compared to 2023 are due to a combination of changes in sales volumes and distribution, as well as to the update of data collection processes, calculation methodologies, and emission factors.

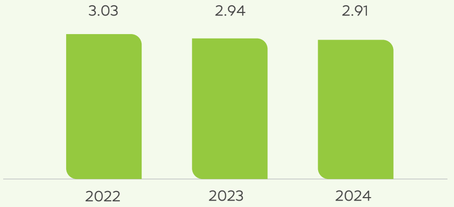
How We Calculate Our GHG Intensity

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

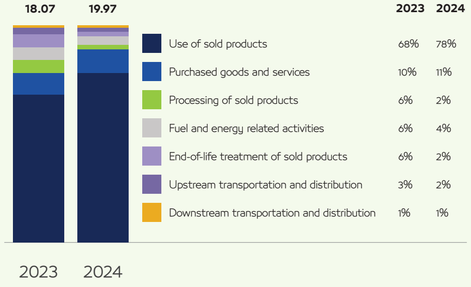
Energy Intensity – Ammonia
(GJ/ton gross product)



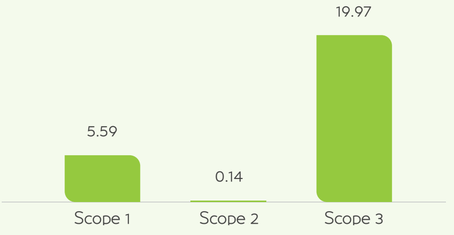
GHG Intensity – EU Methodology (Scope 1 + Scope 2 + Downstream)
(ton CO_2e/N-ton)



Scope 3 emissions by category (Mt CO_2e)[2]



2024 GHG Inventory (Mt CO_2e)



CASE STUDY

Manufacturing Improvement Plan

75%

MIP Completion

$100 million

EBITDA increase targeted by 2025

Manufacturing Improvement Plan

Launched in 2023, Fertiglobe's Manufacturing Improvement Plan (MIP) aims to increase earnings by applying work processes that will increase the reliability of the assets. The benefits shall come from increased availability due to fewer planned shutdowns, yielding higher production and lower specific energy, water, and utilities consumption. These initiatives aim to reduce Fertiglobe's environmental impact.

MIP phase 1 targets $100 million increase in EBITDA by the end of 2025 relative to the 2023 baseline. During 2024, we implemented 75% of the MIP.

Examples of the initiatives implemented include the use of more energy-efficient machinery, boilers, and burners. The MIP aims to establish a standardized culture of data collection and monitoring, along with preventive and proactive maintenance. To support this, we plan to introduce advanced process controls for production optimization and utilize state-of-the-art data collection platforms to further standardize data collection, supporting the sustainability of the MIP's improvement journey.

In line with current trends, we are introducing AI to enhance our management control systems, enabling us to implement preventive actions more quickly and efficiently. AI will be integrated into our production processes, allowing for real-time monitoring and adjustments to help optimize performance and reduce downtime.

We are also regularly evaluating numerous initiatives to capture the transitional potential by partnering with industry leaders.

The MIP aims to fix the fundamental standards across all our plants, in line with current trends, to level the playing field within the industry.

Striving for Water and Energy Efficiency

In an ammonia plant, water consumption and energy consumption are closely linked due to the steam-reforming process used in hydrogen production, a key step in ammonia synthesis.

Water is used in large quantities for steam generation, which is required to convert natural gas into hydrogen. Additionally, significant energy is needed for water desalination, cooling systems, and other utilities.

Higher energy consumption can increase the need for water, especially in cooling and steam systems, while optimizing energy efficiency often reduces water use as well, creating a direct correlation between the two factors in the plant's operations.

2024 Results and Lookahead

The MIP aims to help to enhance operational reliability through capital projects and modernizing practices that minimize energy and water waste, paving the path toward more sustainable and renewable energy sources.

In 2024, the efforts during our turnarounds at EFC 2, Ammonia 2, and Sorfert have established a solid foundation for the business.

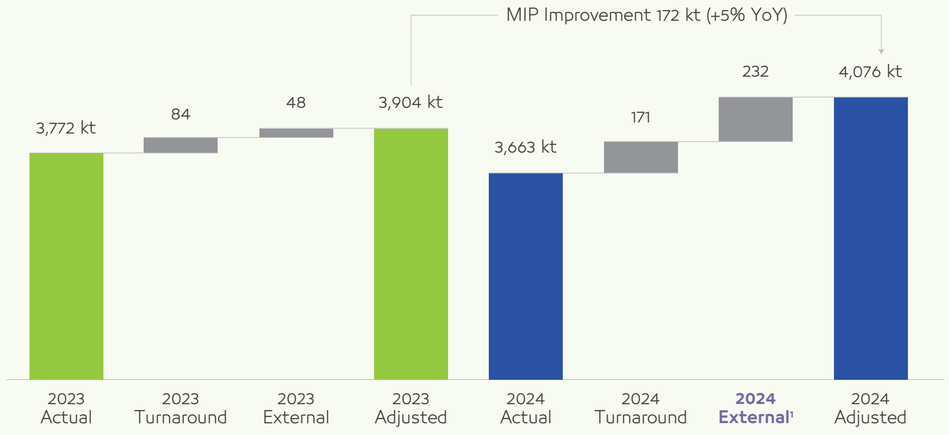
Manufacturing Improvement Plan - continued

Manufacturing Improvement Plan 75% Underway

On track to realize $100 million annual incremental EBITDA Target by YE-2025

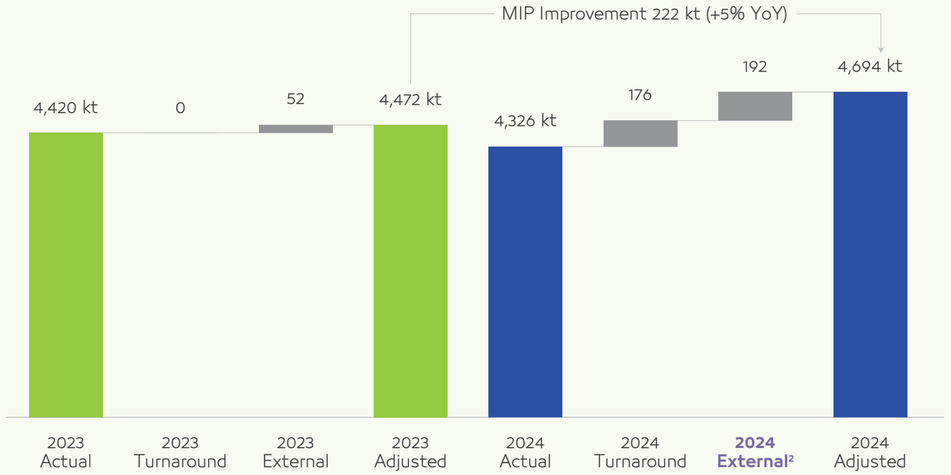
Adjusting for turnarounds and external events, Fertiglobe's production would have been up 5% YoY in 2024

Ammonia



[1]Includes 155 kt related to water and power issues in Egypt and Algeria, currently being addressed through projects coming online in Q1 2025

Urea



[2]143 kt related to water and power issues in Egypt and Algeria currently being addressed in Q1 2025

Climate Change Risks and Opportunities

We are constantly working on improving our climate risks and opportunities framework and on further integrating it into our ERM. Our climate change risk assessment provides an overview of key risks and potential impacts, ensuring alignment with industry standards and disclosure requirements.

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 Impacts

- Rising insurance costs and lower payouts
- 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 Impacts

- Carbon tax and stricter environmental requirements
- Risk of technology failures and higher capital expenditures to transition to lower emissions technologies
- Lack of mature certification and sustainability standards
- Lack of globally accepted and harmonized definitions for low-carbon/renewable ammonia

Fertiglobe Resilience

Mitigants

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. We believe our decarbonization strategy is a key lever to reduce emissions, carbon taxes, and operating costs, while water management is a key mitigant to address water scarcity within the organizational boundaries. We believe proactive engagement with stakeholders and comprehensive sustainability reporting can play a role in meeting stakeholders transparency expectations.

This includes our continuous monitoring of regulatory updates, readiness assessments, and compliance with reporting requirements, such as CBAM. Moreover, we continuously invest in climate-related infrastructure, resilience, and product development in our fully controlled production plants and strategic partnerships. In 2024, we invested $48.6 million of our CapEx for these purposes.

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 67-68.
- Lower carbon urea: it helps reduce 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 page 71.
- Resource efficiency: Energy-efficient designs, featured by Fertiglobe's young asset base, focus on operational excellence, and review of our energy and feedstock purchases with the aim to increase our use of renewable sources, as described on pages 53–57.

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 a shared resource, water management is one of the key pillars in the MIP, which 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 reduce 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 monitor our water withdrawals and discharges at every facility and facilitate the treatment of any discharged water to meet applicable environmental regulations.

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

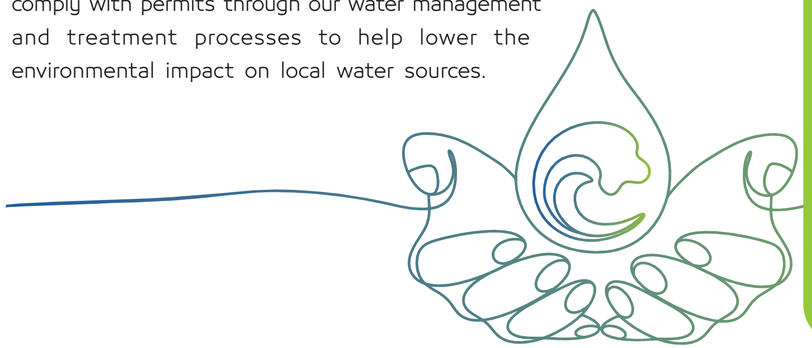
We are committed to zero freshwater withdrawal at all our sites and have installed desalination units to use seawater instead of freshwater at all our sites. We have a commitment to increase our water efficiency and are focused on reducing our water use wherever possible.

Standards for Waste Water Quality

Fertiglobe has a waste water quality procedure specifically designed to provide standards for wastewater characterization, monitoring, and management.

In terms of water discharge, we are compliant with the applicable environmental regulations at each of our locations. Each Operating Company (OpCo) monitors the total organic nitrogen concentration in water discharge on a daily basis via lab analyses.

We meet or exceed all local water quality regulations and comply with permits through our water management and treatment processes to help lower the environmental impact on local water sources.



Water Production in Our Urea Plants

In a urea plant, water is produced as a result of the urea production process because of the chemical reaction between ammonia (NH_3) and carbon dioxide (CO_2). When NH_3 reacts with CO_2, it forms ammonium carbamate, which then decomposes into urea and water.

This reaction generates water as a byproduct. The water is typically removed through evaporation or other purification steps along the production process.

Water-Related Dependencies, Impacts, Risks, and Opportunities

Direct Operations: All our sites, representing 100% of global production, have been identified as having water-related dependencies, impacts, risks, and opportunities. These facilities are located within a region of water stress, in line with WRI Aqueduct.

Upstream Value Chain: For indirect operations upstream, our main suppliers are mostly natural gas producers. Their dependence on freshwater is relatively limited. For this reason, we have deemed that water-related dependencies, impacts, risks, and opportunities in our upstream value chain are not material.

Water - continued

Water is used in several ways during the production process, such as cooling water, steam, or as a raw material for our downstream products. Water is circulated and reused many times throughout our production cycles. Following several cycles through our plants, water is recycled by neighboring plants where interconnections exist or is safely released as unpolluted water vapor.

Water Withdrawal in Our Plants

We exclusively use desalinated water, eliminating Fertiglobe's dependence on freshwater across all sites. Desalinated water has better operating properties compared to previously used freshwater. 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. Remaining water supply comes from non-potable groundwater and is treated in reverse osmosis plants owned and operated by Fertiglobe.

Water Discharge and Consumption in Our Plants

EBIC has specific evaporation ponds where water is stored after undergoing effluent treatment plants. Both Fertil and EFC have implemented a 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. 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.

Water - continued

2024 Performance Summary

Fertiglobe is fully reliant on sustainable water sources, reaching and maintaining, since 2023, its target of zero freshwater use in all sites. Our production facilities in Algeria and the UAE source 100% of their water intake from the sea, while facilities in Egypt have transitioned their freshwater withdrawal to a mixture of desalinated and non-potable groundwater treated via reverse osmosis since 2022.

In 2024, we sourced 59.17 million m^3 of water that were used in our operations in several ways, including cooling water, steam, or as a raw material for our downstream products, and we discharged 33.29 million m^3 of water. Sea water plays an important role in our operations, accounting for the 65% of total withdrawal and 87% of discharge. In 2024, total water consumption was equal to 25.8 million m^3.

Overall in 2024, water withdrawal, discharge, and consumption decreased compared to 2023 data, partially due to planned shutdowns aiming to enhance production processes.

Freshwater withdrawal, thanks to our desalination units

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Waste

Management Approach

Waste is managed in strict compliance with specific environmental policies and procedures. We adopt a process-based waste management approach and employ a cradle-to-grave approach to monitor hazardous waste transport throughout the supply chain. At Group level, Fertiglobe has set specific standards on waste management. Waste management procedures are implemented by each OpCo under the umbrella of the highest internationally recognized standards. Each OpCo takes care of disposing of waste via specific disposal agreements with waste management companies, that collect waste in line with local regulations.

We are committed to the regular assessment of all significant waste 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).

Most of our industrial waste is non-hazardous, stemming primarily from routine maintenance activities. The primary source of hazardous waste is spent catalysts, which is disposed of safely as per local regulations. Hazardous waste also includes used oil, chemicals used during productions processes and chemicals used for cleaning and sanitizing specific machinery. 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 and procedures to support the application of industry's best practices and to dispose of waste in an environmentally sound manner. All processes undergo regular reviews by our HSE teams to implement waste reduction opportunities, if possible and to facilitate the disposal of hazardous waste in the proper way.

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.

Waste reused, recycled, or recovered

41%

2024 Performance Summary

In 2024, the amount of waste generated in all our production facilities was 4.31k tons, of which 41% 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.

Raising Awareness on Waste Among Our Employees

In order to encourage greater environmental consciousness and more sustainable practices, and in line with ISO certifications procedures, waste training is carried out at each OpCo to raise awareness and train employees on how to handle hazardous and non-hazardous materials.

Other Environmental Impacts

Fertiglobe plants apply BAT that uses ultra-low emissions burners.

Local Biodiversity and Ecosystem Services

When assessing new projects we comply with all relevant regulatory requirements and environmental policies, including environmental and biodiversity impact assessments wherever relevant. The use of nitrogen fertilizers enhances agricultural efficiency, safeguarding biodiversity by maximizing yields on existing farmland and minimizing the need to convert additional land for agriculture.

None of our production facilities are located near protected areas or areas of high biodiversity, thus a biodiversity management plan is discretional.

Non-GHG Emissions in Our Operations

Fertiglobe plants apply Best Available Technology that uses ultra-low emissions burners, also given that fuel or natural gas combustion activities are the most significant operations sources of non-GHG emissions.

Fertiglobe has devised and implemented robust actions and policies to effectively measure and reduce non-GHG pollution, particularly targeting NO_x and SO_x emissions.

The Company monitors non-GHG emissions from our operations through a CEMS in compliance with applicable environmental regulations. The non-GHG emissions inventory is considered a good base resource for data comparison and a full evaluation of the effectiveness of policies for cutting down emissions.

Reduction Opportunities

Fertiglobe is actively exploring various avenues to capitalize on opportunities for reducing non-GHG emissions. In our pursuit of 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, and catalytic converters to reduce exhaust pollutants from passenger cars and utilize ultra-low NO_x burners) can also reduce N_2O emissions.

Preventing Other Environmental Nuisances

At Fertiglobe, we also carry out other activities to make sure our impact on the surroundings is limited. Odor leaks are monitored via specific analyzers and immediately reported and then investigated to identify the root cause, implementing then both preventive and corrective actions. For example, in the Fertil plant, a leak detection and repair (LDAR) survey is carried out annually to identify and control fugitive emissions and odors.

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).

4

Low-Carbon and Renewable Ammonia Ongoing Projects

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

Our Approach

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

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

01

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

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

02

Enhancing nutrient use efficiency through:

- Innovative products and services.
- Supporting farmer education programs (e.g., 4Rs).
- Driving the adoption of more sustainable practices and products.
- Enabling farmers to implement better practices, like 4R, precise application, and lowering the carbon footprint, with high-quality fertilizers equipped with inhibitors to improve nitrogen use efficacy and cut N_2O emissions in field—the major source of GHG emissions from nitrogen fertilizers—by an average of 50%.
- Evaluating the introduction of sulfur to our products for better nutrient use efficiency.

03

Mitigating environmental impacts beyond GHG emission reduction:

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

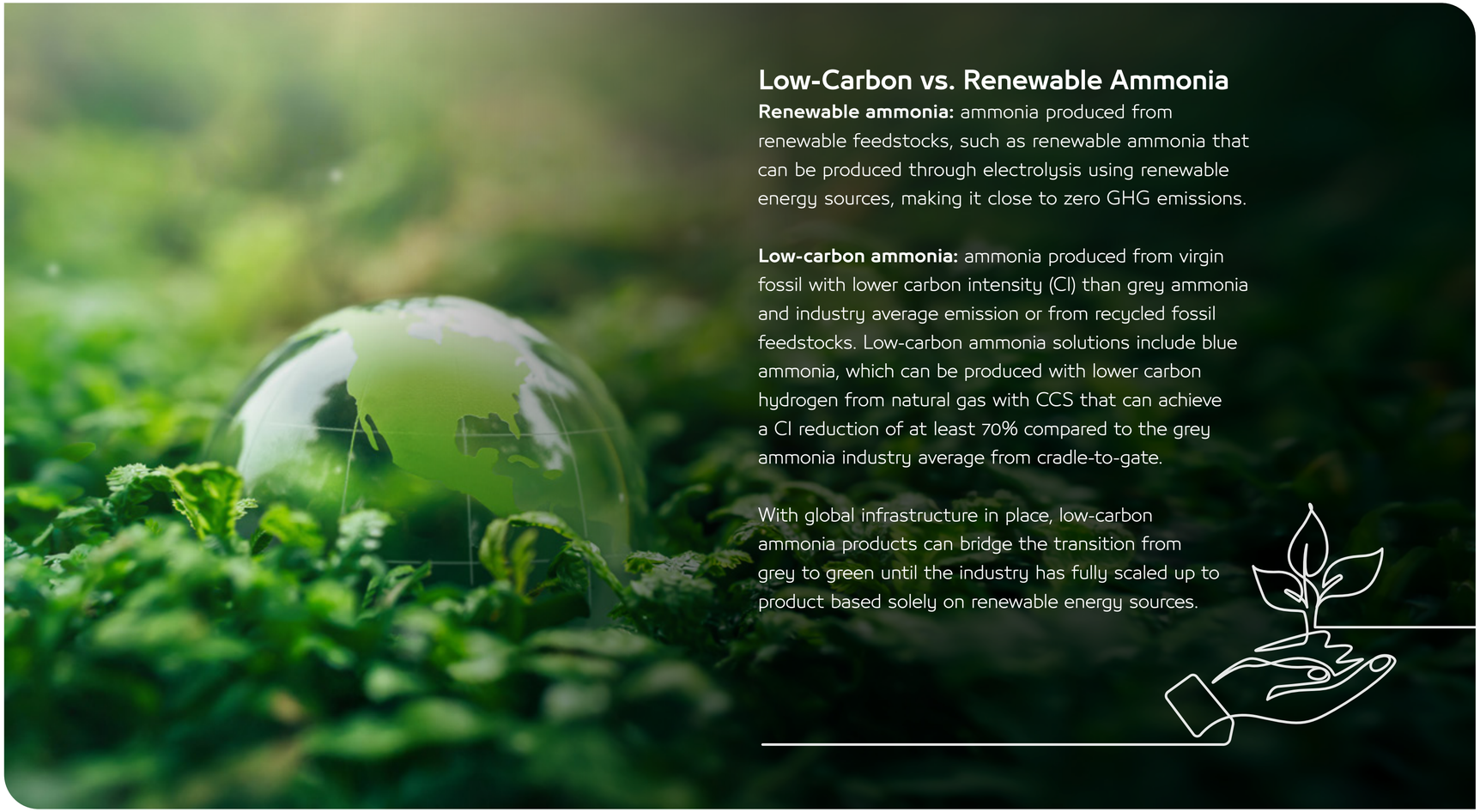
Low-Carbon and Renewable Ammonia

Leading the Global Energy Transition

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

Low-carbon ammonia and hydrogen will help 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

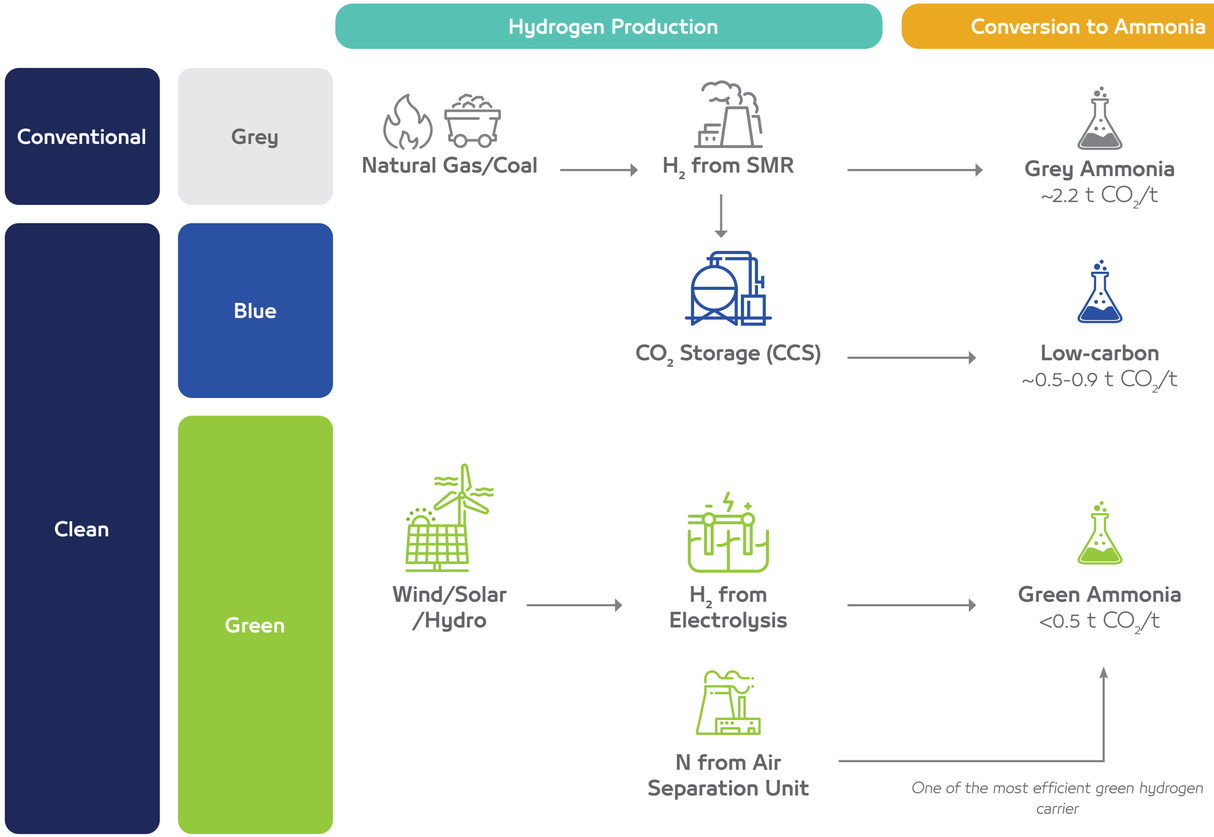
Renewable ammonia: ammonia produced from renewable feedstocks, such as renewable ammonia that can be produced through electrolysis using renewable energy sources, making it close to zero GHG emissions.

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 Ammonia - continued

Conventional vs. Clean Ammonia: Key Highlights



Conventional Uses

Emerging Uses

Ammonia End Uses	Today	In the Future
Fertilizer Urea, Nitrates, other fertilizers	80%	<2%
Industrial Chemical feedstock, NO_x abatement, industrial heat	20%	3%
Power Generation Emissions reductions, Co-firing in thermal plants, e.g.: in OECD Asia	0%	High
Marine Ammonia engine or fuel cell	0%	High
H_2 Energy Carrier	0%	High

Low-Carbon and Renewable Ammonia - continued

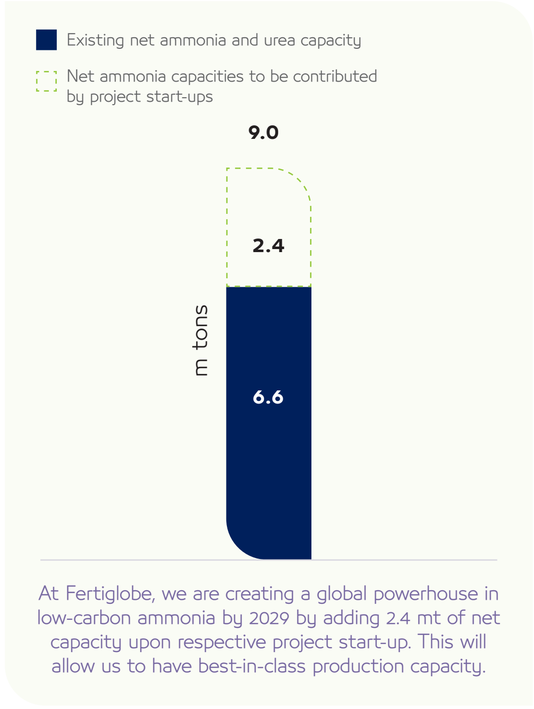
Low-Carbon Ammonia is Critical to Achieving Carbon Neutrality

Governments in the countries where we operate or export our products (e.g. UAE and EU) have set targets for the 1.5–2°C pathway, requiring a significant reduction in global CO_2 emissions. Clean hydrogen is strongly positioned to lead the world's energy transition, and ammonia is the key enabler.

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

Strengthening Our Position as an Early Mover in the Low-Carbon Ammonia Space

Over the past year, Fertiglobe has strengthened its position as an early mover in the low-carbon ammonia space. With ADNOC transferring its stakes in three low-carbon ammonia projects to Fertiglobe, our consolidated net low-carbon ammonia capacity is set to reach 2.4 mtpa, subject to project FIDs. This significant low-carbon ammonia production capacity further cements Fertiglobe's leadership position in the nitrogen and clean fuels sectors.



At Fertiglobe, we are creating a global powerhouse in low-carbon ammonia by 2029 by adding 2.4 mt of net capacity upon respective project start-up. This will allow us to have best-in-class production capacity.

Low-Carbon and Renewable Ammonia Growth Initiatives

UAE: Low-Carbon Ammonia Project

- 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.
- Expected capacity of up to 1,000ktpa of low-carbon ammonia, with focus on exporting to Asia and Europe.
- Construction started in Q3 2024, and operations are expected to commence in 2027, with investment focused on back-end ammonia. Leveraging existing infrastructure and off the fence feedstock, the project enjoys competitive CapEX.
- Fertiglobe owns a 30% stake in the project and will consolidate ADNOC's stake at cost when ready for start-up, taking its ownership to 54%. The company is entitled to a proportional offtake of the project's production, which is due to increase following ADNOC's stake transfer.

UAE: Low-Carbon Ammonia Pilot

- Pilot to capture 18 ktpa of CO_2 from Fertil to be the UAE's first CCS facility to produce 10–12 ktpa of low-carbon ammonia.
- CO_2 sequestration started in Q4 2023, and low-carbon ammonia sales in partnership with ADNOC realized in Q2 2024.
- Fertiglobe also successfully piloted a carbon capture initiative from flue gases throughout 2024 and injected the CO_2 in its urea production process.

UAE: Additional 1-mtpa Low-Carbon Ammonia Project

- Project is currently in the development and engineering stage, with Fertiglobe closely involved in its development until the FID is acquired and potential start of commercial operations.
- ADNOC's full equity stake in the project will be transferred to Fertiglobe at cost when ready for start-up.

Egypt: 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 H1 2025.
- Fertiglobe was chosen as the winning bidder for first-of-its-kind H2Global auction for renewable ammonia.
- Limited CapEX and double-digit project IRR's as Fertiglobe is utilizing its existing back-end ammonia infrastructure.

Upcoming Projects
USA: Low-Carbon Ammonia Project

- ADNOC's JV with ExxonMobil, where ADNOC's equity stake of 35% will be transferred to Fertiglobe at cost when the project is ready for start-up.
- Contingent on supportive government policy and necessary regulatory permits, the project's expected capacity is 1 billion cubic feet (bcf) daily of low-carbon hydrogen (~98% CO_2 removed) and 1 mtpa of low-carbon ammonia.
- The expected FID on the project is expected in 2025, with anticipated start-up in 2029.

CASE STUDY

Egypt Green Hydrogen

First renewable ammonia production site to receive the ISCC PLUS certification

Winner of the its kind H2Global auction for renewable ammonia in the EU

Egypt Green Hydrogen

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

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

When fully developed, the project will consist of 100 MW capacity of electrolyzers powered by 260 MW of solar and wind energy plants. The tie-ins for the renewable hydrogen feed to be processed into renewable ammonia have already been installed at Fertiglobe's two existing ammonia plants in Ain Sokhna. At full scale, the facility will deliver up to approximately 13,000 tons of renewable hydrogen as feedstock for the production of up to 74,000 tons of renewable ammonia per year in Fertiglobe's existing ammonia plants. The FID for the full-scale 100 MW electrolyzer capacity is expected to be reached during the first half of 2025.

Fertiglobe reached a significant milestone with its Egyptian facility being the first renewable ammonia production site to receive the ISCC PLUS certification. In 2023, Fertiglobe completed the shipment of the world's first internationally recognized renewable ammonia with ISCC PLUS-certification.

In 2024, Fertiglobe was selected as the winning bidder to supply renewable ammonia to the EU following a first-of-its-kind pilot auction by H2Global, an initiative funded by the German Federal Ministry for Economic Affairs and Climate Action (BMWK). The contract tenor is 2028–2033 (with optionality for 2027) and a minimum offtake of 40,000 tons/year.

We committed to supplying renewable ammonia starting at a potential 19,500 tons in 2027 (subject to actual production start date and supply availability), with volumes potentially scaling up to 397,000 tons cumulatively by 2033.

Renewable energy from solar and wind energy

100 MW electrolyzer capacity at full scale

Up to c. 13,000 tons of green hydrogen as feedstock for production of up to 74ktpa of renewable ammonia at Fertiglobe's existing ammonia plants

Global logistic capability

Nutrient Use Efficiency and Food Security

Feeding a Growing World Population

Agriculture plays a dual role in global climate dynamics, contributing to approximately 20% 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.

Nearly 50% of global nourishment relies on synthetic nitrogen fertilizers, highlighting their critical role in supporting a growing population. As estimates indicate the need for a 70% increase in food production by 2050 to sustain an expected 9 billion people, the importance of synthetic nitrogen will grow further. Compounding this challenge is the heightened vulnerability of agriculture to climate change.

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.

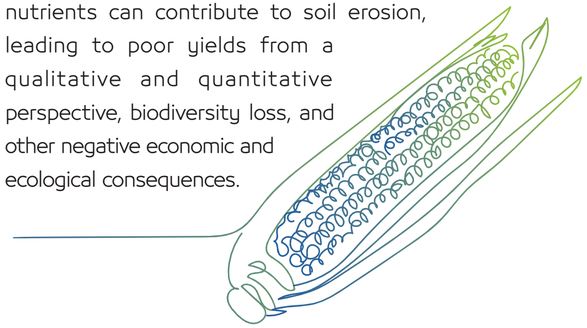
We strive for our products to be used in a way that safeguards health, occupational and public safety and security, biodiversity, and the environment.

Nitrogen fertilizers are the key nutrient for crop growth and development. High-quality soil maximizes farm yields and ensures healthy crops, naturally sequestering CO_2 in the process.

Efficient farming through correct fertilizer application enables farmers to maximize the use of existing farmland and reduce land sequestration. Fertiglobe's fertilizer products facilitate regenerative 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; and
- 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

Respecting the global limitation of agricultural land, it is of the highest importance to utilize the existing land in the most efficient way to protect natural land reserves from conversion to farmland.

If removals by yields are not adequately replaced, soil health will decline and eventually lead to soil degradation and loss of soil health. Reduction of yields increases the risk of agricultural expansion into previously uncultivated land. To prevent this land encroachment, 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, as serious threats to food security are compounded by an abrupt reduction in fertilizer production globally, impacting the whole agri-food supply chain.

By applying sustainable intensification practices, farmers will be able to optimize the use and efficiency of existing farmland while reducing the environmental impact on the same land area.

Increasing productivity of given agricultural land with simultaneously improved management practices can therefore represent an effective and valid approach to the sustainability of the agri-food supply chain while contributing to food security.

Such improved management practices can be characterized by:

- ECOU increase in the replacement of conventional mineral nitrogen fertilizers with enhanced efficiency fertilizers (EEFs) containing nitrogen inhibitors to improve fertilizer use efficiency, mitigate climate change, and significantly reduce nitrogen losses to the environment simultaneously. Improvement of nitrogen use efficacy, following the guidelines of the NUE Indicator, developed by the EU Nitrogen Expert Panel, defines a healthy corridor adaption for sustainable nitrogen application related to crop demand.
- The use of precision farming tools and techniques that enable farmers to effectively assess crop nutrient requirements.
- 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 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 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 CO2, zero Sulphur Oxides (SOx), and the traces of NOx present in the flue gas can be neutralized to water and dinitrogen by up to 99%. This makes a renewable ammonia-fueled ship a zero-emission ship. Without carbon priced in, the grey and blue ammonia pathways are very close to cost parity compared to HFO. The use of blue ammonia in shipping would facilitate the decarbonization pathway with an improvement potential of more than 50% GHG reduction. Most importantly, with global infrastructure in place, these products can bridge the transition from grey to green until the industry has fully scaled up to product based solely on renewable energy sources. The maritime fuel market for HFO is expected to grow to approximately 430 million metric tons by 2050, translating in ammonia equivalents of 650–900 million metric tons. This is 4–5x the current global production and >35x merchant ammonia traded volumes, representing a significant growth opportunity for Fertiglobe.

Lifecycle Emissions (ton/TJ)

	GHG[1]	SO_x[2]	NO_x[3]	PM[4]
Fuel Oil HSFO/VLSFO	Unfavorable	Unfavorable	Unfavorable	Unfavorable
MGO	Future Fuels	Favorable	Future Fuels	Future Fuels
LNG	Future Fuels	Favorable	Favorable	Favorable
Biodiesel HVO/HEFA	Slightly Unfavorable	Favorable	Favorable	Future Fuels
Methanol Bio/Synthetic		Favorable	Favorable	Favorable
Ammonia Green	Favorable	Favorable	Favorable	Favorable
Hydrogen Green	Favorable	Favorable	Favorable	Favorable

[1] GHGs, including CO_2, NO_2
[2] Sulphur limitations of 0.5% (global) and 0.1%(ECA)
[3] NO_2 emissions are commonly reduced using Selective Catalytic Reduction (SCR) and Exhaust Gas Recirculation (ECR) solutions for both FO and MGO
[4] Particulate matter

Favorable
Slightly Unfavorable
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 BAT to minimize our carbon footprint and implement the IFA product stewardship guidelines along 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 classi- fication, 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 chem- icals 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 share Safety Data Sheets (SDS) for products and substances with all our clients.. 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.

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

We comply with EU transport requirement regulations, including EU ETS and the upcoming fuel EU regulation.

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.

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.

2,725
Employees

41
Nationalities

~16%
Women in Leadership Positions

56%
Proportion of Spend on Local Suppliers

0
Fatalities

0.02
TRIR

One Fertiglobe, One Team

Management Approach

We believe that our key to success are our employees, for which we are dedicated to having a safe and encouraging workplace underpinned by mutual trust and respect toward and among employees. We promote excellence in our operations by investing in the professional development of our team.

Employees are required to treat all individuals with respect, tolerance, dignity, and without prejudice to create a mutually respectful, collaborative, and positive working environment. As stated in our Code of Conduct, we conduct our operations with the highest standards of honesty, integrity, and fairness and we foster a business environment that protects the rights and interests of stakeholders. Our Code of Conduct also includes a zero-tolerance statement toward any form of harassment or bullying.

We strive to do our utmost to provide employees with a safe environment to address issues directly with management, and through our Whistleblower 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 2,725 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.

2,725

Employees

41

Nationalities

57%

Emiratization Rate in Fertil (UAE-based entity)

Access our Code of Conduct here

Social Commitments

- Regularly measure level of ongoing engagements between leadership and employees based on structured interactions, such as town-hall meetings, leadership Q&A sessions, and other formal employee engagement touchpoints.
- Further foster implementing proactive retention strategies for our talent.
- Commit to fostering an inclusive workplace culture where all employees feel valued and have equal opportunities for advancement.
- Enhance representation of underrepresented groups in leadership through targeted mentorship.
- Strengthen unconscious bias training for hiring managers to ensure fair recruitment and promotion practices.

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 41 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 for 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 working to improve our gender diversity in both technical and non-technical roles throughout all levels of our organization. In 2024, we continued our focus on increasing female representation in technical roles through our recruitment efforts, which grew from about 2.5% of women in 2023 to 3.1% of women on the overall technical role population.

Approximately 16% of leadership positions across the organization are held by women, and female representation on our Board of Directors is 14%. We continue to work toward increasing the gender diversity of our team while committing to merit-based hiring and promoting practices.

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.

Fertiglobe employees also attended specific events related to the roles of women in sustainability, held by local NGOs, such as the Abu Dhabi General Women Union and the UAE Germany Embassy.

16%

Women in Leadership Positions

2023: 15%

21%

Of Overall Women Working in Technical Roles

2023: 18%

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. Throughout the year, we conducted several townhalls both at OpCo and Fertiglobe levels, where the senior leadership team engaged directly with employees.

We provide teams with regular updates on a variety of operational and industry matters through various communication means. We value feedback from our people and are continuously looking for improved ways to enhance employees' experiences. To this end, in 2024, we launched a Pulse Survey for all employees to assess current levels of engagement and identify action plans to make Fertiglobe a great place to work.

In 2023, 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. We will further cascade this program Group-wide, including embedding them further in our talent programs.

We are committed to ensuring that all employees are fairly rewarded and recognized for their contributions. We firmly believe in equal pay for equal work, with no bias based on race, gender, or personal beliefs. When employees can meet their needs and feel financially secure, it drives their motivation and success.

Our Employee Engagement Priorities

Culture: We pay attention to employee feedback on their experience at Fertiglobe.

Transformation: We make sure employees are timely informed about our main change management projects and their benefits to Fertiglobe.

Leadership: Our managers encourage and motivate employees to do their best.

Autonomy: We empower people to make decisions that impact **their work and productivity.**

Career Development: We are committed to develop career opportunities for our employees.

Performance Management: We make sure to communicate to our employees how their individual goals contribute to Fertiglobe's strategy.

One Fertiglobe, One Team - continued

Supporting the Growth of our Talents

Talent Development

We understand the importance of training and development for 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 teams. Opportunities are tailored to the needs of each employee and include on the job training programs, online technical and behavioral training courses, mentoring, leadership programs and graduate development 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 nurturing their talents, improving 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 promote a culture of growth by conducting at least one annual performance review for every employee. This underscores our commitment to recognizing and enhancing individual contributions. Through regular feedback and support, we help team members reach their full potential, aligning personal goals with the organizational objectives to drive sustained excellence and innovation. In the coming year, we expect our focus will be on enhancing and refining our tools and matrices to strengthen our performance management processes. We plan to evaluate our current systems to identify opportunities for leveraging and standardizing best practices, for greater alignment and synergy across all group companies. By streamlining these practices, we aim to create a more cohesive and efficient approach to performance management, driving consistency and collaboration across the organization.

Compensation

In 2024, we set out to create a Group Total Reward Policy. Our goal of this policy is for fair, consistent, and competitive compensation practices that align with organizational goals and industry standards. This helps attract and retain talent and to foster employee motivation while promoting internal equity and transparency. We intend to finalize this Policy in 2025.

Our compensation structures are designed to stay competitive in every market we operate. In addition to offering competitive pay, we provide a generous benefits package, including health insurance, retirement plans and pension schemes, parental leave, and other valuable benefits, all in line with local regulations.

$84k

Average Annual Employee Compensation in 2024

2023 Value: $84k

2024 Pulse Survey

In 2024 we launched a Pulse Survey for all our employees in Egypt and the UAE.
This survey is part of ongoing initiatives to assess current levels of employee engagement and identify action plans to make Fertiglobe a great place to work.
Fertiglobe has partnered with “Mercer”, a third-party HR consulting firm, for the survey design and roll out. The participation results showed 75% of the target population providing their feedback through the survey.

One Fertiglobe, One Team - continued

Human Rights

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

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 they are regularly communicated to our employees and published on the Fertiglobe intranet and website.[1]

Our commitment 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.

The Human Rights Policy falls within our Compliance Framework and is designed to ensure human rights issues potentially arising through our operations and supply chain are addressed. Accordingly, our suppliers cannot use forced or child labor or engage in slavery or human trafficking. To comply by our third parties, a specific human rights section is dedicated in our Business Partner Code of Conduct. We also 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, as specified in our Code of Conduct and Business Partner Code of Conduct, both publicly available on our website.

At Fertiglobe, we seek to prioritize human rights by fostering collaboration across relevant departments, working together to create a safe and positive work environment for all employees and contractors. For example, the health and safety function supports safe and favorable working environments for our workforce. Our grievance channels are accessible on a corporate and local level, helping to support awareness of any risks or violations people may be facing.

Further details on due diligence and ERM are available in the Risk Management and Compliance section of the Annual Report starting on page 94.

No relevant risks of violation of human rights have been identified during the quarterly ERM risk identification and assessment review sessions.

In 2024, Fertiglobe carried out a voluntary human rights assessment to evaluate the maturity of our current human rights due diligence processes against international standards and identify areas for improvement. To evaluate how human rights risks are currently addressed, we engaged an independent third party to review the existing management system against a maturity model based on the human rights due diligence cycle set out by the UN Guiding Principles on Business and Human Rights and the OECD Guidelines. The assessment resulted in an action plan with measures to enhance human rights management across the value chain. This process reaffirmed our commitment to conducting business responsibly by promoting human rights. It also sets Fertiglobe up to live up to stakeholders' expectations and emerging regulations while aiming to be in line with peers' best practices within the region.

Regardless of not having identified relevant risks of violation of human rights during 2024, we seek opportunities to expand more human rights aspects and related risks to our assessments. In 2025, we intend to action the specific plan that resulted from the human rights impact assessment.

Unions and Work 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 30% 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 Assessment Across the Value Chain

- 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

1 Access our Human Rights Policy here.

Health and Safety

Management Approach

We believe the health and safety of our employees are essential to the sustained growth of our business and are in the best interest of our stakeholders. We believe that the health and safety of our employees and contractors should be 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) defines the roles and responsibilities of each employee and gives guidance to fulfill said responsibilities. Fertiglobe's HSE management system focuses on occupational health, employee safety, process safety, asset integrity, environmental matters and sustainability to prevent or mitigate both human and economic losses arising from accidents, adverse occupational exposures, and environmental events. The HSEMS supports our efforts toward organizational compliance with all relevant legislation and requirements.

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

280

Leadership visits carried out in 2024

Additional initiatives and supplemental procedures to enhance HSE standards are carried out by each facility according to each of its specific needs and technologies. These measures are reviewed and approved by the Group HSE team.

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

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 Fertiglobe's HSE Policy across all sites and reports on performance on a quarterly basis to the Executive Committee, which sets site-specific targets annually. Fertiglobe's leadership team reviews each site's HSE performance and trends with local site leadership during monthly business reviews. Each site periodically undergoes an HSE audit to assess the implementation of Fertiglobe's HSE Policy.

Visible Leadership

The senior management's 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's and strategic objectives. We believe leadership site visits are the most visible demonstration of the visible leadership and commitment. During 2024, 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

Health and Safety Certifications

We developed a robust set of policies, procedures, best working practices tools, and effective management systems.

Plant Name	ISO 9001	ISO 45001
EFC	✓	✓
EBIC	✓	✓
FERTIL	✓	✓
SORFERT	✓	✓

ISO 9001 ensures the quality of our management systems and demonstrates our commitment to quality. Its requirements define how to establish, implement, maintain, and continually improve a quality management system (QMS).

ISO 45001 specifies requirements for an occupational H&S management system, including a framework for organizations to manage risks and improve OH&S performance and criteria for an OH&S policy, objectives, planning, implementation, operation, auditing, and review.

Key elements include leadership commitment, worker participation, hazard identification and risk assessment, legal and regulatory compliance, emergency planning, incident investigation, and continual improvement.

Health and Safety - continued

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 drive the continual safe operations of the plants.

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 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 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 embedded into the corporate values and integrated into the programs and policies of each of our production facilities.

Emergency Preparedness

Each of the 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 see the speedy recovery of normal business activities. The updated plans were tested and evaluated through several mock drills to confirm their effectiveness.

+39,660

HSE Training Hours for Employees and Contractors

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 this will be re-validated in five years in line with industry

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

standards. 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. During 2024, Process Safety Workshops were organized and attended by the OpCos process safety teams, to discuss the process safety journey, with a focus on the PHA. We are implementing process safety fundamentals as per IOGP guidelines, being a critical activity to ensure competence in promoting a strong process safety culture.

Health and Safety - continued

3. Continuous Improvement of Our Processes

We regularly assess our HSE management systems to promote the operational excellence of our processes. 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 see that sites meet or exceed our set standards.

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 HSE 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 having discussions 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 help assess whether each employee can safely perform the essential physical and mental requirements of the job. A health risk assessment process is also 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

2024 Performance Summary

Occupational Safety

We are proud of our track record on safety and commend our employees and contractors whose diligent efforts have supported progress in nearly every injury indicator on which we report. Notably, 2024 ended with 1 LTI due to events in Algeria. We remain committed to continually assessing our processes and providing sufficient resources to support our goal of zero injuries. Moreover, in 2024, detailed HSE assessments and audits contributed to keeping up with our commitment, and overall, we managed to reduce total injuries by ~80% compared to 2023 data.

Process Safety

In 2022, we recorded a 50% reduction in the number of PSIs. In 2023, the same performance was achieved, resulting in 0.19. In 2024, our efforts helped reduce the annual PSIR to 0 and the PSIR three-year average by 50%. During 2024, 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, leading to zero process safety incidents.

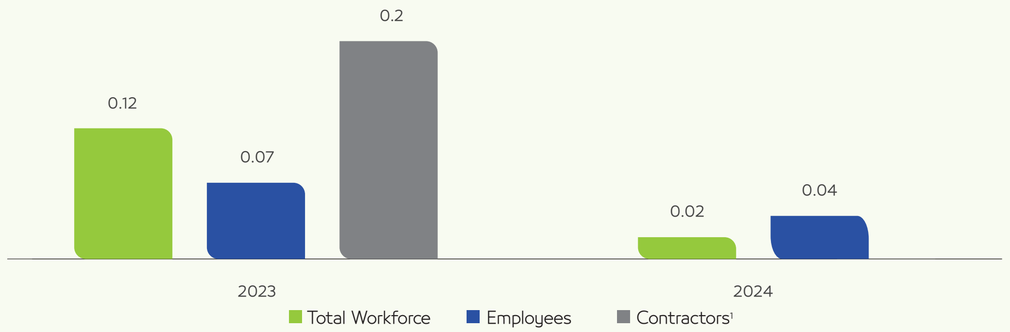
~80%

Injury Reduction vs. 2023

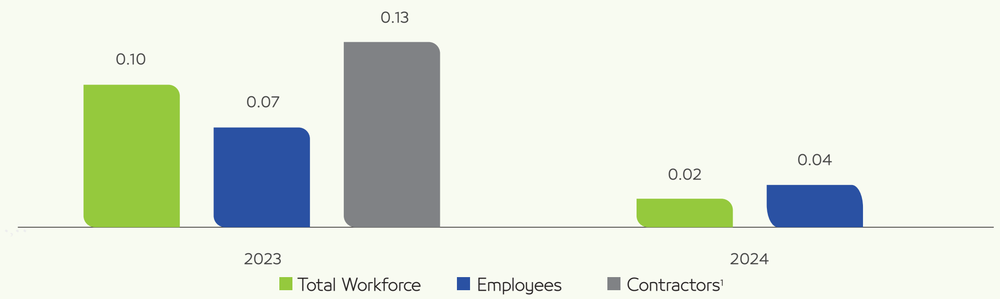
0

Process Safety Incidents

Total Recordable Injury Rate (TRIR)
UoM per 200,000 hours worked



Lost Time Incident Rate (LTIR)
UoM per 200,000 hours worked



1 Please note that in 2024, no TRI occurred for contractors.

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

Key Characteristics of the Life-Saving Rules:

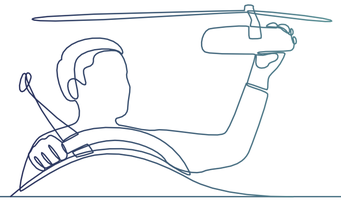
- Aimed purely at life-saving
- Clear and straightforward
- Simple to understand and communicate
- Task-level based
- Proactive
- Actionable, observable, and auditable
- For the Company's employees and contractors

Given last year's positive impact of the Life Saving Rules (LSR) that led to a low number of process safety incidents, we kept promoting the adherence to the LSR throughout 2024. The program, aligned with the IOGP Framework, is based on 10 elements that are critical to safe operations, reflecting clear actions and steps for individuals to take. The LSR rules have been developed to provide workers with actions they can take to protect themselves and their colleagues.

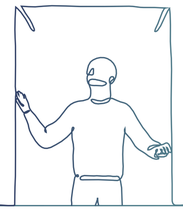
Working at Height
Protect yourself against a fall when working at height

Mechanical Lifting
Plan lifting operations and control the area

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



Safe Driving
Follow safe driving rules



Confined Space
Obtain authorization before entering a confined space

Toxic Gas
Follow the rules for working in a toxic gas environment

Energy Isolation
Verify isolation and zero energy before work begins

Work Authorization
Work with a valid permit when required

Hot Work
Control flammable and ignition sources

Bypass Safety Controls
Obtain authorization before overriding or disabling safety controls

5,189

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.

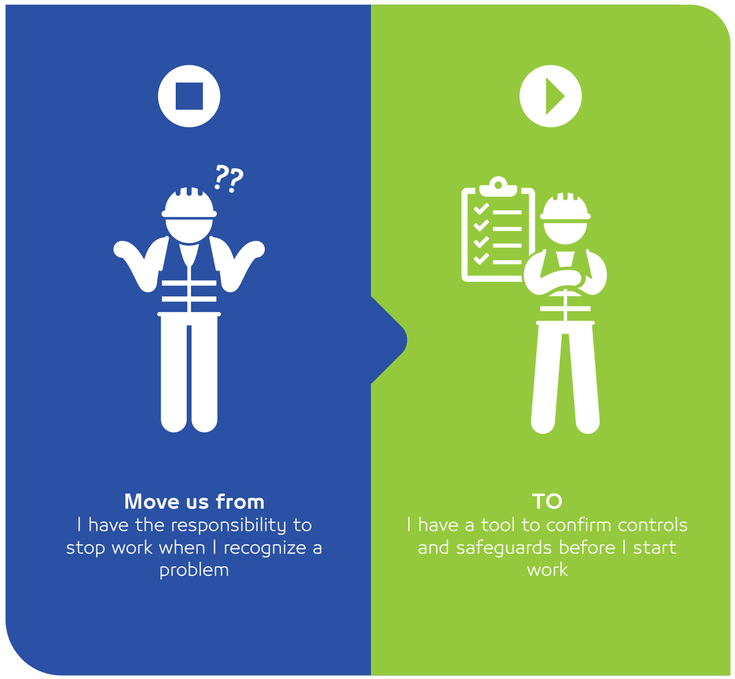
The SWCs are designed to:

- 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 that it is safe to start work.
- Engage frontline leaders in providing and implementing the life-saving controls/safeguards expressed in the SWCs.
- Introduce human performance principles in the form of an easily implementable checklist.

IOGP Life 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
- **Driving** Follow safe driving rules
- **Energy Isolation** Verify isolation and zero energy before work begins
- **Line of Fire** Keep yourself and others out of the line of fire
- **Bypassing Safety Controls** Obtain authorization before overriding or disabling safety controls
- **Hot Work** Control flammable and ignition sources
- **Working at Height** Protect yourself against a fall when working at a height

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



The LSR SWCs are being implemented in all our OpCos and are designed to facilitate 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

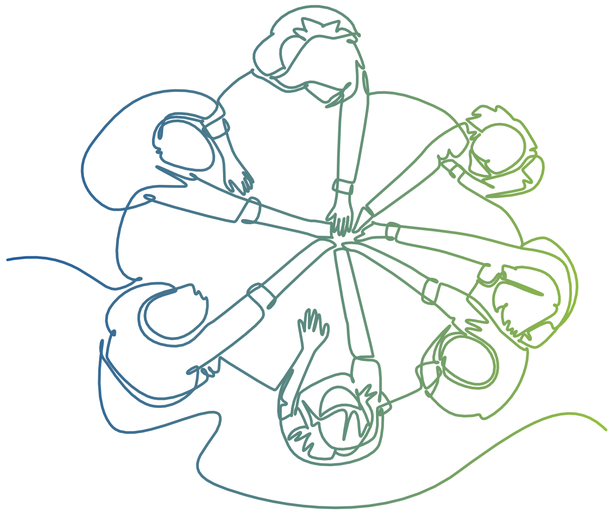
Management Approach

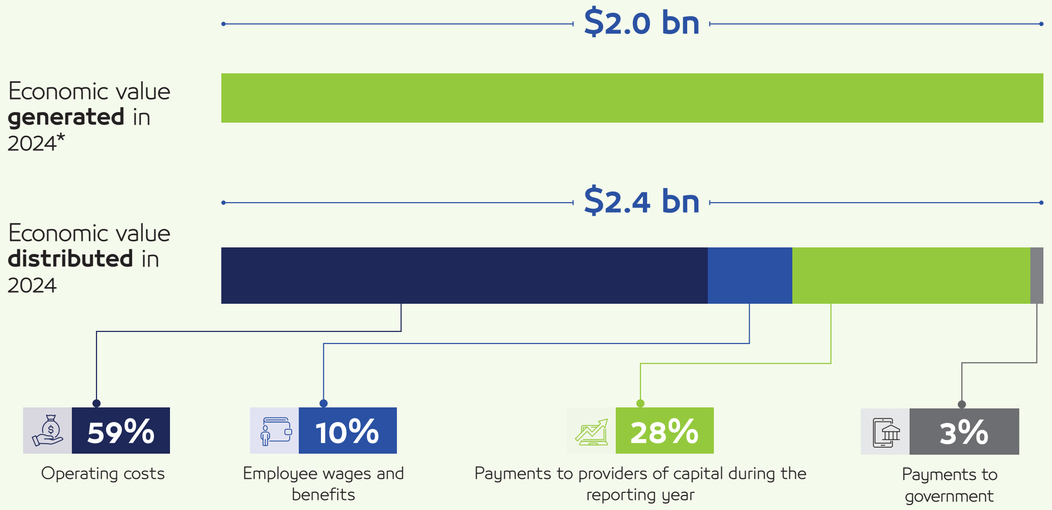
Our activities generate economic opportunities for the communities where we operate, both directly and indirectly. These include payments for goods and services, taxes, research and development, job creation, improved farmer productivity, and donations. The Group's social value creation strategy focuses on enhancing livelihoods and educational prospects of community members, diversity, and inclusion throughout our workforce.

A Tailored Approach to Each Community

We are dedicated to creating positive social development impacts for the communities where we operate and serve as providers of local employment opportunities. Our social development programs are customized to each local community's need so we can boost the impact of our efforts. In addition to our financial contributions and sponsorships, we encourage our employees to participate in fundraisers and volunteer events.

Fertiglobe is 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 education value chain by donating school supplies to children in need, participating in school visits and science fairs, funding scholarships, and providing on-site training opportunities. We lead dedicated programs at each of our locations to encourage young local talent through on-site and virtual training and internship opportunities in various technical and non-technical functions.





* Includes revenue and other financing income and operating income.

Performance Summary

In 2024, we generated $2.0 billion in value (revenues) and distributed $2.4 billion. Since the Company IPO, we have distributed $2.52 billion in dividends (including dividends related to 2023 profits and $150 million related to H1 2024). Other amounts were reinvested in Fertiglobe growth projects, primarily as CapEx, and are to be distributed in the form of dividends, with $125 million payable in April 2025 related to H2 2024 results.

Supporting Young Local Talents

Supporting Young Local Talent in the UAE

In 2024, Fertil's social responsibility toward the community was reflected in the OpCo's initiatives for college graduates and students across the country, providing instrumental experiential technical learning opportunities.

Fertil demonstrates its commitment to supporting UAE national graduates by offering employment opportunities to selected talents and engaging them in a structured one-to-two-year development program aimed at preparing them for full-time roles. During 2024, six UAE fresh graduates joined Fertil as trainees in various technical disciplines. They participated in structured development plans to enhance their job knowledge and competencies for permanent roles within the organization.

Fertil also offers internships, contributing to the development of college students and providing them with hands-on experience to prepare for future career opportunities. In 2024, this program included 14 female students from diverse majors and disciplines.

To close out 2024, Fertil proudly hosted three high-school students as part of ADNOC's Work Placement Program. The students gained valuable exposure to real-world work environments, empowering them with practical skills and insights to shape their future careers. The program concluded with the students receiving certificates for their participation.

Supporting Young Local Talent in Egypt

Our Egyptian OpCos Summer Internship Program achieved 50% female participation and provided interns with hands-on experience across IT, legal, HR, procurement, and finance, guided by 10 dedicated mentors. With a 25% theoretical and 75% practical structure, the program prepared participants for real-world challenges and concluded with project presentations highlighting the interns' achievements and growth.

In September, the OpCos launched the Fertiglobe EGY Graduate Program, and 14 outstanding engineering graduates were selected. This one-year transformative program combines classroom sessions, on-the-job training, mentorship, rotations, and soft skills development, following the 70/20/10 learning model to accelerate career growth.

Supporting Young Local Talent in Algeria

Sorfert welcomes a large number of young people each year through apprenticeships and internships. Practical internships range from one week to a maximum of 15 days, supervised by specialized internship mentors. Additionally, end-of-study internships for Master's and Doctoral students can last up to one month. Sorfert also promotes apprenticeships across all specialties, lasting between 12 and 30 months, providing in-depth learning under the guidance of experienced master apprentices trained in their respective fields.

Procurement Practices

Management Approach

Fertiglobe's procurement practices are managed from our headquarters in Abu Dhabi and recently created Shared Service Center (SSC) in Egypt, which is set with the Group's policies, guideline, metrics, and initiatives.

Fertiglobe and its Operating Companies have more than 3,300 active suppliers, located primarily in the UAE, Egypt, Algeria, and Europe. 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 supplier base primarily comprises technical goods and services providers, delivering critical spare parts and specialized support to our production plants, as well as companies offering business services and supplies for our corporate locations.

While we endeavor to forge long-term partnerships with most of our suppliers—particularly those that are strategic to plant operations—we also engage in event-based commercial arrangements for more ad-hoc requirements.

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 and violations of sanctions laws, human rights, labor conditions, and other compliance issues.

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 ILO, UNICEF, the UN Guiding Principles on Business and Human Rights, and others.

The supplier on-boarding stage was enhanced during 2023, and it now requires new suppliers to read and agree to our Code of Conduct. In addition, while completing the Code of Conduct process, we also screen potential suppliers through know your customer (KYC) checks and follow-up supplier interviews.

Our Business Partner Code of Conduct is publicly available on our website.

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.

56%

Portion of Spend on Local Suppliers

2023: 58%

73%

Percentage of Local Suppliers

2023: 65%

100%

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

2023: 100%

Responsible Business Practices

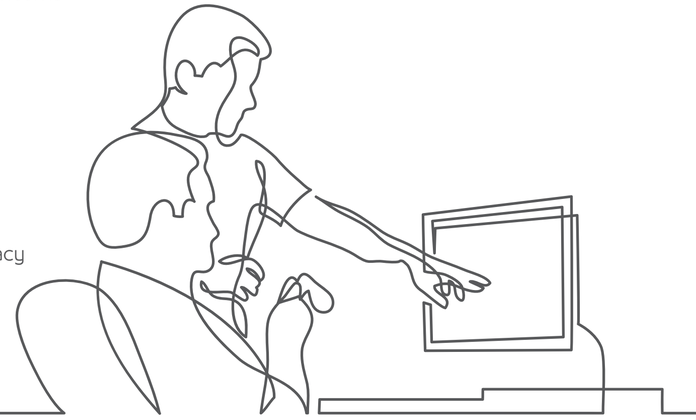
We aim to set high standards of governance, ethics, and transparency and enacting policies and practices to promote ethical behavior and decision-making.

0
Corruption Incidents

100%
Compliance Concerns Investigated

+21,800
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 2020, our Articles of Association, bylaws, and other applicable laws. The composition of the Board of Directors complies with the requirements of the ADGM Companies Regulations 2020 (as amended) and with the Company's Articles of Association and other applicable laws, rules, and regulations and international best practices.

The Board of Directors offers strategic leadership, defines the Company's core management policies, and supervises overall business performance. To promote a structured delegation of responsibilities among its members, the Board has established three dedicated committees.

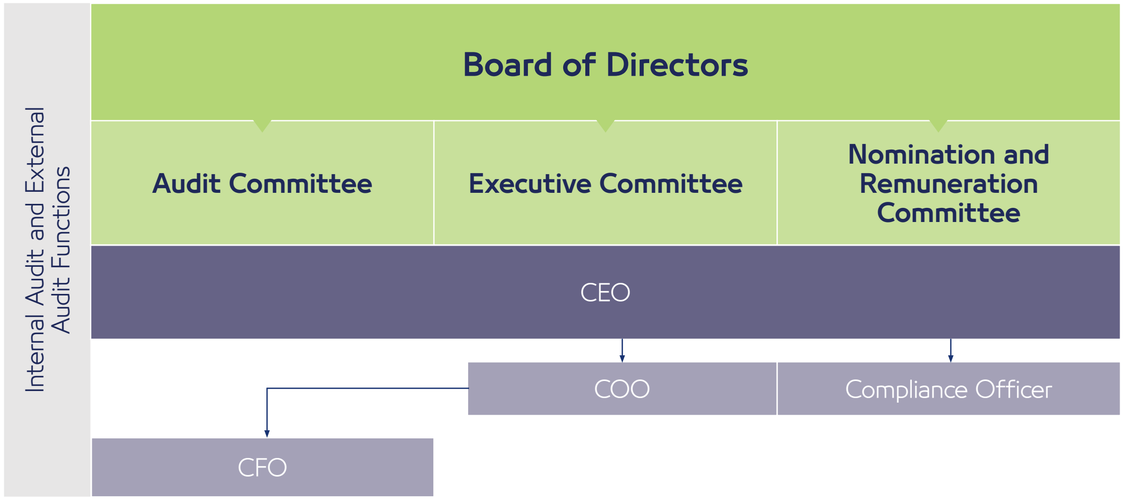
A full description of our corporate governance framework, Board composition, oversight and responsibilities, shareholders' rights, executive compensation, and other governance topics can be found in the Corporate Governance section of this report, beginning on page 109.

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 24 October 2024, Ms. Corrine Ricard was appointed as an independent director of the Board.

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 2024, no major issues were reported that would qualify as a critical concern.

ESG Governance

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

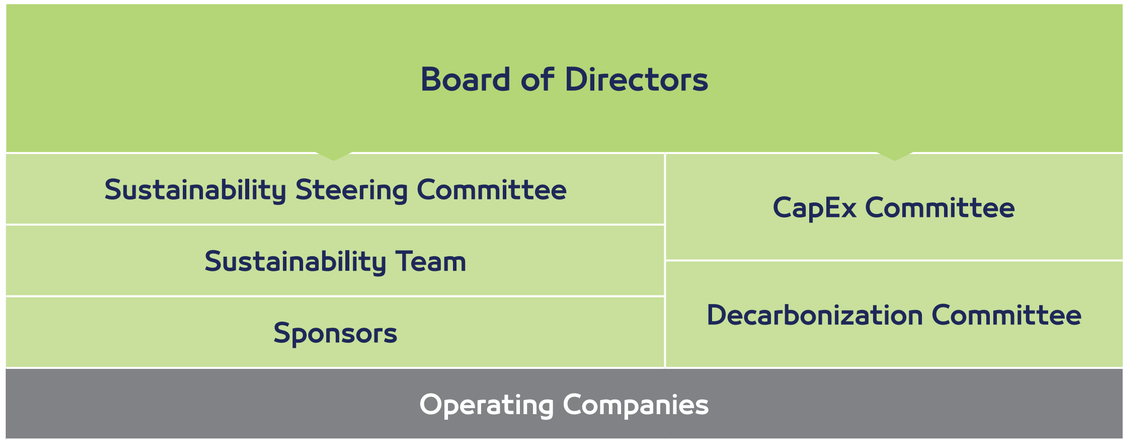
The **Board of Directors** holds overall responsibility for Fertiglobe's strategy, business objectives, and risk management, which encompasses sustainability. This includes overseeing the management of sustainability-related risks and opportunities, climate change considerations, our broader environmental impact, and the Company's reporting on these issues in both the annual and sustainability reports. Sustainability matters are also addressed during the Board's quarterly meetings.

Sponsors have been designated for each ESG topic, sharing responsibility for shaping strategies, setting targets, and supporting accountability for topic-specific initiatives. This entails verifying that adequate resources are allocated at both the Corporate and OpCo levels to execute action plans effectively.

To manage sustainability on a day-to-day basis, Fertiglobe's leadership team is supported by the **Sustainability Steering Committee (SteerCo)**, co-chaired by the CEO and COO. This committee comprises representatives from Sustainability, Finance, Manufacturing, Human Capital, HSE, Risk Management, and IT, and it is tasked with guiding Fertiglobe's ESG strategy while monitoring progress on related goals and initiatives. The SteerCo is advised by the **Sustainability Team,** which develops sustainability strategies and targets, and it coordinates ESG efforts across the organization.

At the **OpCo level**, resources and responsibilities are aligned with relevant ESG topics and the effective execution of action plans.

The **CapEx Committee** reviews and approves sustainability-related capital expenditures, balancing these investments with broader commitments and return thresholds. The **Decarbonization Committee** is responsible for co-defining and implementing Fertiglobe's GHG reduction strategy and evaluating decarbonization and financial impacts. **The Audit Committee** and **Executive Committee** are regularly informed of key sustainability initiatives, policies, and targets.



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

Our remuneration practices are described in the Board Report on page 125.

Risk Management of Sustainability

We perform a comprehensive assessment of our risks and opportunities associated with climate change, the environment, and other sustainability matters related to social or governance aspects at the OpCo and corporate levels, assessing relevance at each level according to the 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 94, and our approach to climate risk is described on page 58.

Business Ethics

Management Approach

We strive to conduct our operations with the highest standards of honesty, integrity, and fairness. We foster a business environment that protects the rights and interests of all stakeholders. Moreover, we strive to conduct all business activities responsibly, efficiently, transparently, and with integrity and respect toward stakeholders. In doing so, we aim to 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 collectively as an organization.

Our 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 it holds every employee to the highest standards of business conduct.

Fertiglobe also has a Whistleblower Policy, which applies to all employees, officers and directors of Fertiglobe, contract staff, and others engaged through an agreement.

A full description of our Compliance Framework is available in the Risk Management and Compliance section of this report, starting on page 94.

Reporting Mechanism

We designed a 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 2024, one compliance concern was reported. The case was closed and qualified as not material as of the end of 2024.

Anti-Corruption

At Fertiglobe, we maintain a zero-tolerance policy toward corruption and bribery. Our Code of Conduct states that any form of corruption, whether direct or indirect, is strictly prohibited. A detailed Anti-Corruption and Anti-Bribery Policy that applies to all employees of our organization was also formalized.

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, helping support 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 2024, all employees in Fertiglobe, Fertil, EBIC, and EFC, except blue collars, were invited to complete compliance trainings, including, for example, conflict of interests, data privacy, etc. During the year, the training was completed by over 1,000 employees.

The Code of Conduct E-Learning, which also includes an anti-corruption and anti-bribery module, has been completed by 1,032 employees during 2023 (71% of targeted population); an update will be rolled out in 2025.

For the fiscal year 2024, 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.

Anti-Competition

Our values represent what we stand for as one group, and we believe they will help us achieve and exceed ambitious targets. These values guide us in our decision-making and inspire us to keep an ethical conduct and act with integrity in every situation.

Through our Competition Policy, we commit to complying with the competition laws of all countries where we do business. The goal of Fertiglobe's Competition Policy is to help employees understand the rules and maintain them in day-to-day business, and it stipulates key principles on this matter. The Policy details the behavioral standards expected of all Fertiglobe employees regarding competition law, and it is binding for all employees.

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, and labor conditions; and other compliance issues. Where required, we perform additional in-depth due diligence and take action to remediate risks or do not engage with a certain third party. When a third party is included in our Integrity Due Diligence tool, it is subject to ongoing monitoring, which means that we receive alerts on any new potential compliance issues. During 2024, 100% of vendors and customers in the UAE and Egypt have been subject to the screening.

Business Ethics - continued

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 as part of our efforts to strive to keep our policies and practices aligned with evolving regulatory landscapes.

Our Data Privacy Policy serves as the cornerstone of our data protection framework, as it outlines the principles governing the collection, processing, and storage of personal data. All employees are trained on the Policy, intending to support 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 support 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 review whether 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.

Data Security

Data security is a cornerstone of our business values at Fertiglobe. We recognize its critical importance, especially in light of the rapid advancements in the digital world.

We want our customers, employees, and partners to maintain their trust in us. At Fertiglobe, we have robust cybersecurity and data protection policies aligned with global standards, including the General Data Protection Regulation (GDPR) and the principles of the ISO 27001 and the NIST CSF Frameworks. These policies are thoroughly built to safeguard sensitive information from unauthorized access, disclosure, modification, and destruction. Our approach to data security is proactive and preventative, designed to support data integrity and maintaining data confidentiality.

As we are committed to protecting sensitive information, we diligently raise awareness among all personnel through ongoing campaigns. Regardless of an individual's role or tenure, each team member receives comprehensive annual training in user cybersecurity.

To keep up with the latest advances in information safeguarding and cybersecurity defenses, the training is updated periodically. During 2024, more than 2,180 employees were involved in the cybersecurity training program, resulting in 5,714 training hours. Moreover, we use cutting-edge technical approaches, such as sophisticated encryption, Zero Trust architectures, and regular security reviews, to fortify our measures against cyber threats. All incident response plans are clear and prompt to ensure that data breaches are swiftly addressed and stakeholders are informed responsibly and without delay. This openness reflects our ethical commitment to our stakeholders.

We are committed to constantly enhancing data security protections and seek to uphold the utmost moral principles in all parts of our work. Our security procedures are routinely assessed and updated to deal with emerging risks. We exclusively team up with partners that match our principles for the responsible use of data, driving a unified front against data vulnerabilities. Safeguarding data is central to our ethics, demonstrating our dedication to cultivating and preserving trust as the world becomes increasingly connected.

0

Corruption Incidents

2023: 0

+1,000

Employees Reached in the Compliance Training

2023: 1,363

21,867

Compliance Training Hours

2023: 5,514

0

Breaches of Customer Privacy

2023: 0

2,183

Employees Reached in the Cybersecurity Training

2023: 2,077

APPENDIX I:
SUSTAINABILITY

Sustainability Report Methodological Note

Reporting Criteria

The ESG information included in our 2024 Annual Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, ADX Standards, and company developed reporting criteria further elaborated in this Methodological Note. We further take into consideration UAE's local requirements and the other countries where we operate (if and where applicable), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate Related Financial Disclosures (TCFD) in our ESG disclosures.

Reporting Boundaries

The scope of the ESG information in our 2024 Annual Report covers Fertiglobe Plc and its subsidiaries (also called the "Group" or "Fertiglobe") for the period from 1 January 2024 to 31 December 2024, unless differently stated. Our disclosures focus on the material topics for Fertiglobe, listed in our double materiality matrix. Fertiglobe structure is set out on pages 33 to 35 of our 2024 Annual Report.

Fertiglobe follows an operational control approach for reporting of ESG information, and as such the organizational boundaries for ESG reporting include our production plants in UAE, Egypt, and Algeria and associated corporate, shared services, and site offices. Our organizational boundaries for ESG reporting exclude activities related to warehouses and distribution, as they are managed by third parties and Fertiglobe does not have operational control over them.

De minimis Threshold

As Fertiglobe's GHG emissions inventory matures over time, the basis for exclusion of smaller contributors to the overall emissions inventory will evolve from assumptions to calculations that justify exclusion. Therefore, to prioritize the collection of accurate data for all material sources, key assumptions were made regarding the materiality of certain source types within the inventory, leading to the exclusion of offices from environmental data related to scope 1 and scope 2 GHG emissions, water and waste. Sources excluded remain below the 1% de minimis threshold. Collectively, all de minimis sources are below 2% of the global GHG emissions inventory.

Recalculations and Restatements

Each restated ESG information, if any, is expressly indicated along the Report.

Fertiglobe's ESG information may need to be restated due to:

- Change in measurement basis.
- Structural changes in operations or group structure, including acquisitions and divestments.
- Improvement in calculation methodology and in data accuracy.
- Material changes to non-financial reporting requirements, including conversion factors.

Environmental Data

Energy and GHG Reporting

Fertiglobe measures and reports energy consumption and GHG emissions following the best practices from GHG Protocol Corporate Accounting and Reporting Standard (Revised Edition) on an operational control approach.

We continue to refine our control environment to ensure the completeness, consistency and accuracy of our energy consumption and associated GHG emissions data.

The broad approach to calculating GHG emissions, which applies to the material emission sources, involves multiplying activity data by each source emission factor.

Scope 1 GHG Emissions (✓)

Fertiglobe consumes gas in its production process, as both feed gas and fuel gas. As gas consumption is directly controlled by Fertiglobe, emissions associated with gas consumptions are reported as Scope 1 emissions.

Considering the consumption of gas, the key piece of information we collect is the quantity of gas used. Gas consumption (reported as low heating value (LHV)) is reported based on invoices issued by the third parties. The invoiced gas units are converted into and reported in TJ using appropriate conversion factors, considering properties of gas.

For the purpose of GHG emissions reporting, Fertiglobe considers consistent gas quality for all plants, and uses an average emissions factor of 56.5 tCO_2e for each TJ of natural gas. Source: Dutch official document NIE/emissiemonitoring: jaarlijkse vaststelling CO_2-emissiefactor aardgas from December 2019.

Scope 1 GHG Emissions (CO_2 to downstream) (✓)

CO_2 generated at Fertiglobe's Ammonia plants (upstream plants) is reported as Scope 1 GHG emissions (as CO_2 captured and sent to downstream). This is primarily because CO_2 generated through the combustion at the Ammonia plants are Fertiglobe's direct emissions and thus is a directly controlled source. Furthermore, according to the EU ETS methodology, CO_2 emissions to downstream from ammonia plants are also classified as Scope 1 emissions.[1]

These emissions are calculated using an emission factor of 0.733 tCO_2e per metric ton of urea produced.

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

1 Due to participation in The Oil & Gas Methane Partnership and separate regulatory reporting requirements, Fertil calculates and reports CH4 separately and does not consider it in CO_2e calculation for CO_2 sent to downstream.

Sustainability Report Methodological Note - continued

The conversion factor of 0.733 for calculating CO_2 sent to downstream for Urea production is driven from the stoichiometric relationship in the urea synthesis process, considering that this CO_2 is becoming part of the product (Urea).

Scope 2 GHG emissions (✓)

This set of emissions reflect Fertiglobe electricity consumption, given that no heat, steam, or cooling has been purchased or acquired during the reporting period. For reporting energy and calculating Scope 2 emissions, electricity consumption is recorded based upon third party invoices.

Scope 2 Location Based Emissions reflect the average emissions intensity of grids on which energy consumption occurs. For 2024 data, Fertiglobe has considered the International Energy Agency's (IEA) 2023 emission factors for each location, as follows.

- **Algeria:** 0.5099 $kgCO_2e$ / KW
- **Egypt:** 0.4019 $kgCO_2e$ / KWh
- **UAE:** 0.4741 $kgCO_2e$ / KWh

Scope 2 GHG emissions (market-based) (✓) reflect emissions from electricity that companies purposefully chose, as per GHG protocol. Emission factors are derived from contractual instruments (e.g. iRECs), reflecting the source of the electricity being renewable.

Fertiglobe purchases Renewable Energy Certificates (iRECs) equaling to the total electricity consumption of its UAE (Fertil) and Egypt (EBIC, EFC) plants.

In this case, the amount of electricity against which iRECs are purchased are multiplied by 0, and hence the resultant emissions are reported as 0. Scope 2 Market Based emissions, therefore, are reported as residual emissions, after netting off the iRECs purchased for UAE and Egypt plants from electricity consumption related emissions of Algeria.

Total renewable electricity consumption (purchased) (✓)

This KPI reflects the total electricity for which iRECs are purchased.

Total GHG emission - GHG protocol (scope 1+2) (✓)

Reported as total Scope 1 and Scope 2 emissions excluding the CO_2 sent to downstream.

Total GHG emissions – EU ETS (scope 1+2+downstream) (✓)

Reported as total Scope 1 and Scope 2 emissions including the CO_2 sent to downstream.

GHG intensity

GHG intensity expresses the GHG emissions (gross Scope 1 and Scope 2 emissions) per unit of product of ammonia and urea, considering all potential sources of GHG emissions within Fertiglobe's organizational boundaries. GHG intensity is calculated and reported as two separate KPIs, as set out below

GHG emissions intensity ratio (scope 1+2+downstream) (✓): total Scope 1 and Scope 2 emissions including the CO_2 captured and sent to downstream divided by total production in nutrient tons.

GHG emissions intensity ratio (scope 1+2) (✓): total Scope 1 and Scope 2 emissions excluding the CO_2 captured and sent to downstream divided by total production in nutrient tons.

Scope 3 GHG emissions

Scope 3 category 1 – Purchased goods and services: cradle to gate upstream emissions associated to Fertiglobe's natural gas purchased and to finished nitrogen products purchased for processing and trade.

Scope 3 category 2 – Capital goods: upstream emissions associated with the production of capital goods that have been purchased within the reporting period. Capital goods are those that are treated as fixed assets or as property, plant and equipment.

Scope 3 category 3 – Fuel-and-energy-related activities (not included in Scope 1 or 2 emissions): Upstream emissions associated to the production, transportation, and distribution of electricity and natural gas used as fuel by Fertiglobe. These emissions are not included in Scope 2.

Scope 3 category 4 – Upstream transportation and distribution: emissions associated with the fuel use for inbound logistics of supplied products to Fertiglobe. This category includes emissions from outbound logistics where Fertiglobe pays transportation.

Scope 3 category 5 – Waste generated in operations: emissions from third-party disposal and treatment of waste generated by Fertiglobe's owned or controlled operations.

Scope 3 category 6 – Business travel: Corporate business travel data was sourced from Fertiglobe procurement system.

Scope 3 category 7 – Employee commuting: Emissions arising from the transportation of Fertiglobe employees between their homes and their worksites. These include emissions from: automobile travel, bus travel, rail travel, air travel and other modes including subway, bicycling and walking. Emissions

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

Sustainability Report Methodological Note - continued

are estimated based on average economic data for different countries.

Scope 3 category 8 – Upstream leased assets: Emissions associated to the operation of assets leased by Fertiglobe during the reporting year, not included in our scope 1 and scope 2 emissions.

Scope 3 category 9 – Downstream transportation and distribution: emissions from transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), in vehicles and facilities not owned or controlled by the reporting company.

Scope 3 category 10 – Processing of sold products: Emissions associated with the processing of sold products are related to the processing of Fertiglobe products sold as intermediate industrial products.

Scope 3 category 11 – Use of sold products: Emissions associated with the direct and indirect emissions resulting from the use/application of nitrogen fertilizer products sold by Fertiglobe for nitrogen products. Emissions of use of sold product for N products are associated to N_2O (direct and indirect) emitted when the fertilizer is applied on the soil, and CO_2 emissions when fuels are burnt. Only emissions for products used directly are assumed here.

Scope 3 category 12 – End of life treatment of sold products: calculated for products used in industrial applications. The emission factor varies depending on the management practice (landfilling, incineration, recycling or mismanagement).

Scope 3 category 13 – Downstream leased assets: Excluded, as this category has been deemed as not material.

Scope 3 category 14 – Franchises: We do not have any franchisees thus this category does not apply to our business.

Scope 3 category 15 – Investments: Excluded as emissions associated to Fertiglobe investments have been excluded for reporting.

Total Energy Consumption (✓)

Total energy consumption is the sum of total gas consumption and total electricity consumption, the latter includes both renewable and non-renewable sources, for both our Ammonia and Urea production plants.

Energy Intensity Ratio (Ammonia)

Energy intensity is reported only for ammonia plants, thus the ratio is calculated by dividing energy consumption for the ammonia production by the ammonia production in metric tons.

Energy Intensity Ratio (✓)

Energy intensity is calculated by dividing total energy consumption by the total production expressed in nutrient tons.

Water (✓)

All the water withdrawn and discharged is defined as "other water", as it has more than 1,000 mg/L of total dissolved solids.

Our Assets in the UAE (Fertil) have a close loop system, thus the majority of the water that is withdrawn is also discharged into the sea, resulting in no consumption.

Total Water Withdrawal (✓)

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 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. Fertiglobe primarily uses sea water and groundwater to meet its water demand. The water is purchased from third-party water suppliers. Seawater is main source of water for our operations in UAE and Algeria, while groundwater is used in Egypt. Fertiglobe uses third-party invoices and meter data to report on water withdrawal in million-meter cubes (M m^3).

Total Water Discharged (✓)

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 discharge is monitored and reported through meter readings or estimated based on the operational efficiency and design of the reverse osmosis plants and on-site fit for purpose sea water desalination plant. Each plant has a different discharge method, including use of evaporation ponds, discharge to sea or deep-water wells, and on-site use.

Total Water Consumption (✓)

It 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 Consumption Intensity (✓)

Water intensity is calculated based on total water consumption divided by total production in nutrient tons.

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

Sustainability Report Methodological Note - continued

Water Withdrawn, Discharged, and Consumed in Regions with High or Extremely High Baseline Water Stress (✓)

Fertiglobe's production sites (Fertil in UAE, EBIC and EFC in Egypt and Sorfert in Algeria) are all located in areas considered to be facing extremely high-water stress (term used to describe the situation where water scarcity becomes a significant concern). As such, we classify our water withdrawal, discharge and consumption in regions with High or Extremely High Baseline Water Stress.

Waste

All weights are expressed in metric tons. Waste data is based on local OpCo registers and classified based on waste type.

Social Data

Total Employees (✓)

This term indicates active employees of the Group as of 31 December 2024, working in any of the legal entities. 2024 data has been enhanced and also smaller entities have been taken into account for the human capital KPIs. We report total number of employees as total and per gender.

Contractors

Contractors are those supplying labor to Fertiglobe, and workers provided by third parties primarily engaged in activities in our OpCos. The total number of contractors may vary depending on specific needs of each OpCo, which may need further support in activities such as maintenance, bagging and cleaning.

Employees Professional Categories

Top Management and Senior Leadership positions are defined as one and two levels below COO (Corporate level) and CEO (OpCos level). Employees at mid-level positions are defined as all roles one level below Top Management positions. Staff level employees are defined as all the other organizational positions below Middle Management roles.

Total Number of Employees Turnover (✓)

Employee turnover represents the total number of employees who left Fertiglobe Group voluntarily or due to dismissal, retirement, or death in service during the reporting period. Trainees who have been converted to direct hires or permanent roles, are not counted into terminations or new joiners. We report total number of employees turnover as total and per gender.

Employees Hires represents the total number of employees who joined Fertiglobe Group during the reporting period. Trainees are not considered new joiners. The denominator of the employee turnover and hires rates is the total headcount as of 31st December 2024.

To calculate and report employee turnover and headcount (total and per gender), Fertiglobe uses their HR system. Corporate office, production plants and other offices and shared services have separate HR systems. HR Business partners for each site / office are responsible to share HR data, including new joiners, leavers, headcount, per gender with the Fertiglobe HQ HR team. Fertiglobe follows a four-eye principle, where at each site / office, data is prepared by HR officer, and reviewed by supervisor and HR business partner, before it is shared with the HQ.

Fertiglobe's HQ HR team is responsible for compiling the group-wide data, which is used for annual reporting.

Employee Compensation

Total compensation includes:

- Base salary: guaranteed, short-term, and non-variable cash remuneration
- Benefits in cash remuneration, which is the sum of the base salary and cash allowances, bonuses, commissions, cash profit-sharing, and other forms of variable cash payment
- Direct compensation which is the sum of total cash compensation and total fair value of all annual long-term incentives.

Health, Safety, and Wellbeing

Occupational safety and health indicators are calculated both for employees and contractors and follow the US-OSHA definitions. As per OSHA requirements, commute to and from work are excluded from health, safety and wellbeing reporting boundary.

Fatalities, Lost Time Injury Rate and Total Recordable Injury Rate are reported monthly by Fertiglobe plants and corporates / shared services teams. The data are collected, verified and validated monthly by internal controls as per Fertiglobe HSE Management System Manual and Standard for Incident Reporting Classification and Investigation.

Fatality (result of work-related injury) (✓)

This KPI expresses the absolute number, for employees and contractors of a loss of life or death resulting from a work-related incident or exposure.

Total Recordable Injuries Rate (✓)

Fertiglobe defines recordable injuries in line with OSHA's requirements, as injury or illness to be recordable if it results in any of the following: days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness.

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

Sustainability Report Methodological Note - continued

Total recordable injury rate is calculated by following formula:

Number of Total Recordable Injuries + illnesses x 200,000 man-hours worked / (Company Employees and contractors Man-hours worked).

Total Lost Time Injury Rate (✓)

This KPI is defined as an injury resulting in missing one full work shift. Lost time injury rate is calculated by following formula:

Number of lost time injuries x 200,000 man-hours worked / (Company Employees and contractors Man-hours worked).

To calculate separate KPI for employees and contractors, the numerator and denominator are taken only for employees and contractors separately.

Governance Data

Confirmed Incidents of Corruption (✓)

Fertiglobe reports information on incidents of corruption during the reporting period to provide transparency on the incidents relating to corruption and the related outcomes.

Fertiglobe has a well-developed antibribery and corruption policy. This policy describes Fertiglobe's system and process to prevent and detect, investigate, and respond to allegations or incidents relating to corruption and bribery including the related training to provide transparency on the key procedures to prevent, detect, and address allegations about corruption and bribery. This includes the training provided to own workers and/or information provided internally or to contractors / suppliers.

Fertiglobe has a centralized Compliance team, which works together with plants, site offices and other shared services and corporate offices to implement Fertiglobe's policies.

Fertiglobe has deployed a company-wide incident reporting system. The system is used to register, record, investigate and report all incidents related to corruption. The system allows any employee to raise a corruption related incident.

An independent investigation team is formed and charged responsibility for running an independent investigation. The results of the investigation are shared with the Compliance Committee. The case is "confirmed" once the results of the investigation confirms a corruption incident and is accepted by the Committee.

Substantiated Incidents of Discrimination (✓)

Fertiglobe has developed various policies to support ethical business practices within the organization. These include, but not limited to, Code of Conduct policy, Human Rights Policy, Diversity and Inclusion Policy, and Whistleblower Policy. The policies are shared with employees during induction. All the employees have access to these policies through company intranet.

Incidents related to discrimination follow same systems as corruption, detailed above. Each complaint raised undergoes an independent investigation. Based on the outcomes of the investigations and discussions at Compliance Committee level, either a complaint is "substantiated" and an incident is recorded, or the complaint is disposed.

Total Production (✓)

Fertiglobe produces Nitrogen based fertilizers Urea, through its 4 plants located across the region, as set out on pages 33 to 35 of our 2024 Annual Report.

Urea is a nitrogen-based fertilizer, and it is produced from ammonia manufactured in upstream ammonia plants through using natural gas as feed combined with nitrogen extracted from air. Ammonia and the CO_2 generated during the process of ammonia production are captured and sent to downstream urea plants (urea plants) for urea production.

Fertiglobe reports its total production in terms of Nitrogen (N) content on ammonia considering Nitrogen is the key nutrient for plants in fertilizers. The unit of measure shown will be nutrient N ton, abbreviated as N-ton.

Ammonia production is measured on real-time basis in the ammonia production plants. An industry standard factor is used to calculate total Nitrogen content of Ammonia which is sent to downstream plants.

External Assurance

External Assurance provider PricewaterhouseCoopers Limited Partnership (ADGM Branch) was engaged as an independent assurance provider to perform a limited assurance engagement over selected ESG information against the applied internal Reporting Criteria as disclosed in this Methodological Note. Assured selected ESG information is marked as (✓) in this Methodological Note, and in our ESG Performance Summary Tables, presented on pages 223 to page 235 of this 2024 Annual Report. Reference is also made to the assured selected ESG information in the Assurance Report of the independent assurance provider. This report has been published on April 8, 2025.

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

Material Topics Descriptions & SDG Correlation

Material Topics	Description	Upstream	Direct Operations	Downstream	SDGs
Product stewardship	Developing and promoting products with the aim to minimize impacts and dependencies on the environment, including impacts on climate change, water and soil pollution, and biodiversity and ecosystems, and maximize the impacts on society by taking measures to prevent health and safety issues. We support measures to improve nutrient use efficiency during the usage of fertilizers and develop low-carbon and sustainable products to foster the decarbonization of downstream industries.			•	
Climate change action (excluding downstream)	Fuels and electricity used in own operations result in GHG emissions from our plants and upstream supply chain (e.g., natural gas extraction and transport), leading to long-term changes in the Earth's climate and impacts on biodiversity. To mitigate these impacts, it is essential to reduce our energy consumption and Scope 1 and 2 GHG emissions, which represent also opportunities in terms of resource efficiency, sourcing of renewable sources and new projects in the low-carbon and renewable ammonia space.	•	•		
Health, safety, and wellbeing	Promoting a healthy and safe working environment that protects the physical and mental wellbeing of our employees (incl. contractors) while at work. This includes ensuring safe operations, keeping employees and contractors safe, and providing access to safe, clean drinking water and sanitation to maintain sufficient standards of hygiene.		•	•	
Water in our operations	The impact and dependencies of our operations on freshwater and marine water availability, quality, and distribution. In order to mitigate risks, minimize impacts, and adapt to the changing environment: we are focused on improving our water efficiency over time, avoiding freshwater withdrawal in our industrial sites, and ensuring safe water discharge.	•	•	•	
Employee engagement, talent, and development of our own workforce	Attracting, retaining, and developing talents through policies and practices aimed at ensuring employees' professional growth, learning and development opportunities, and engagement. We foster the creation and maintenance of a healthy, inclusive, and forward-thinking working environment.		•		
Responsible business practices	Policies and practices to ensure business is based on values and principles that promote ethical behavior and decision-making, protect data, mitigate financial risks, and enable speaking up, contributing positively to the economy and meeting stakeholder expectations.	•	•	•	

Material Topics Descriptions & SDG Correlation - continued

Material Topics	Description	Upstream	Direct Operations	Downstream	SDGs
Diversity and inclusion in our own workforce	Building an inclusive and diverse working environment and ensuring fair treatment and equal opportunities for all employees.		•		5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH
Human and labor rights	Upholding and promoting internationally recognized rights and freedoms of employees in our own workforce and all who work across the supply chain.	•	•		8 DECENT WORK AND ECONOMIC GROWTH
Resource use and circular economy	We still rely on fossil fuels for most of our production. To improve our environmental impacts, we are looking for ways to use renewable and recycled feedstocks in our production at scale. We minimize waste and ensure compliance in our operations and safe disposal of hazardous waste and we support measures to improve nutrient use efficiency during the usage of fertilizers.	•	•		12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Non-GHG pollution in our operations	Pollutants from manufacturing other than GHG emissions, including NO_x, SO_x, and VOC emissions, pollution of soils, substances of concern, and harmful substances that impact human health and the environment. We take measures to upgrade and invest in our production plants to limit any impacts on our neighbors and the environment.		•		13 CLIMATE ACTION
Local community engagement	Establishing and maintaining mutually beneficial relationships with the communities through community projects and local procurement practices.	•		•	8 DECENT WORK AND ECONOMIC GROWTH

ESG Performance Summary

The tables below present our ESG performance.

Disclosure	UoM	2022	2023	2024	Reference
Environment					
Energy					
Total non-renewable electricity consumption (purchased)	TJ	848	895	983	GRI 302-1
(✓) Total renewable electricity consumption (purchased)	TJ	1,543	1,544	1,657	GRI 302-1
Total electricity consumption	TJ	2,392	2,439	2,640	GRI 302-1, ADX E3
Total energy consumption for ammonia production	TJ	141,600	140,946	137,906	GRI 302-1, RT-CH-130a.1
(✓) Total energy consumption	TJ	162,654	161,691	158,482	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	%	65%	63%	63%	ADX E5, RT-CH-130a.1
Percentage of non-renewable electricity consumed	%	35%	37%	37%	ADX E5
(✓) Total Production	Million N-ton	3.0	3.1	3.0	GRI 302-3, ADX E4, RT-CH-000.A
Energy intensity ratio (ammonia)[1]	TJ/ton gross product ammonia	38.44	37.37	37.64	GRI 302-3, ADX E4
(✓) Energy intensity ratio	GJ/Million N-ton	53.6	52.1	52.5	GRI 302-3, ADX E4
GHG Emissions					
(✓) Scope 1 GHG emissions	Million ton CO_2e	5.87	5.58	5.59	GRI 305-1, ADX E1
(✓) Scope 2 GHG emissions (market-based)[2]	Million ton CO_2e	0.13	0.13	0.14	GRI 305-2, ADX E1
(✓) Scope 1 GHG emissions (CO_2 to downstream)	Million ton CO_2e	3.18	3.43	3.07	GRI 305-3

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

1 The increase in the Energy Intensity Ratio is due to a 2% decrease in total energy consumption and a 3% decline in total production compared to 2023. This is mainly due to planned shutdowns.
2 The Scope 2 emissions are market based. Our Scope 2 location based emission are equal to 0.34 Mt CO2e for 2024. The difference between market and location based Scope 2 emissions is due to the purchase of I-Recs for all the electricity in our UAE and Egypt Plants. Please reference the Methodological Note for additional information.

ESG Performance Summary - continued

Disclosure	UoM	2022	2023	2024	Reference
Environment					
(✓) Total GHG emission – GHG Protocol (scope 1+2)	Million ton CO_2e	6.00	5.70	5.73	
(✓) Total GHG emissions – EU ETS (scope 1+2+downstream)	Million ton CO_2e	9.18	9.13	8.79	
(✓) GHG emissions intensity ratio (scope 1+2)	Million ton CO_2e/Million N-ton	1.98	1.84	1.90	GRI 305-4, ADX E1
(✓) GHG emissions intensity ratio (scope 1+2+downstream)[1]	Million ton CO_2e/Million N-ton	3.03	2.94	2.91	GRI 305-4, ADX E2
Scope 3 GHG emissions	Million ton CO_2e	NPR	18.07	19.97	GRI 305-3, ADX E1
Scope 3 GHG emissions – upstream	Million ton CO_2e	NPR	3.40	3.44	
Scope 3 GHG emissions – downstream	Million ton CO_2e	NPR	14.67	16.53	
Scope 1 emissions covered under emissions limiting regulations	% (Scope 1 - Direct)	0%	0%	0%	RT-CH-110a.1
Non-GHG Emissions					
NO_x	ton	2,020	2,313	1,986	GRI 305-7, RT-CH-120a.1
SO_x	ton	107	32	35	GRI 305-7, RT-CH-120a.1
Total volatile organic compounds (VOC)	ton	29	173	164	GRI 305-7, RT-CH-120a.1
Total non-GHG emissions	ton	2,156	2,518	2,185	ADX E2
Total non-GHG intensity ratio	ton/Million N-ton	0.71	0.81	0.72	ADX E2
Effluents and Waste					
Hazardous waste reused, recycled, or recovered	k-ton	0.71	0.75	0.72	GRI 306-3, RT-CH-150a.1
Hazardous waste treated or disposed of	k-ton	0.63	0.69	0.65	GRI 306-3, RT-CH-150a.1
Non-hazardous waste reused, recycled, or recovered	k-ton	0.15	0.31	1.03	GRI 306-3
Non-hazardous waste treated or disposed of	k-ton	1.19	1.23	1.90	GRI 306-3
Total	**k-ton**	**2.68**	**2.98**	**4.31**	**GRI 306-3**

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

1 Our GHG intensity reduction is due to lower emissions. Compared to 2023. Total GHG emissions under the EU ETS (Scope 1, 2, and downstream) decreased by 4%, while production declined by 3% due to planned shutdowns.

ESG Performance Summary - continued

Disclosure	UoM	2022	2023	2024	Reference
Environment					
Water					
Water Withdrawal					
(✓) Groundwater – Other water	Million m³	6.82	10.16	9.36	GRI 303-3, RT-CH-140a.1
(✓) Seawater – Other water	Million m³	46.51	40.74	38.72	GRI 303-3, RT-CH-140a.1
(✓) Third-party – Freshwater	Million m³	6.05	0	0	GRI 303-3, RT-CH-140a.1
(✓) Third-party – Other water	Million m³	3.12	11.16	11.09	GRI 303-3, RT-CH-140a.1
(✓) Total water withdrawal	Million m³	62.50	62.06	59.17	GRI 303-3, RT-CH-140a.1
(✓) Water withdrawn in regions with High or Extremely High Baseline Water Stress[1]	%	100	100	100	GRI 303-3, RT-CH-140a.1
Water Discharge					
(✓) Groundwater – Other water	Million m³	1.76	3.25	3.38	GRI 303-4, RT-CH-140a.1
(✓) Seawater – Other water	Million m³	38.93	31.01	29.02	GRI 303-4, RT-CH-140a.1
(✓) Third-party – Other water	Million m³	0	0.72	0.89	GRI 303-4, RT-CH-140a.1
(✓) Total water discharge	Million m³	40.69	34.98	33.29	GRI 303-4, RT-CH-140a.1
(✓) Water discharge in regions with High or Extremely High Baseline Water Stress[1]	%	100	100	100	GRI 303-4, RT-CH-140a.1
Water – Consumed and Stored					
(✓) Total water consumption	Million m³	21.81	27.08	25.88	GRI 303-5, ADX E6, RT-CH-140a.1
of which water reclaimed, reused/recycled (irrigation, wastewater recovery/treatment units)	Million m³	NPR	1.58	1.81	ADX E6
of which water stored	Million m³	0.03	0.51	0.50	GRI 303-5
(✓) Water consumed in regions with High or Extremely High Baseline Water Stress[1]	%	100	100	100	GRI 303-5, RT-CH-140a.1
Non-compliance					
Water-related permit exceedances	#	0	0	**0**	SASB RT-CH-140a.2.
Number of incidents of non-compliance with water discharge limits	#	0	0	**0**	GRI 303-4
Water Intensity					
(✓) Water consumption intensity	Million m³/Million N-ton	7.19	8.72	**8.58**	

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

1 Data disclosed based on the Aqueduct Water Risk Atlas.

ESG Performance Summary - continued

Disclosure	UoM	2022	2023	2024	Reference
Health and Safety					
Health and Safety – Employees					
% of employees who are covered by the occupational health and safety management system	%	100%	100%	100%	
Total recordable injuries (TRI)	#	5	2	1	GRI 403-9, ADX S7
(✓) Total recordable injury rate (TRIR)	Per 200,000 hours worked	0.19	0.07	0.04	GRI 403-9, ADX S7, RT-CH-320a.1
Total high-consequence work-related injuries	#	0	0	0	GRI 403-9
Rate of high-consequence work-related injuries (excluding fatalities)	Per 200,000 hours worked	0	0	0	GRI 403-9
(✓) Lost time injuries Rate (LTIR)	Per 200,000 hours worked	0	0.07	0.04	
(✓) Fatality (result of work-related injury)	#	0	0	0	GRI 403-9, ADX S7, RT-CH-320a.1
Rate of fatalities as a result of work-related injury	Per 200,000 hours worked	0	0	0	GRI 403-9
Health and Safety – Contractors					
% of non-employees who are covered by the occupational health and safety management system	%	100%	100%	100%	
Total recordable injuries (TRI)	#	7	3	0	GRI 403-9, ADX S7, RT-CH-320a.1
(✓) Total recordable injury rate (TRIR)	Per 200,000 hours worked	0.41	0.20	0	GRI 403-9, ADX S7
Total high-consequence work-related injuries	#	0	0	0	GRI 403-9
Rate of high-consequence work-related injuries (excluding fatalities)	Per 200,000 hours worked	0	0	0	GRI 403-9
(✓) Lost time injuries rate (LTIR)	Per 200,000 hours worked	0.06	0.13	0	
(✓) 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

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

ESG Performance Summary - continued

Disclosure	UoM	2022	2023	2024	Reference
Health and Safety					
Health and Safety – Total					
Total recordable injuries (TRI)	#	12	5	0	GRI 403-9
(✓) Total Recordable Injury Rate (TRIR)	Per 200,000 hours worked	0.27	0.12	0.02	GRI 403-9
(✓) Total Lost Time Injury Rate (LTIR)	Per 200,000 hours worked	0.02	0.10	0.02	
Process safety incidents (PSI)	#	7	7	0	RT-CH-540a.1
Process Safety Total Incident Rate (PSIR)	Per 200,000 hours worked	0.16	0.18	0	RT-CH-540a.1
Environmental Incidents (EI)	#	0	0	0	
Environmental Incident Rate (EIR)	Per 200,000 hours worked	0	0	0	
Health and Safety – Impacts of Products and Services					
Total number of incidents of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a fine or penalty	#	0	0	0	GRI 416-2
Total number of incidents of non-compliance with regulations concerning the health and safety impacts of products and services resulting in a warning	#	0	0	0	GRI 416-2
Total number of incidents of non-compliance with voluntary codes concerning the health and safety impacts of products and services	#	0	0	0	GRI 416-2

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

ESG Performance Summary - continued

Disclosure	UoM	2022	2023	2024	Reference
Product Stewardship					
Product Design for Use-Phase Efficiency					
Revenue from products designed for use-phase resource efficiency	$	0	0	0	RT-CH-410a.1
Chemical Stewardship					
Percentage of products by revenue that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	%	32.12%	27.52%	26.60%	RT-CH-410b.1
Percentage of such products by revenue that have undergone a hazard assessment	%	100%	100%	100%	RT-CH-410b.1
Genetically Modified Organisms (GMOs)					
Percentage of products by revenue that contain GMOs	%	0	0	0	RT-CH-410c.1
Responsible Business Practices					
Compliance[1]					
Compliance concerns	#	38	11	1	
Compliance concerns investigated	#	38	11	1	
Compliance concerns closed as substantiated	#	13	1	0	
Compliance concerns closed as unsubstantiated	#	24	10	1	
Compliance concerns open	#	1	0	0	
Substantial compliance concerns	#	13	0	0	
Anonymous notifications via hotline	#	0	8	6	
(✓) 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

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

1 2022 figures include both compliance related concerns and HR grievances. As of 2023, Fertiglobe only reports compliance concerns (excluding HR grievances).

ESG Performance Summary - continued

Disclosure	UoM	2022	2023	2024	Reference
Governance					
Diversity					
Male employees within the organization's governance bodies	Headcount	10	10	6	GRI 405-1, ADX G-1
Female employees within the organization's governance bodies	Headcount	1	1	1	GRI 405-1, ADX G-1
Employees under 30 years old within the organization's governance bodies	Headcount	0	0	0	GRI 405-1
Employees between 30–50 years old within the organization's governance bodies	Headcount	7	7	1	GRI 405-1
Employees above 50 years old within the organization's governance bodies	Headcount	4	4	6	GRI 405-1
Percentage of male employees within the organization's governance bodies	%	91	91	86	GRI 405-1
Percentage of female employees within the organization's governance bodies	%	9	9	14	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	14	GRI 405-1
Percentage of employees above 50 years old within the organization's governance bodies	%	36	36	86	GRI 405-1

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

ESG Performance Summary - continued

Disclosure	UoM	2023[1]	2024	Reference
Human Capital				
Headcount				
Total male employees	FTE	2,474	2,457.5	GRI 2-7
Total female employees	FTE	245	266	GRI 2-7
Total employees in UAE	FTE	776	777.5	GRI 2-7
Total employees in Egypt	FTE	1,113	1,107	GRI 2-7
Total employees in Algeria	FTE	830	828	GRI 2-7
Total employees in other countries	FTE	NPR	11	GRI 2-7
Total employees	**FTE**	**2,719**	**2,723.5**	**GRI 2-7**
(✓) Total male employees	Headcount	2,476	2,459	GRI 2-7
(✓) Total female employees	Headcount	245	266	GRI 2-7
Total employees in UAE	Headcount	777	778	GRI 2-7
Total employees in Egypt	Headcount	1,113	1,107	GRI 2-7
Total employees in Algeria	Headcount	831	828	GRI 2-7
Total employees in other countries	Headcount	NPR	12	GRI 2-7
(✓) Total employees	**Headcount**	**2,721**	**2,725**	**GRI 2-7**
Total non-employees	**Headcount**	**NPR**	**2,115**	**GRI 2-8**
Percentage of male employees	**%**	**91**	**90**	**GRI 2-7**
Percentage of female employees	**%**	**9**	**10**	**GRI 405-1, ADX S4**
Total male permanent employees	Headcount	2,322	2,318	GRI 405-1, ADX S4
Total female permanent employees	Headcount	237	246	GRI 2-7
Total permanent employees	**Headcount**	**2,559**	**2,564**	**GRI 2-7**

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

1 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.

ESG Performance Summary - continued

Disclosure	UoM	2023	2024	Reference
Human Capital				
Total male temporary employees	Headcount	154	141	
Total female temporary employees	Headcount	8	20	GRI 2-7
Total temporary employees	**Headcount**	**162**	**161**	**GRI 2-7**
Total male full-time employees	Headcount	2,473	2,458	GRI 2-7
Total female full-time employees	Headcount	245	266	GRI 2-7
Total full time employees	**Headcount**	**2,718**	**2,724**	**GRI 2-7**
Total male part-time employees	Headcount	3	1	GRI 2-7
Total female part-time employees	Headcount	0	0	GRI 2-7
Total part time employees	**Headcount**	**3**	**1**	**GRI 2-7, ADX S5**
Percentage of total headcount held by part-time employees	**%**	**0.11**	**0.04**	**ADX S5**
National employees in Fertil headcount	**%**	**56.91**	**56.81**	**ADX S11**
Employees Turnover				
Total turnover under 30 years old	Headcount	2	5	GRI 401-1
Total turnover between 30–50 years old	Headcount	80	63	GRI 401-1
Total turnover over 50 years old	Headcount	59	43	GRI 401-1
(✓) Total male turnover	Headcount	125	93	GRI 401-1
(✓) Total female turnover	Headcount	16	18	GRI 401-1
(✓) Total number of employee turnover	**Headcount**	**141**	**111**	**GRI 401-1**
Rate of employee turnover	**Rate**	**5.18**	**4.07**	**GRI 401-1**

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

ESG Performance Summary - continued

Disclosure	UoM	2023	2024	Reference
Human Capital				
Employees New Hires				
Total new hires under 30 years old	Headcount	20	54	GRI 401-1
Total new hires between 30–50 years old	Headcount	92	49	GRI 401-1
Total new hires over 50 years old	Headcount	16	7	GRI 401-1
Total male new hires	Headcount	102	77	GRI 401-1
Total female new hires	Headcount	26	33	GRI 401-1
Total number of new hires	**Headcount**	**128**	**110**	**GRI 401-1**
Rate of employees new hires	**Rate**	**4.70**	**4.04**	**GRI 401-1**
Employee Diversity				
Top Management Positions[1]				
Percentage of male employees in top management positions	%	85	84	GRI 405-1, ADX S4
Percentage of female employees in top management positions	%	15	16	GRI 405-1, ADX S4
Percentage of employees under 30 years old in top management positions	%	0	2	GRI 405-1
Percentage of employees between 30–50 years old in top management positions	%	71	64	GRI 405-1
Percentage of employees above 50 years old in top management positions	%	29	34	GRI 405-1
Mid-level Positions[1]				
Percentage of male employees in Mid-level positions	%	72	72	GRI 405-1, ADX S4
Percentage of female employees in Mid-level positions	%	28	28	GRI 405-1, ADX S4
Percentage of employees under 30 years old in Mid-level positions	%	0	2	GRI 405-1
Percentage of employees between 30–50 years old in Mid-level positions	%	71	70	GRI 405-1
Percentage of employees above 50 years old in Mid-level positions	%	29	28	GRI 405-1
Staff Positions[1]				
Percentage of male employees in staff positions	%	92	92	GRI 405-1, ADX S4
Percentage of female employees in staff positions	%	8	8	GRI 405-1, ADX S4
Percentage of employees under 30 years old in staff positions	%	7	6	GRI 405-1
Percentage of employees between 30–50 years old in staff positions	%	77	75	GRI 405-1
Percentage of employees above 50 years old in staff positions	%	16	19	GRI 405-1

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

1 Please refer to the Methodological Note for more information on employees professional categories definitions.

ESG Performance Summary - continued

Disclosure	UoM	2023	2024	Reference
Human Capital				
Compensation				
Average annual employee compensation	$k	84.4	84.4	
Employees Years of Service				
% of employees with 0–5 years of service	%	20	23	
% of employees with 6–10 years of service	%	15	9	
% of employees with 11–20 years of service	%	55	58	
% of employees with 21+ years of service	%	10	10	
Technical Employees				
Total technical male employees	Headcount	1,779	1,759	GRI 405-1
Total technical female employees	Headcount	45	56	GRI 405-1
Total technical employees	**Headcount**	**1,824**	**1,815**	**GRI 405-1**
Total non-technical male employees	Headcount	697	700	GRI 405-1
Total non-technical female employees	Headcount	200	210	GRI 405-1
Total non-technical employees	**Headcount**	**897**	**910**	**GRI 405-1**
Collective Bargaining Agreements				
Percentage of employees covered by collective bargaining agreements	%	31	30	GRI 2-30

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

ESG Performance Summary - continued

Disclosure	UoM	2023	2024	Reference
Human Capital				
Parental Leave[1]				
Total number of male employees that are entitled to take parental leave (maternity/paternity)	Headcount	NPR	1,412	GRI 401-3
Total number of female employees that are entitled to take parental leave (maternity/paternity)	Headcount	NPR	266	GRI 401-3
Total number of male employees that took parental leave (maternity/paternity)	Headcount	NPR	122	GRI 401-3
Total number of female employees that took parental leave (maternity/paternity)	Headcount	NPR	27	GRI 401-3
Total number of male employees who returned to work in the reporting period after parental leave (maternity/paternity) ended	Headcount	NPR	122	GRI 401-3
Total number of female employees who returned to work in the reporting period after parental leave (maternity/paternity) ended	Headcount	NPR	25	GRI 401-3
Total number of male employees that returned to work after parental leave (maternity/paternity) ended that were still employed 12 months after their return to work	Headcount	NPR	NPR	GRI 401-3
Total number of female employees that returned to work after parental leave (maternity/paternity) ended that were still employed 12 months after their return to work	Headcount	NPR	NPR	GRI 401-3
Total number of employees that are entitled to take parental leave (maternity/paternity)	Headcount	NPR	1,679	GRI 401-3
Total number of employees that took parental leave (maternity/paternity)	Headcount	NPR	82	GRI 401-3
Total number of employees who returned to work in the reporting period after parental leave (maternity/paternity) ended	Headcount	NPR	152	GRI 401-3
Total number of employees that returned to work after parental leave (maternity/paternity) ended that were still employed 12 months after their return to work	Headcount	NPR	NPR	GRI 401-3
Male return to work rate	Rate	NPR	100	GRI 401-3
Male retention rate	Rate	NPR	NPR	GRI 401-3
Female return to work rate	Rate	NPR	93	GRI 401-3
Female retention rate	Rate	NPR	NPR	GRI 401-3

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

1 Note that some 2024 data is NPR (Not Previously Reported) as it requires comparison with 2023 data, which was also NPR.

ESG Performance Summary - continued

Disclosure	UoM	2023	2024	Reference
Human Capital				
Training and Development				
Total number of training hours for male employees	Hours	NPR	87,604	GRI 404-1
Total number of training hours for female employees	Hours	NPR	7,834	GRI 404-1
Average number of trainings hours per male employee	Hours	NPR	35.6	GRI 404-1
Average number of trainings hours per female employee	Hours	NPR	29.5	GRI 404-1
Average number of trainings hours per employee	Hours	NPR	35.0	GRI 404-1
Performance Review				
Percentage of top management employees who received a regular performance and career development review	%	NPR	94	GRI 404-3
Percentage of mid-level management employees who received a regular performance and career development review	%	NPR	98	GRI 404-3
Percentage of staff level employees who received a regular performance and career development review	%	NPR	98	GRI 404-3
Percentage of male employees that participated in regular performance and career development reviews	%	NPR	98	GRI 404-3
Percentage of female employees that participated in regular performance and career development reviews	%	NPR	91	GRI 404-3

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2024 by PricewaterhouseCoopers (PwC).

Global Reporting Initiative (GRI) Content Index

Statement of Use	Fertiglobe has reported in accordance with the GRI Standards for the period 1/1/2024 - 31/12/24
GRI 1 used	Foundation 2021

GRI Standard		Reference
General Disclosures	**Disclosure**	
GRI 2: General Disclosures 2021	2-1 Organizational details	Fertiglobe at a Glance, page 6
	2-2 Entities included in the organization's sustainability reporting	Methodological Note, pages 216-220
	2-3 Reporting period, frequency and contact point	Methodological Note, pages 216-220. Contact point: sustainability@fertiglobe.com
	2-4 Restatements of information	Methodological Note, pages 216-220
	2-5 External assurance	Methodological Note, pages 216-220
	2-6 Activities, value chain and other business relationships	Strategic report, pages 13-40
	2-7 Employees	ESG Performance Summary, pages 230-231
	2-8 Workers who are not employees	ESG Performance Summary, page 230
	2-9 Governance structure and composition	ESG Governance, page 90 Corporate Governance Report, pages 109-113 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, page 118
	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 90
	2-13 Delegation of responsibility for managing impacts	ESG Governance, page 90
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance, page 90

Global Reporting Initiative (GRI) Content Index - continued

General Disclosures		
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Corporate Governance Report, page 126
	2-16 Communication of critical concerns	Corporate Governance Report, page 89
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report, page 122
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report, page 118
	2-19 Remuneration policies	Corporate Governance Report, page 125
	2-20 Process to determine remuneration	Corporate Governance Report, page 125
	2-21 Annual total compensation ratio	Social Value, page 77 Corporate Governance Report, page 125
	2-22 Statement on sustainable development strategy	A Message from Our Chairperson, pages 4-5 A Message from Our CEO, pages 14-15
	2-23 Policy commitments	Managing Our Environmental Impacts, page 52 Social Value, pages 75-79, 87 Responsible Business Practices, pages 91-92 Risk Management & Compliance, pages 103-105
	2-24 Embedding policy commitments	Managing Our Environmental Impacts, page 52 Social Value, pages 75-79, 87 Responsible Business Practices, pages 91-92 Risk Management & Compliance, pages 103-105
	2-25 Processes to remediate negative impacts	Managing Our Environmental Impacts, page 52 Social Value, pages 75-79 Responsible Business Practices, pages 91-92 Risk Management & Compliance, pages 103-105
	2-26 Mechanisms for seeking advice and raising concerns	Risk Management & Compliance, page 103
	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 46
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, pages 45-49
	2-30 Collective bargaining agreements	One Fertiglobe, One Team, page 78

Global Reporting Initiative (GRI) Content Index - continued

Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment, pages 49-50
	3-2 List of material topics	Materiality Assessment, page 49
Local Community Engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Communities, pages 85-87
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Our Communities, page 85
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Procurement Practices, page 87
Responsible Business Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics, pages 91-92
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	ESG Performance Summary, page 228 Business Ethics, pages 91-92
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Performance Summary, page 228
Climate Change Action		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Climate Change, pages 51-58
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Performance Summary, page 223
	302-3 Energy intensity	ESG Performance Summary, page 223
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Performance Summary, page 223
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Performance Summary, page 223
	305-3 Other indirect (Scope 3) GHG emissions	ESG Performance Summary, page 224
	305-4 GHG emissions intensity	ESG Performance Summary, page 224
Water in Our Operations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water, pages 59-61

Global Reporting Initiative (GRI) Content Index - continued

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water, pages 59-61
	303-2 Management of water discharge-related impacts	Water, page 59
	303-3 Water withdrawal	ESG Performance Summary, page 225
	303-4 Water discharge	ESG Performance Summary, page 225
	303-5 Water consumption	ESG Performance Summary, page 225
Non-GHG Pollution in our Operations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Other Environmental Impacts, page 63
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	ESG Performance Summary, page 224
Resource Use and Circular Economy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste, page 62
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, page 62
	306-2 Management of significant waste-related impacts	Waste, page 62
	306-3 Waste generated	ESG Performance Summary, page 225
Employee Engagement, Talent, and Development of Our Own Workforce		
GRI 3: Material Topics 2021	3-3 Management of material topics	One Fertiglobe, One Team, pages 75-77
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG Performance Summary, pages 231-232
	401-3 Parental leave	ESG Performance Summary, page 234
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Performance Summary, page 235
	404-3 Percentage of employees receiving regular performance and career development review	ESG Performance Summary, page 235
Health, Safety, and Wellbeing		
GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety, pages 79-84

Global Reporting Initiative (GRI) Content Index - continued

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, page 79
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, page 79
	403-3 Occupational health services	Health and Safety, pages 79-81
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, pages 79-81
	403-5 Worker training on occupational health and safety	Health and Safety, pages 80, 83-84
	403-6 Promotion of worker health	Health and Safety, pages 79-84
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, pages 79-84
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, page 79
	403-9 Work-related injuries	ESG Performance Summary, pages 226-227
Diversity and Inclusion in Our Own Workforce		
GRI 3: Material Topics 2021	3-3 Management of material topics	One Fertiglobe, One Team, pages 75-76
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	ESG Performance Summary, pages 229-232
Human and Labor Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	One Fertiglobe, One Team, pages 75-78
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	ESG Performance Summary, page 228
Product Stewardship		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Stewardship, pages 65-73
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Other Environmental Impacts, page 63
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Performance Summary, page 227

Abu Dhabi Securities Exchange (ADX) Content Index

Area	Disclosure	KPIs	Location/Omissions
Environment	E1 GHG Emissions	E1.1) Total amount in CO_2 equivalents, for Scope 1	ESG Performance Summary, page 223
		E1.2) Total amount, in CO_2 equivalents, for Scope 2	ESG Performance Summary, page 223
		E1.3) Total amount, in CO_2 equivalents, for Scope 3	ESG Performance Summary, page 224
	E2 Emissions Intensity	E2.1) Total GHG emissions per output scaling factor	ESG Performance Summary, page 224
		E2.2) Total non-GHG emissions per output scaling factor	ESG Performance Summary, page 224
	E3 Energy Usage	E3.1) Total amount of energy directly consumed	ESG Performance Summary, page 223
		E3.2) Total amount of energy indirectly consumed	ESG Performance Summary, page 223
	E4 Energy Intensity	Total direct energy usage per output scaling factor	ESG Performance Summary, page 223
	E5 Energy Mix	Percentage: Energy usage by generation type	ESG Performance Summary, page 223
	E6 Water Usage	E6.1) Total amount of water consumed	ESG Performance Summary, page 225
		E6.2) Total amount of water reclaimed	ESG Performance Summary, page 225
	E7 Environmental Operations	E7.1) Does your company follow a formal Environmental Policy?	Managing Our Environmental Impacts, page 52
		E7.2) Does your company follow specific waste, water, energy, and/ or recycling polices?	Managing Our Environmental Impacts, page 52
		E7.3) Does your company use a recognized energy management system?	Managing Our Environmental Impacts, page 52
	E8 Environmental Oversight	Does your Management Team oversee and/or manage sustainability issues?	ESG Governance, page 90
	E9 Environmental Oversight	Does your Board oversee and/ or manage sustainability issues?	ESG Governance, page 90
	E10 Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development	$48.6 MN CapEx invested in 2024, in climate-related infrastructure, resilience, and product development in our fully controlled production plants and strategic partnerships.

Abu Dhabi Securities Exchange (ADX) Content Index - continued

Area	Disclosure	KPIs	Location/Omissions
Social	S1 CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	FG CEO receives Fertiglobe remuneration as from 16 October 2024. CEO pay ratio will be disclosed over 2025 in the 2025 AR to ensure an annualized total compensation to median can be measured and disclosed.
		S1.2) Does your company report this metric in regulatory filings?	No
	S2 Gender Pay Ratio	Ratio: Median male compensation to median female compensation	Fertiglobe gender pay gap is equal to 11.16%[1]
	S3 Employee Turnover	S3.1) Percentage: Year-over-year change for full-time employees	Full-time employees change year over year is 1%.
		S3.2) Percentage: Year-over-year change for part-time employees	Part-time employees change year over year is 0%.
		S3.3) Percentage: Year-over-year change for contractors/consultants	Please note we started disclosing non-employee related data in 2024.[1]
	S4 Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	ESG Performance Summary, page 230
		S4.2) Percentage: Entry- and mid-level positions held by men and women	ESG Performance Summary, page 230
		S4.3) Percentage: Senior- and executive-level positions held by men and women	ESG Performance Summary, page 230
	S5 Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	ESG Performance Summary, page 231
		S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	Contractors account for 43.7% of the total enterprise headcount, including both employees and full-time equivalent (FTE) contractors.
	S6 Non-Discrimination	Does your company follow non-discrimination policy?	One Fertiglobe, One Team, page 78
	S7 Injury Rate	Percentage: Frequency of injury events relative to total workforce time	Health and Safety, page 82
	S8 Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy?	Health and Safety, pages 79
	S9 Child & Forced Labor	S9.1) Does your company follow a child and/or forced labor policy?	One Fertiglobe, One Team, page 78
		S9.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	One Fertiglobe, One Team, page 78
	S10 Human Rights	S10.1) Does your company follow a human rights policy?	One Fertiglobe, One Team, page 78
		S10.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	One Fertiglobe, One Team, page 78
	S11 Nationalization	Percentage of national employees	ESG Performance Summary, page 75
	S12 Community Investment	Amount invested in the community, as a percentage of company revenues.	Our Communities, page 85

[1] Please note that the KPI shows the average male and female employees compensation.

Abu Dhabi Securities Exchange (ADX) Content Index - continued

Area	Disclosure	KPIs	Location/Omissions
Governance	G1 Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	ESG Performance Summary, page 229
		G1.2) Percentage: Committee chairs occupied by men and women	Corporate Governance Report, page 121 Please note that 60% of our Board Committees are chaired by men (Audit Committee and Executive Committee), while 40% are chaired by women (Nomination and Remuneration Committee).
	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 100%
	G3 Incentivized Pay	Are executives formally incentivized to perform on sustainability?	ESG Governance, page 90
	G4 Supplier Code of Conduct	G4.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No	Procurement Practices, page 87
		G4.2) If yes, what percentage of your suppliers have formally certified their compliance with the code?	30% 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 91-92
		G5.2) If yes, what percentage of your workforce has formally certified its compliance with the policy?	All employees are required to take the Code of Conduct trainings when joining Fertiglobe.
	G6 Data Privacy	G6.1) Does your company follow a Data Privacy policy?	Business Ethics, pages 91-92
		G6.2) Has your company taken steps to comply with GDPR rules? Yes/No	Business Ethics, pages 91-92
	G7 Sustainability Reporting	Does your company publish a sustainability report?	Methodological Note, page 216-220
	G8 Disclosure Practices	G8.1) Does your company provide sustainability data to sustainability reporting frameworks?	Methodological Note, page 216-220
		Yes/No G8.2) Does your company focus on specific UN Sustainable Development Goals (SDGs)?	ESG Framework, page 44 Material Topics Descriptions & SDG Correlation, pages 121-231
		G8.3) Does your company set targets and report progress on the UN SDGs? Yes/ No	How We Create Value, page 26 Material Topics Descriptions & SDG Correlation, pages 121-231
	G9 External Assurance	Are your sustainability disclosures assured or verified by a third party audit firm?	Methodological Note, page 216-220

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 90
Governance (b)	Describe management's role in assessing and managing climate-related risks and opportunities	ESG Governance, page 90
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 58, Risk Management & Compliance, page 97
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 58
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, pages 53-54
Risk Management (a)	Describe the organization's processes for identifying and assessing climate-related risks	Risk Management & Compliance, pages 94-96
Risk Management (b)	Describe the organization's processes for managing climate-related risks	Risk Management & Compliance, pages 94-96
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 58, Risk Management & Compliance, pages 94-96
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 58, Risk Management & Compliance, page 97
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 55 Risk Management & Compliance, page 96
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 53

Sustainability Accounting Standards Board (SASB) Index

SASB Reference	Metric	Category	Unit of measure	Reference
Environment				
GHG gas emissions				
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO_2e, Percentage (%)	page 224
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 53-58
Air quality				
RT-CH-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N_2O), (2) SO_x, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	page 224
Energy management				
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	Gigajoules (GJ), Percentage (%)	page 223
Water management				
RT-CH-140a.1	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m^3), Percentage (%)	page 225
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	page 225
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 59-61
Hazardous waste management				
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	page 224

Sustainability Accounting Standards Board (SASB) Index - continued

SASB Reference	Metric	Category	Unit of Measure	Reference
Social				
Community relations				
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and analysis	n/a	pages 52-63, 85-87
Workforce health & safety				
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	pages 226-227
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	pages 79-81
Product design for use-phase efficiency				
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	page 228
Safety & environmental stewardship of chemicals				
RT-CH-410b.1	(1) Percentage of products by revenue that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products by revenue that have undergone a hazard assessment	Quantitative	Percentage (%) by revenue, Percentage (%)	page 228
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 63
Genetically modified organisms				
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	page 228
Operational safety, emergency preparedness & response				
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 227

Sustainability Accounting Standards Board (SASB) Index - continued

SASB Reference	Metric	Category	Unit of Measure	Reference
Governance				
Management of the legal & regulatory environment				
RT-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 58
Other				
Activity metric				
RT-CH-000.A	Production by reportable segment	Quantitative	Metric tons (t)	page 33

ESG Assurance Report

Independent practitioner's limited assurance report on Fertiglobe Plc's Environmental, Social and Governance (ESG) selected information

To the Board of Directors of Fertiglobe Plc

The Board of Directors of Fertiglobe Plc (the "Company") and its subsidiaries (together the "Group") have engaged us to obtain a limited assurance on the Environment, Social and Governance (ESG) selected Information of the Group as defined within the *Sustainability information and reporting criteria* section of this report and marked with the symbol **(✓)** on pages 223-231 in the ESG Performance Summary within the APPENDIX I: SUSTAINABILITY of the Annual Report 2024 (the "sustainability information"), for the period from 01 January 2024 to 31 December 2024.

Our assurance conclusion does not extend to information in respect of earlier periods or to any other information included in, or linked from, the Annual Report 2024 including any images, audio files or videos.

Limited assurance conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the sustainability information is not prepared, in all material respects, in accordance with the reporting criteria set out in pages 216 – 220 of the Annual Report 2024 and referenced in the *Sustainability information and reporting criteria* section below.

Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) "Assurance engagements other than audits or reviews of historical financial information" ("ISAE 3000 (Revised)"), and, in respect of the greenhouse gas emissions, International Standard on Assurance Engagements 3410, "Assurance engagements on greenhouse gas statements" ("ISAE 3410"), issued by the International Auditing and Assurance Standards Board.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under these standards are further described in the Practitioner's responsibilities section of our report.

Our independence and quality management

We have complied with the independence requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, and the ethical requirements that are relevant to our limited assurance on the sustainability information in the Abu Dhabi Global Market ("ADGM").

Our firm applies International Standard on Quality Management (ISQM 1), which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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ESG Assurance Report - continued

Independent practitioner's limited assurance report on Fertiglobe Plc's Environmental, Social and Governance (ESG) selected information (continued)

Sustainability information and reporting criteria

The sustainability information needs to be read and understood together with the reporting criteria, which the Group is solely responsible for selecting and applying. The sustainability information and the reporting criteria are as set out in the table below:

Sustainability information	Unit of measurement	Value for the period from 1 January 2024 to 31 December 2024	Materiality reference*	Location of the sustainability information in the Annual Report 2024	Reporting criteria
Environment					
Energy					
Total renewable electricity consumption (purchased)	TJ	1,657	(6)	Page 223	Methodological Note (page 216-220)
Total energy consumption	TJ	158,482	(6)	Page 223	
Total production	Million N-ton	3.0	(6)	Page 223	
Energy intensity ratio	GJ/ Million N- ton	52.5	(7)	Page 223	
GHG Emissions					
Scope 1 GHG emissions	Million tons CO_2e	5.59	(6)	Page 223	Methodological Note (page 216-220)
Scope 2 GHG emissions (market-based)	Million tons CO_2e	0.14	(6)	Page 223	
Scope 1 GHG emissions (CO_2 to downstream)	Million tons CO_2e	3.07	(6)	Page 223	
Total GHG emission - GHG protocol (scope 1+2)	Million tons CO_2e	5.73	(6)	Page 224	
Total GHG emissions – EU ETS (scope 1+2+downstream)	Million tons CO_2e	8.79	(6)	Page 224	
GHG emissions intensity ratio (scope 1+2)	Million tons CO_2e/ Million N-ton	1.90	(7)	Page 224	
GHG emissions intensity ratio (scope 1+2+downstream)	Million tons CO_2e/ Million N-ton	2.91	(7)	Page 224	
Water withdrawal					
Groundwater – Other water	Million m^3	9.36	(1)	Page 225	Methodological Note (page 216-220)
Seawater – Other water	Million m^3	38.72	(1)	Page 225	
Third-party – Freshwater	Million m^3	0	(1)	Page 225	
Third-party –Other water	Million m^3	11.09	(1)	Page 225	
Total water withdrawal	Million m^3	59.17	(1)	Page 225	
Water withdrawn in regions with High or Extremely High Baseline Water Stress	%	100	(3)	Page 225	

ESG Assurance Report - continued

Independent practitioner's limited assurance report on Fertiglobe Plc's Environmental, Social and Governance (ESG) selected information (continued)

Sustainability information and reporting criteria (continued)

Sustainability information	Unit of measurement	Value for the period from 1 January 2024 to 31 December 2024	Materiality reference*	Location of the sustainability information in the Annual Report 2024	Reporting criteria
Water discharge					
Groundwater – Other water	Million m^3	3.38	(1)	Page 225	Methodological Note (page 216-220)
Seawater – Other water	Million m^3	29.02	(1)	Page 225	
Third-party –Other water	Million m^3	0.89	(1)	Page 225	
Total water discharge	Million m^3	33.29	(1)	Page 225	
Water discharge in regions with High or Extremely High Baseline Water Stress	%	100	(3)	Page 225	
Environment					
Water – Consumed and Stored					
Total water consumption	Million m^3	25.88	(1)	Page 225	Methodological Note (page 216-220)
Water consumed in regions with High or Extremely High Baseline Water Stress	%	100	(3)	Page 225	
Water intensity					
Water consumption intensity	Million m^3 / Million N- ton	8.58	(2)	Page 225	Methodological Note (page 216-220)
Health and Safety					
Health and Safety - Employees					
Total recordable injury rate (TRIR)	Per 200,000 hours worked	0.04	(5)	Page 226	Methodological Note (page 216-220)
Lost time injuries rate (LTIR)	Per 200,000 hours worked	0.04	(5)	Page 226	
Fatality (result of work-related injury)	#	0	(4)	Page 226	
Health and Safety					
Health and Safety - Contractors					
Total recordable injury rate (TRIR)	Per 200,000 hours worked	0	(5)	Page 226	Methodological Note (page 216-220)
Lost time injuries rate (LTIR)	Per 200,000 hours worked	0	(5)	Page 226	
Fatality (result of work-related injury)	#	0	(4)	Page 226	
Health and Safety - Total					
Total Recordable Injury Rate (TRIR)	Per 200,000 hours worked	0.02	(5)	Page 227	Methodological Note (page 216-220)
Total Lost Time Injury Rate (LTIR)	Per 200,000 hours worked	0.02	(5)	Page 227	

ESG Assurance Report - continued

Independent practitioner's limited assurance report on Fertiglobe Plc's Environmental, Social and Governance (ESG) selected information (continued)

Sustainability information and reporting criteria (continued)

Sustainability information	Unit of measurement	Value for the period from 1 January 2024 to 31 December 2024	Materiality reference*	Location of the sustainability information in the Annual Report 2024	Reporting criteria
Responsible Business Practices					
Compliance					
Substantiated incidents of discrimination	#	0	(4)	Page 228	Methodological Note (page 216-220)
Confirmed incidents of corruption	#	0	(4)	Page 228	
Human Capital					
Total male employees	Headcount	2,459	(1)	Page 230	Methodological Note (page 216-220)
Total female employees	Headcount	266	(1)	Page 230	
Total employees	Headcount	2,725	(1)	Page 230	
Employees Turnover					
Total male turnover	Headcount	93	(1)	Page 231	Methodological Note (page 216-220)
Total female turnover	Headcount	18	(1)	Page 231	
Total number of employees turnover	Headcount	111	(1)	Page 231	

**Refer to our assessment of materiality discussed in the 'Materiality' section of this report.*

Responsibilities for the sustainability information

The Management of the Group is responsible for:

- Determining appropriate reporting topics and selecting or establishing suitable criteria for measuring or evaluating the underlying sustainability matter;
- Ensuring that those criteria are relevant and appropriate to the Group and the intended users of the Annual Report 2024;
- The preparation of the sustainability information in accordance with the reporting criteria applied as explained and referenced in the *Sustainability information and reporting criteria* section above;
- Designing, implementing and maintaining systems, processes and such internal controls as management determines is necessary to enable the preparation of the sustainability information including over the evaluation or measurement in accordance with the reporting criteria, that is free from material misstatement, whether due to fraud or error; and
- The selection and application of appropriate sustainability information reporting methods and making assumptions and estimates that are reasonable in the circumstances.

The Directors are responsible for overseeing the Group's sustainability information reporting process.

ESG Assurance Report - continued

Independent practitioner's limited assurance report on Fertiglobe Plc's Environmental, Social and Governance (ESG) selected information (continued)

Responsibilities for the sustainability information (continued)

Inherent limitations in preparing sustainability information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time.

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the underlying sustainability matter and the methods used for determining such information. The precision of different measurement techniques may also vary.

As discussed in the reporting criteria, greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the sustainability information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the sustainability information.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) and ISAE 3410, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Determine the suitability in the circumstances of the Group's use of reporting criteria as the basis for the preparation of the sustainability Information.
- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Group's internal control.
- Design and perform procedures responsive to where material misstatements are likely to arise in the sustainability information. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

ESG Assurance Report - continued

Independent practitioner's limited assurance report on Fertiglobe Plc's Environmental, Social and Governance (ESG) selected information (continued)

Materiality

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the sustainability information is likely to arise.

Based on our professional judgement, we determined materiality for the sustainability information as follows:

Overall materiality	The benchmark approach for each aspect of the sustainability information is indicated in the table above by one of the following numbers: (1) This metric is an absolute number. A benchmark of 5% has been applied. (2) This metric is calculated as a ratio between two different numbers. A benchmark of 5% has been applied to both the numerator and denominator used in the calculation. (3) This metric is a percentage. A benchmark of 5% has been applied to both the numerator and denominator used in the percentage calculation. (4) This metric is an absolute number. Each individual unit of measure (i.e. a fatality or incident) is considered material. (5) This metric is calculated as a ratio between two different numbers. A benchmark to each individual unit of measure has been applied to the numerator (i.e. a fatality or incident is considered material) and a benchmark of 5% has been applied to the denominator. Furthermore, a benchmark of 5% has been applied to the reported figure. (6) This metric is an absolute number. A benchmark of 4.5% has been applied. (7) This metric is calculated as a ratio between two different numbers. A benchmark of 4.5% has been applied to both the numerator and denominator used in the calculation.

For each metric, the materiality threshold means that a misstatement of that amount or higher, either as an individual misstatement, or as an aggregate of smaller misstatements, would lead us to conclude that the sustainability information had not been prepared in all material respects in accordance with the reporting criteria. For qualitative information, materiality considerations consider qualitative matters, including balance, understandability, and lack of bias.

ESG Assurance Report - continued

Independent practitioner's limited assurance report on Fertiglobe Plc's Environmental, Social and Governance (ESG) selected information (continued)

Summary of work performed

A limited assurance engagement involves performing procedures to obtain evidence about the sustainability information. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of where material misstatements are likely to arise in the sustainability information, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- obtained an understanding of Group's control environment, processes and systems relevant to the preparation of the sustainability information. Our procedures did not include evaluating the suitability of design or operating effectiveness of control activities;
- evaluated whether all information identified by the process to identify the information is included in the sustainability information;
- considered the suitability in the circumstances of the Group's use of the reporting criteria, as the basis for preparing the sustainability information;
- evaluated the appropriateness of measurement and evaluation methods, reporting policies used and estimates made, noting that our procedures did not involve testing the data on which the estimates are based or separately developing our own estimates against which to evaluate Group's estimates;
- performed limited substantive testing on a selective basis of the sustainability information, which is aggregated from information submitted by the Group's operational sites within their organisational boundary. Testing involved: comparing year on year movements and obtaining explanations from management for significant differences we identified, agreeing arithmetical accuracy and agreeing data points to or from source information to check that the underlying sustainability information had been appropriately evaluated or measured, recorded, collated and reported;
- undertook site visits of the Group's sites to perform testing procedures over site level sustainability information. We selected these sites based on their inherent risk and materiality to the Group; and
- considered the disclosure and presentation of the sustainability information.

ESG Assurance Report - continued

Independent practitioner's limited assurance report on Fertiglobe Plc's Environmental, Social and Governance (ESG) selected information (continued)

Other matters in relation to the sustainability information

The comparative sustainability information of the Group as at 31 December 2023 and for the year then ended was not subject to an assurance engagement. Our conclusion is not modified in respect of this matter.

Use of our report

Our report, including our conclusion, has been prepared solely for the Board of Directors of the Group in accordance with the agreement between us dated 18 February 2025. To the fullest extent permitted by law, we do not accept or assume responsibility or liability to anyone other than the Board of Directors of Fertiglobe Plc for our work or this report except where terms are expressly agreed between us in writing.

For and on behalf of PricewaterhouseCoopers Limited Partnership (ADGM Branch)

Rashid Muhammed Khursheed

8 April 2025