03 Sustainability Report

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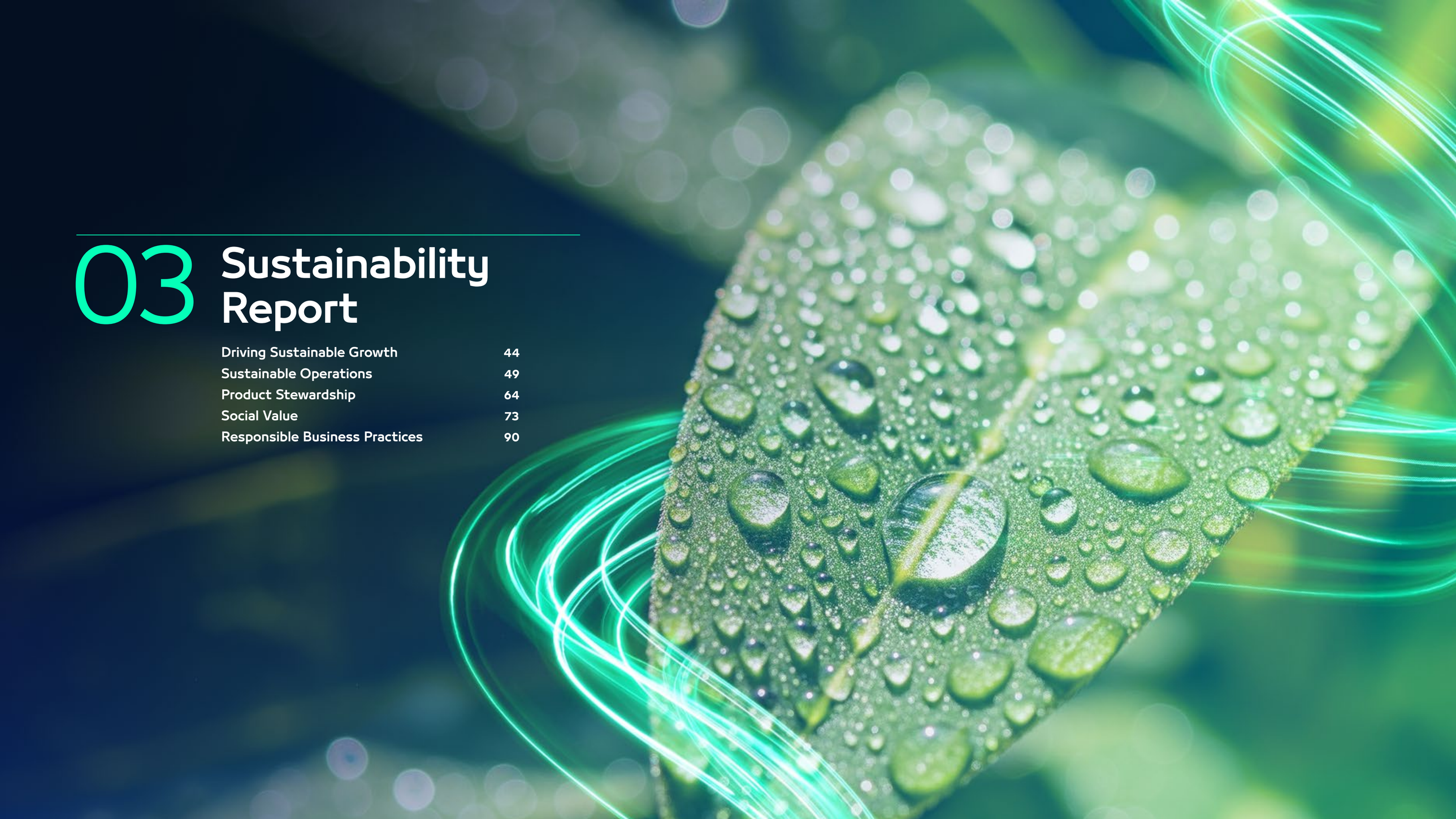


Driving Sustainable Growth

As a leading fertilizer producer and the world's largest seaborne exporter of ammonia and urea combined, Fertiglobe's core mission is to enable pathways to global food security. We are focused on creating innovative solutions to feed a growing population and empower our business and growers to address environmental challenges and reduce the environmental impacts of fertilizer application.

Our ambition goes beyond agriculture, expanding into low-carbon solutions and higher-value nitrogen products that serve both agricultural customers and emerging clean energy markets. Fertiglobe is strengthening its role in the global energy transition by advancing its low-carbon and renewable ammonia platforms while broadening the product portfolio to promote efficient nutrient use and support customers in reducing their environmental footprint.

Product stewardship lies at the core of our business and forms the foundation of our long-term sustainability vision, together with our pillars of sustainable operations, social value creation and responsible business practices, all converging in our Group Sustainability Strategy.[1]

The Strategy is informed by our double materiality assessment and aligned with our Grow 2030 Strategy. Moreover, it provides a comprehensive framework for embedding sustainability into the way we operate, innovate and grow, translating our ambitions into meaningful goals and actions. Through it, we strengthen our contributions to the UAE's National Vision and the United Nations Sustainable Development Goals (UN SDGs).

In this context, our Sustainability Governance framework and Operating Model serve as key enablers, ensuring that sustainability principles are effectively transformed into action across our organization. Further details on Fertiglobe's Sustainability Governance and Operating Model are provided on page 92.

Stakeholder engagement supports the effective implementation of our strategy by fostering collaboration with partners, customers, employees, associations and policymakers to inform decision-making and jointly advance our sustainability objectives. Further details on how we engage stakeholders to drive shared value, including our key memberships and alliances and engagement with each stakeholder group, are provided from page 227.



1. The Sustainability Strategy is subject to periodic review to ensure its continued relevance, effectiveness and alignment with evolving regulatory requirements and stakeholder expectations.

Sustainability Pillars and Ambitions



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.



Discover more



Product Stewardship

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



Discover more



Social Value

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



Discover more



Responsible Business Practices

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



Discover more

Sustainability Targets and 2025 Milestones

Sustainable Operations

Target

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

2025 Status

- **GHG intensity remained stable** compared to 2024, supported by energy efficiency improvements from the Manufacturing Improvement Plan (MIP)
- Maintained **0 freshwater withdrawals** at all sites

Product Stewardship

Target

- Produce 1mt of enhanced efficiency fertilizers by 2035
- 1 Mt additional lower-carbon capacity starting from 2027[1]

2025 Status

- Expanded our offerings within the urea segment to include **enhanced-efficiency urea with inhibitors**, designed to reduce nitrogen volatilization and improve nutrient-use efficiency
- **Low-Carbon Ammonia Projects:** progressing several large-scale lower-carbon ammonia initiatives, with Project Harvest representing the most advanced asset in our portfolio with construction 75% complete
- **Renewable Ammonia Projects:** Egypt Green secured its first long-term offtake award
- Expanded our offering with **AGU[2] production** trial in Egypt
- Continued to expand our **DEF[3] platform**

Social Value

Target

- Zero fatalities and catastrophic events
- Keep TRIR,[4] PSIR[5] and EIR[6] below 1 in 2025

2025 Status

- 2025 performance was significantly better than targets
- No significant injuries were reported during 2025, only one minor event, **TRIR 0.11** per 1,000,000 hours worked
- Two Process Safety (Tier 2) incidents happened in the year, **PSIR 0.23** per 1,000,000 hours worked
- Zero environmental incidents reported in 2025, 0 EIR per 1,000,000 hours worked
- **Zero fatalities**
- **Zero catastrophic events**

Responsible Business Practices

Target

- Achieving 100% due diligence coverage for all third parties
- Maintaining ISO certifications at all our production plants

2025 Status

- Achieved **100% due diligence coverage** for all third parties
- Maintained **100% of ISO certification** at our production plants

1. ADNOC to contribute its stake in the TA'ZIZ 1-mtpa lower-carbon ammonia project (also referred to as Project Harvest), leading to full consolidation. This excludes other projects not yet FID'd.
2. Automotive Grade Urea (AGU)
3. Diesel Exhaust Fluid (DEF)
4. Total Recordable Injury Rate (TRIR)
5. Process Safety Incident Rate (PSIR)
6. Environmental Incident Rate (EIR)

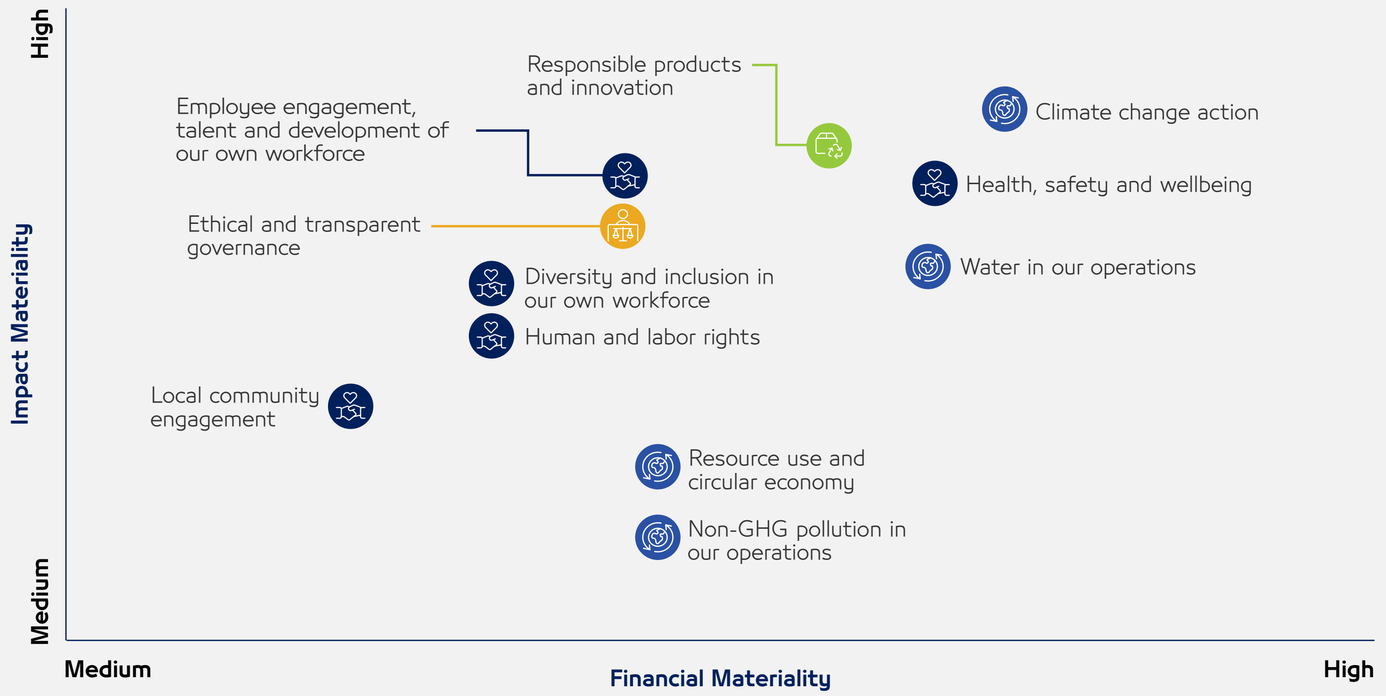
Defining What Matters

Our Double Materiality Assessment serves as the foundation of our sustainability strategy and disclosure approach. It enables us to identify the most significant sustainability matters both in terms of our impacts on people and the environment and in their impact on our business model, strategy and financial performance. By examining material topics through both an impact and a financial lens, we gain a comprehensive understanding of where our operations, products and value chain interact with key environmental and social issues and how these interactions translate into risks and opportunities. This assessment informs our strategic priorities, guides the integration of sustainability into enterprise risk management and decision-making and ensures that our actions and targets focus on areas where we can create the greatest long-term value for our stakeholders and our business. Material topics are translated, where possible, into objectives that are embedded within our operational plans and performance indicators, ensuring that sustainability considerations influence key business decisions, capital allocation, innovation and supply-chain management. That way, sustainability is integrated into our overall strategy as a driver of resilience, efficiency and long-term value creation.

Material Topics

As a result of the double materiality assessment exercise, Fertiglobe has identified 11 material topics relevant from both the impact and financial materiality perspectives. Those are connected with our four Sustainability Pillars and represent the basis for our strategy development and reporting.

Materiality Matrix



Sustainability Pillars

Sustainable Operations | Product Stewardship | Social Value | Responsible Business Practices

Defining What Matters - continued

Double Materiality Assessment process

1. Mapping
Identifying the list of potential material sustainability topics along the value chain based on peer benchmarks, sector-specific documents and standards, and regulatory landscape.

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

3. Validation
Sustainability 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
A sustainability 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
A sustainability 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. 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.

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.

2.97 CO_2e/N-tons
GHG Intensity

59%
Electricity Purchased from Renewable Sources

0%
Freshwater Withdrawal

37.52 GJ/ton of ammonia produced
Energy Intensity



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 regularly look for ways to increase production efficiencies, reduce carbon footprint, reduce the impact of waste production and support the sustainable sourcing and use of water resources while maintaining our industry-leading health and safety records.

To this end, we have developed our Manufacturing Strategy, a robust set of policies (including our Group Environmental Sustainability Policy),[1] procedures, best working practices tools and effective management systems.

Our Manufacturing Strategy is based on four strategic pillars and two strategic enablers further described in the next page.

We aim to be compliant with the applicable environmental regulations for all our Operating Companies.

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. These are integrated with other management systems, such as Quality Management systems. They cover 100% of employees and contractors, regardless of employment type, and are audited yearly, both internally by certified internal auditors and externally via inspectors from certification membership bodies.

1. Access our Environmental Policy here.

These certifications also encompass training our workforce on EMS matters.

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

ISO 14001 Certification 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 Certification allows our energy management systems in certifying that we optimize energy use, reduce energy costs and commit to lowering 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 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.



Managing Our Environmental Impacts - continued

Manufacturing Strategy: Driving Operational Performance while Advancing Sustainability

Operational Excellence

- **Operational excellence** includes asset reliability and efficiency and the optimization of manufacturing and functional costs

Optimized Energy

- Through **energy optimization programs**, we aim to reduce energy consumption while extending our assets' lifetime and reliability
- **Reviewing our energy and feedstock purchases** with the aim to increase renewable sources

Digitized Assets

- **Anomaly Detection** using AI and machine learning for intelligent asset management
- Utilization of **Digital Workforce Tools** like operator rounds, shift handover and 3D visualization with augmented reality/virtual reality
- **AI-Powered Optimization** through automated reporting, chatbots and operational digital twins

Sustainable Operations

- **Waste Heat Capture and Recovery Systems:** 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 and Recycling:** Fertilizer production facilities emit GHGs directly from the reforming and combustion of natural gas and indirectly through the consumption of purchased electricity. 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.
- **Steam Boilers:** They enable heat integration, reducing dependence on external electricity for continuous plant operation. We also focus on minimizing and monitoring boilers blowdowns to improve water efficiency.
- **Water Closed-Loop Systems:** They maximize resource efficiency by continuously recycling process water within the plant, eliminating the need for freshwater intake and minimizing wastewater discharge.

Strategic Enablers

Safety First

- Enhanced safety reporting and observation programs, driving higher workforce engagement and proactive hazard identification
- Implemented targeted safety initiatives, improving operational resilience and elevating safety standards across all sites
- Integrated Asset Integrity and Process Safety (AIPS) framework across operations, strengthening process safety performance and reinforcing barrier-based risk management

People Development

- Highly competent site management with vast international experience
- Inter-OpCo knowledge sharing (e.g. Asset integrity, Reformer Care program ++) and ways of working standards
- Internally rotated people to improve utilization across organization
- Developed center of excellence and support sites

CASE STUDY

Manufacturing Improvement Plan (MIP)

Driving Reliability, Efficiency and Sustainability

The Manufacturing Improvement Plan (MIP) is the primary execution vehicle of the Manufacturing Strategy, focused on enhancing asset reliability and improving energy and water efficiency. The MIP, launched in 2023, continues to deliver transformative results across our global operations. The program is designed to enhance asset reliability, optimize energy efficiency and reduce environmental impact—in line with our sustainable operations pillar, part of our Sustainability Framework.

MIP 1: 2025 Results and Lookahead

FY2025 Highlights: Resilience and Operational Excellence

- **Sorfert: Zero Unplanned Stops**
  In Algeria, Sorfert achieved a milestone by eliminating unplanned shutdowns caused by external grid instability. The commissioning of a new boiler and a robust load-shedding system now enables the site to generate 90% of its electricity demand. This improvement ensures uninterrupted production even during external power outages, reinforcing operational resilience and lowering Scope 2 emissions.

- **Egyptian Fertilizer Company (EFC): Record Performance Amid Challenges**
  EFC leveraged turnaround windows to implement debottlenecking projects and process enhancements. Despite a reduced scope due to exogenous factors, the EFC turnaround enabled Ammonia 1 to achieve its highest daily production rate ever, while work completed during downtime allowed EFC Urea to reach record production levels. These efforts enabled EFC to deliver 107% of its previous Maximum Proven Capacity (MPC), setting new benchmarks for efficiency and reliability. Among the projects worth mentioning are the repairs to boilers and desalination units, optimization of boilers and cooling towers blowdowns.

- **Fertil: Unlocking Synergies for Higher Output**
  At Fertil, the installation of Synergy Pipelines between Fertil 1 and Fertil 2 has minimized urea production losses during granulation washes and enabled the recovery and conservation of water.

Digitalization and Advanced Controls

FY2025 also marked significant strides in digital transformation:

- Digital Operator Rounds were introduced at EBIC, improving real-time monitoring and proactive maintenance.
- AI Anomaly Detection was piloted at Fertil, while Advanced Process Controls (APC) were successfully implemented at Fertil 2, enhancing process stability and energy efficiency. AI helps identify anomalies in advance, allowing timely intervention to minimize risk of downtime and related financial losses. Given the nature of our business, reducing downtime positively impacts the energy efficiency of the plants, specifically through the minimization of unproductive gas used for the plant's restart.



CASE STUDY

Manufacturing Improvement Plan (MIP) - continued

Environmental Impact

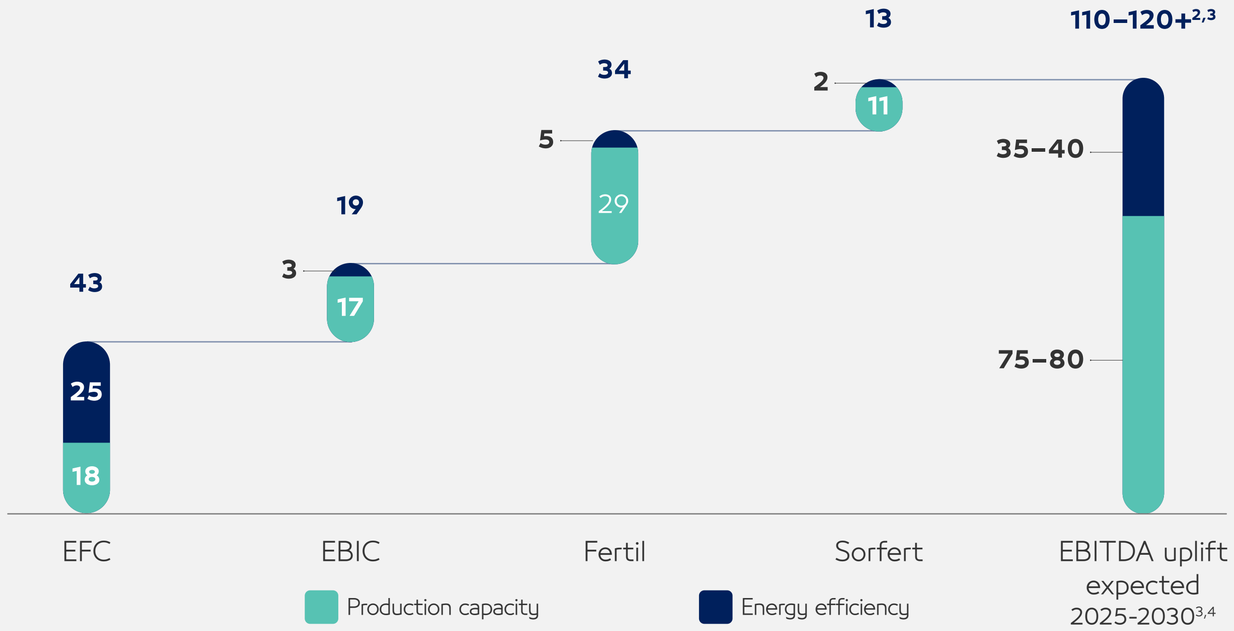
By reducing dependency on external power sources and optimizing energy consumption, MIP initiatives have contributed to lowering Fertiglobe's carbon footprint and water consumption. These measures highlight how improvements in energy and water efficiency are closely linked to maintaining the reliability of our plant assets.

Looking Ahead: MIP Phase 2

Building on the success of Phase 1, Fertiglobe has announced MIP Phase 2 (2026–2027), aimed at capturing the full potential of our assets through capacity debottlenecking, standardization of practices, predictive maintenance and further digital integration.

EBITDA run rate impact from each plant by volume or energy effects (MIP 1 and MIP 2)

$M uplift on a 2024 base[1]



1. Uplift calculated based on 2024 prices. MIP 1 impact = $35 M – $40M, MIP 2 impact = $75M – $80M.
2. Uplift calculated based on 2024 prices, not adjusted for external factors.
3. Upper bound without contingency.
4. Uplift calculated based on 2024 prices.

Energy and Climate Change

Management Approach

As a producer of ammonia and urea, we recognize that our operations generate GHG emissions across the value chain. At the same time, our products are essential to meet the global challenges of food security, decarbonized industrial processes and cleaner fuel solutions, with ammonia emerging as a promising industrial product for enabling clean energy transition.

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 in the reduction of transport emissions. As part of our efforts to manage and reduce our environmental impacts, we continue to take an integrated approach in managing current and future impacts. This approach combines systemic approaches to managing and improving the emissions impacts of our products through the use of data-driven Life Cycle Assessments (LCAs), in line with material standards and regulations (such as CBAM), with investment in state-of-the-art technologies to ensure our asset fleet remains efficient, resilient and continuously improving while advancing the development of our renewable and low-carbon ammonia production capabilities.

Our Commitment

We are committed to reducing our carbon footprint and our Scope 1 and 2 GHG emissions intensity in line with our majority shareholder's targets. We aim to achieve these reductions through a comprehensive **decarbonization strategy**, based on three pillars:

1. **Operational excellence through** the implementation of our MIP, focused on reducing our:
   - Usage of fossil fuels (mainly natural gas in ammonia production) via energy efficiency and asset reliability initiatives, ultimately reducing our Scope 1 GHG emissions
   - Purchased electricity via energy efficiency initiatives, impacting our Scope 2 GHG emissions
2. **Minimizing our scope 2 emissions** by relying on renewable energy sources through the purchase of International Renewable Energy Credits (I-RECs) and the continuous monitoring of Power Purchase Agreements (PPAs) opportunities.
3. **New, strategic, low-carbon and renewable technologies,** capitalizing on both new and established technologies, such as electrolysis, CCS and low-carbon and renewable hydrogen.

Energy Audits

We carry out internal energy audits to identify opportunities for improving energy performance. We also carry out assessments and formulate targeted actions aimed at reducing energy consumption and executing plant revamp projects. We also plan to implement a process monitoring system using optimal operating limits to capture further efficiency gains and to hold a value engineering workshop with licensors to lower the energy consumption of our plants.

An energy optimization study has been carried out for Fertil's ammonia plant, which helped identify the actions needed to reduce the net energy consumed. Fertil has also upgraded the burners in its reformers, and it is now using low NO_x burners, resulting in an energy efficiency improvement.

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 I-RECs purchased in the same market where consumption takes place. Based on our 2022 Renewable Energy Market Evaluation and Purchasing Strategy, for our sites in Egypt and the UAE, we focus 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.

Energy and Climate Change - continued

2025 Performance Summary

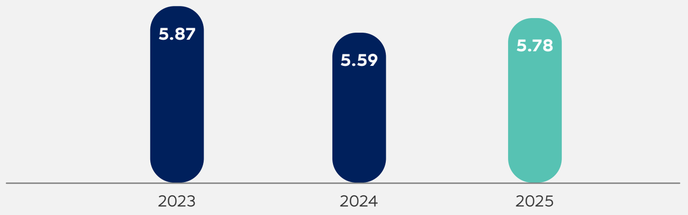
Our Operations

In 2025, we have maintained our carbon intensity levels consistent with 2024 with lower dependency on EACs, highlighting the improved energy efficiency achieved through the MIP progression. This comes in line with Fertiglobe's strategy to further improve its energy efficiency and rely on measures that lower the carbon cost on our products.

Fertiglobe's 2025 improved energy intensity came from the modifications completed during the 2024 EFC Ammonia 2 Turnaround. Additionally, there was a decline in unproductive gas consumption at Sorfert due to an increase in onstream time. The site improved its resilience against external power supply disruptions, achieving the highest annual production in its history.

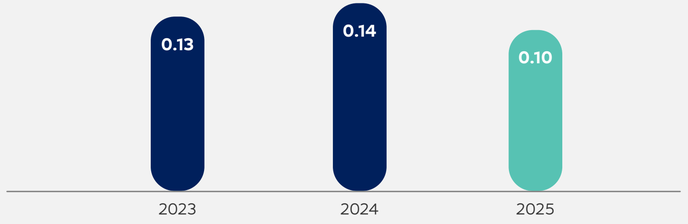
Scope 1 GHG Emissions

Million ton CO_2e



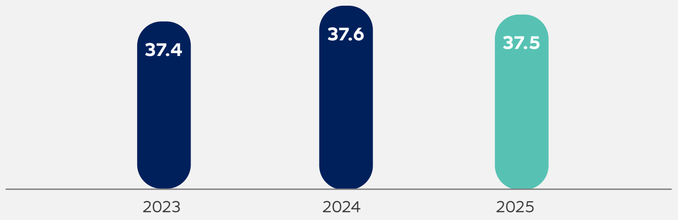
Scope 2 GHG Emissions

Million ton CO_2e



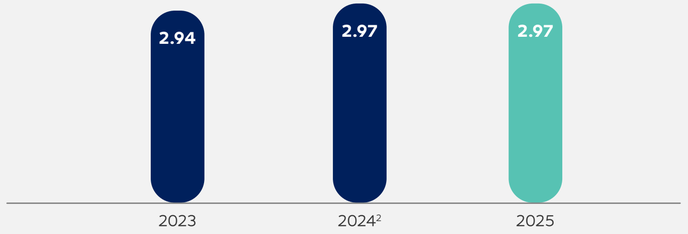
Energy Intensity – Ammonia

(GJ/ton gross product)



GHG Intensity – EU ETS Methodology[1] (Scope 1 + Scope 2 + Downstream)

(ton CO_2e/N-ton)



1. GHG intensity presented is 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. Please refer to the Sustainability Performance Summary for yearly GHG Intensity data according to both the EU ETS and GHG Protocol.
2. The 2024 data has been restated to reflect improvements in the data collection process. While the variance is below the defined materiality threshold, management has decided to restate the figure to ensure full transparency and comparability. Previously disclosed value: 2.91 tCO_2e per N-ton (Scope 1, Scope 2 and CO_2 to downstream production emissions).

Energy and Climate Change - continued

2025 Performance Summary

Our Value Chain

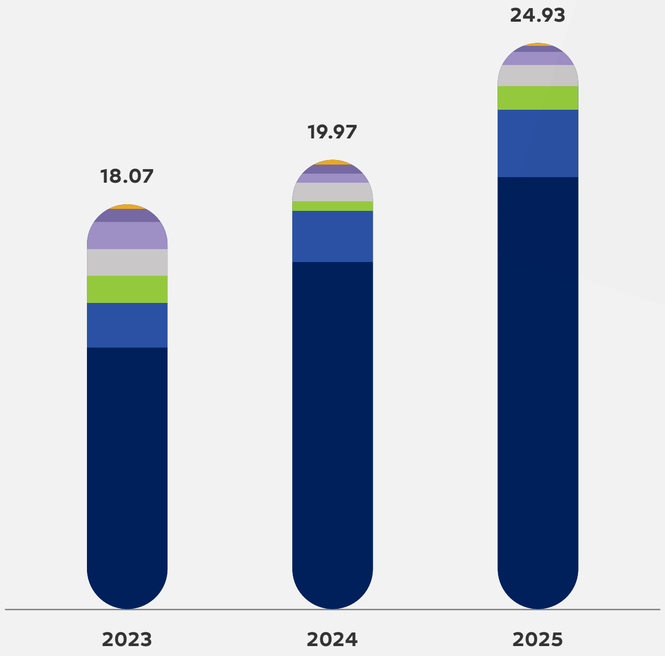
Building on its 2023 baseline, Fertiglobe continued in 2025 to assess and inventorize GHG emissions across its value chain.

Like 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. Following an analysis of the 15 Scope 3 categories, we identified seven categories material[1] to Fertiglobe. Among those, the two main categories combined account for approximately 89% of our value-chain emissions: Category 1 – Purchased Goods and Services and Category 11 – Use of Sold Products.

An increase in the sales of ammonia and urea fertilizers for agricultural purposes and an increase in third-party traded volumes primarily drove the increase in Scope 3 emissions in 2025 versus 2024 figures. Building on the insights from our Scope 3 GHG inventory, this assessment is essential to refining our corporate climate strategy and identifying future value chain reduction initiatives.

Scope 3 Emissions by Category (Million ton CO_2e)



Material scope 3 emissions categories (2025)	%
Use of sold products	77.13%
Purchased goods and services	11.47%
Processing of sold products	4.09%
Fuel and energy related activities	3.55%
End-of-life treatment of sold products	2.22%
Upstream transportation and distribution	1.04%
Downstream transportation and distribution	0.50%

1. Business Travel, Employee Commuting, Upstream Leased Assets, Waste Generated in Operations and Capital Goods have been assessed as non-material, as together they account for approximately 0.06 million tons of CO_2e. All remaining Scope 3 categories are not applicable to the Group.

Climate Change Risks and Opportunities

During 2025, Fertiglobe underwent a climate change risk and opportunities assessment to evaluate and anticipate future climate-related risks, foster business resilience and spot opportunities.
Key physical and transition risks, along with potential impacts and mitigation actions, are reported in the following pages.

Physical risks

Acute

- Floods
- Windstorm
- Extreme precipitation
- Heat stress

Chronic

- Water scarcity
- Higher temperatures
- Sea level rise

Main Risk Types

Extreme acute weather events (e.g. precipitations, floods, etc.) and chronic change (e.g. water scarcity and rising global temperatures) can impact our own operation, supply chain, downstream operations and demand.

Main Potential Impacts

- Loss of sales and/or revenue due to:
  - Production downtime
  - Inventory loss and supply shortages
  - Increased costs due to asset damages or raw material scarcity
- Less demand and price volatility due to rising global temperatures, increasingly unpredictable growing seasons and more frequent extreme weather events that impact the agricultural productivity

Main Mitigants

- Water Scarcity is addressed via water management, usage of desalinated water and water stewardship initiatives (see more from page 60)
- Fertiglobe keeps investing in:
  - Product development in OpCos and via strategic partnerships (see more at page 68)
  - Energy efficiency, water management and digital monitoring to reduce physical risk and to drive cost optimization and operational excellence (see more from page 54)
  - Resilience investments as strategic enablers, strengthening both risk management and value creation
- In 2025, Fertiglobe invested $47.5 million of CapEx for energy efficiency and low-carbon projects



Climate Change Risks and Opportunities - continued

Transition Risks



Carbon Pricing



Conventional Fertilizers Slowdown



Delayed Innovation

Main Risk Types

- **Carbon Pricing Mechanisms:** Stricter governmental regulation leading to an increased pricing of GHG emissions in some of Fertiglobe's key markets may impact operations, associated cost of goods sold and wider value chain processes
- **Declining Demand for Conventional Fertilizers:** Increased downstream demand for low-carbon and organic products, enhanced farming practices increasing fertilizer use efficiency, regulation of fertilizer use and incentivization of alternatives
- **Competitiveness Risk from Delayed or Misaligned Innovation:** Late investments in innovative products, investments in unproven or immature technologies or lack of materialization of expected demand

Main Potential Impacts

- Demand drop and volume erosion in regulated/advanced markets in which less N/ha[1] is applied and organic share rises
- Loss of sales in regulated markets and/or higher cost due to rising manufacturing country CO_2 prices or rising import/export carbon taxes
- Reduced pricing power and failure to capture premiums (late innovation) or cost overruns, performance gaps and underutilized assets (investments in unproven or immature technologies)

Main Mitigants

- Built an integrated transition strategy bringing together risk management, product strategy and market positioning
- Invest in transition readiness, prioritizing early scaling in new markets via our low-carbon ammonia platform, developing next-gen nitrogen solution (e.g. AGU, DEF) and enhanced efficiency fertilizers (see more from page 68)
- FG decarbonization strategy as a key lever to reduce emissions, potential carbon taxes and operating costs (see more at page 54)
- Continuous monitoring of regulatory updates, readiness assessments and compliance with reporting requirements, such as CBAM

Actions that reduce exposure to transition risks simultaneously unlock growth opportunities, thus enhancing operational resilience today while positioning the business for sustained competitive advantage.

Transition Risks-Related Opportunities

- **Resource efficiency** from our decarbonization strategy has impacts on costs reduction, other than on emissions reduction
- From a product point of view, which also impact the market, we have identified three main opportunities we are currently working on:
  - **Positioning low-carbon products as an alternative,** leveraging on MENA's abundance in renewable energy to produce more competitive green ammonia and ensuring these alternative end uses do not have environmental knock-on impacts
  - **Pursue DEF / AGU opportunities:** Continue exploring and investing in DEF and AGU opportunities in the context of tightening global nitrogen oxide, sulfur oxides and particulate matter-related regulations, supporting customer compliance needs as they align with tightening air quality requirements
  - **Invest in the development of EEFs** through building leading edge knowledge and expertise in nutrient uptake efficiency and gain competitive advantage by:
    - Investing in the development of enhanced efficiency fertilizers (EEFs), inhibitors and/or sulfur-integrated formulations
    - Collaborating with end users to improve agricultural practices

1. Nitrogen per hectare.

Climate Change Risks and Opportunities - continued

Methodological Deep Dive – A Four-Step Approach to Assess Physical and Transitional Risks and Opportunities

	01 Scoping and Validation	02 Risk Assessment and Business Impacts	03 Scoring and Prioritization	04 Financial Quantification
Physical Risks	The identification of a comprehensive selection of Fertiglobe's assets and suppliers that were included in a climatic hazard analysis, leveraging a climate forecasting model, based on IPCC & IEA global warming scenarios[1].	Priority sites have been selected according to their: • **Exposure:** presence of assets, resources and infrastructure that could be adversely affected by hazards • **Vulnerability:** predisposition of assets to be adversely affected by the hazard to which they are exposed either due to their sensitivity and/or lack of adaptive capacity	**Physical risks classification:** Combining the analysis of Step 1 and 2 generated a synthetic risk score for each site. The synthetic risk score gave an indication of how sites compare to one another in terms of exposure to each of the hazards across scenarios and time horizons, allowing to identify the top physical risks and analyze climatic and business impacts for each top site.	Business implications of each prioritized physical risk have been identified and reflected in financial variables.
Transitional Risks	Resulting in the identification of a long list of transitional risks applicable to Fertiglobe.	Identification of the top risks (short list) based on magnitude (severity) and likelihood of each risk.[2] Climatic and business impacts for each top risk have been identified.	Overall relevance of a risk to our business, assessed as a result of risks, magnitude and likelihood.	Business implications of each prioritized transition risk have been identified and reflected in financial variables.

1. The probabilistic modeling of climate-related hazards has been analyzed with two methodologies (Percentile analysis, Threshold analysis), under three climate scenarios (IPPC SSP1 RCP 2.6, SSP2 RCP 4.5, SSP5 RCP 8.5) and three-time horizons (Historical, 2030, 2050), generating +11'500 climate data points.
2. The assessment has been carried based on two International Energy Agency (IEA) scenarios (NZE, equivalent to SSP1-2.6; and STEPS, equivalent to SSP2-4.5) and two timeframes (2030 and 2050).

Water

Management Approach

Water is an essential but finite resource, and water stress is an increasing threat globally, particularly in already vulnerable regions.
Water efficiency is one of the key pillars in the MIP, as it contemplates the environmental management system requirements and local operating environments.
Water is used either in our production processes for cooling or for 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.

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. We also 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 our environmental impact on local water sources.
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 Stewardship at Fertiglobe

- Fertiglobe supports and contributes to the ADNOC Water Stewardship initiative that aims to establish a comprehensive, holistic water strategy by assessing current practices, identifying improvement areas and implementing water management technologies.
- Eliminated Freshwater consumption across all sites since Q4 2022, replacing freshwater consumption in Egypt with desalinated water.
- EBIC restarted its wastewater treatment unit in 2024, recycling around 140,000 m^3 of water for cooling towers and, thus, reducing groundwater use.
- EFC is exploring wastewater treatment options to enable reuse, currently applying untreated water to green farm areas.
- Both EBIC and EFC optimized boiler and cooling tower blowdowns, reducing water wastage, chemical use and energy consumption.

Water - continued

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 we use is further treated in polishing units.

A calcination unit was built for further treatment of 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 reutilize 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 it had planted in the nearby desert, contributing to essential land reclamation in the Egyptian desert and creating an additional source of carbon sequestration.

2025 Performance Summary

Fertiglobe has been fully reliant on sustainable water sources, reaching and maintaining since 2023 to achieve 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 2025, we sourced around 69 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 around 44 million m^3 of water. In 2025, total water consumption was equal to around 25 million m^3.

In 2025, water consumption values were lower than in 2024 thanks to water optimization initiatives. Generally, water consumption increased only in the Algerian plant due to the installment of a new boiler.

0

Freshwater withdrawal



Waste

Management Approach

Waste is managed in compliance with specific environmental policies and procedures. Via a process-based waste management approach and a cradle-to-grave approach, we monitor hazardous waste transport along the supply chain.

Fertiglobe has set standards on waste management, translated into procedures at OpCo level, in line with national and international standards. The disposal of waste occurs via specific agreements between each OpCo and waste management companies.

We regularly assess all significant waste aspects, such as spent catalysts and their impacts. This helps us determine control measures to mitigate risks associated with adverse environmental impacts (threats) or to capitalize on beneficial environmental impacts (opportunities).

Most of our industrial waste is non-hazardous, stemming primarily from routine maintenance activities, such as spent catalysts, which are 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 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 properly.

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.

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 generated waste.

In terms of our products, fertilizers are consumable chemical products, thus they are consumed entirely during use. Once the fertilizer is used, there's no residual product to manage, only empty bags or containers, which are generally handled under packaging waste regulations, not product end-of-life rules.

24%

Waste reused, recycled or recovered

2025 Performance Summary

In 2025, the amount of waste generated in all our production facilities was about 4k tons, of which 24% was reused, recycled or recovered. During the year, our facilities reported zero environmental incidents (EI), representing an environmental incident rate (EIR) of zero.

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

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 discretionary.

Non-GHG Emissions in Our Operations

Fertiglobe's plants implement best available technology (BAT) that uses ultra-low emissions burners, as 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. Due to the nature of its business, Fertiglobe does not produce persistent organic pollutants (POP)-related emissions.

The Company monitors non-GHG emissions from its operations through a Continuous Emissions Monitoring System (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.

Fertiglobe is actively exploring various avenues to capitalize on opportunities for reducing non-GHG 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 and then implement both preventive and corrective actions. For example, in the Fertil plant, a leak detection and repair (LDAR) survey is carried out routinely to identify and reduce fugitive emissions.

Reducing Fugitive Emissions

Wherever possible, we explore new opportunities to reduce fugitive emissions. The routine LDAR program implemented at the Fertil plant identifies and minimizes such emissions, helping to lower environmental nuisances, VOC emissions, odors and GHG impact.



Product Stewardship

We aim to develop and promote products and services to minimize impacts and dependencies on the environment and maximize impacts on society.

4

Low-Carbon and Renewable Ammonia Projects

0

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.

01

Providing **low-carbon and renewable products** that will help reduce embedded emissions in downstream products.

- **Food:** Low-carbon and renewable nitrogen fertilizers can reduce the embedded emissions in downstream products
- **Feedstocks:** Low-carbon industrial chemicals allow customers to decarbonize a wide range of products in the chemical value chain
- **Fuels:** Low-carbon and renewable fuels, such as ammonia, can help decarbonize maritime transport and power generation

02

Enhancing nutrient use efficiency through:

- Innovative products and services
- Supporting farmer education programs
- 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 and low-carbon ammonia, as upcoming alternative marine fuels, can reduce air pollutant emissions, eliminating SO_x and significantly lowering NO_x and particulate matter (PM), compared to conventional marine fuels
  - DEF and AGU enable the abatement of NO_x emissions from diesel combustion
- Reducing impacts on water, soil, air pollution and biodiversity via enhanced efficiency fertilizers

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

Low-Carbon and Renewable Ammonia

Contributing to 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 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.

Disciplined Low-Carbon Ammonia Growth

At Fertiglobe, we are advancing low-carbon ammonia as a key hydrogen offtaker, with demand expected to double by 2032. Our Egypt Green Hydrogen Project—Africa's first integrated renewable hydrogen facility—stands as a milestone on this path, backed by a €397-million contract through H2Global, a German initiative supporting renewable hydrogen imports to Europe. We are also driving progress through long-term offtake agreements, alignment with EU policies such as RED III and CBAM and a broader GHG strategy that includes operational efficiency initiatives, helping reduce emissions in sectors where electrification remains challenging.



Low-Carbon vs. Renewable Ammonia

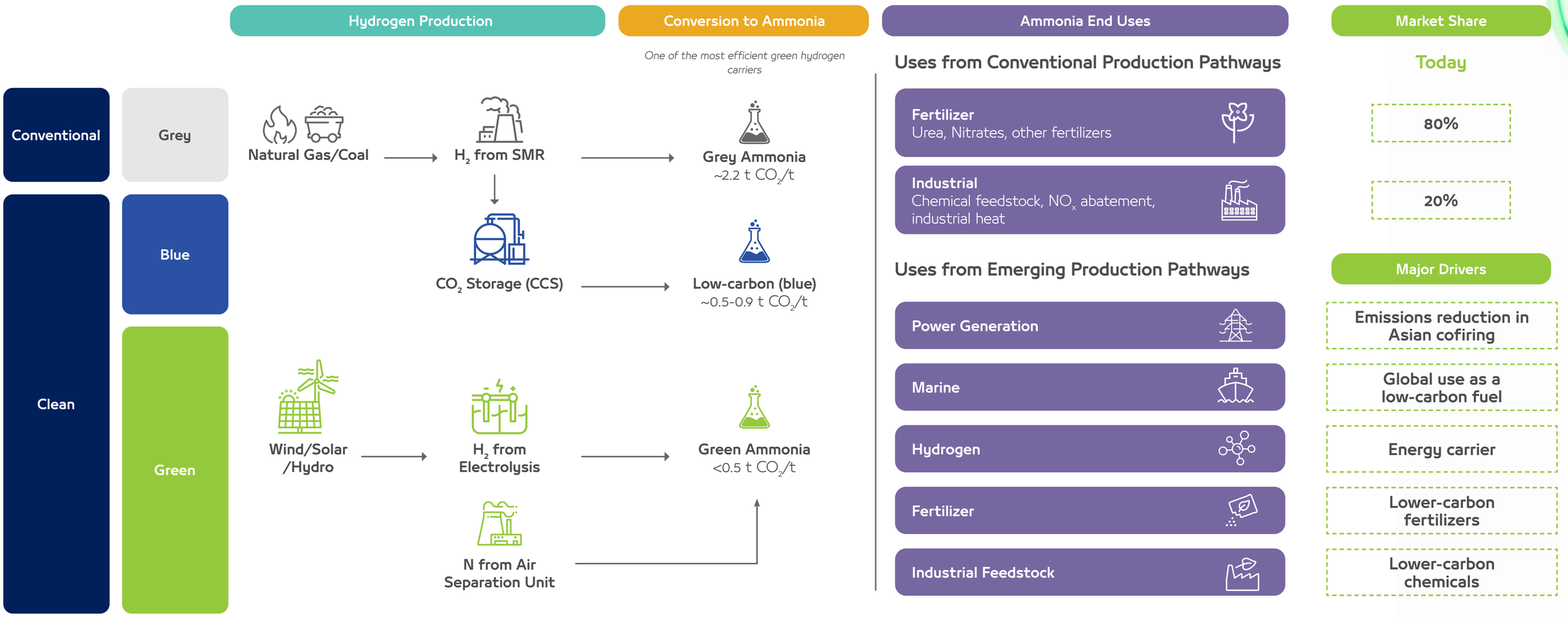
Renewable ammonia: Ammonia produced from renewable feedstocks, such as renewable ammonia that can be produced through electrolysis using renewable energy sources, making it close to zero GHG emissions.

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 to achieve CI reduction.

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 a product based solely on renewable energy sources.

Low-Carbon and Renewable Ammonia - continued

Conventional vs. Clean Ammonia: Key Highlights



Low-Carbon and Renewable Ammonia - continued

Low-Carbon Project Pipeline

In line with Fertiglobe's commitment to managing and reducing its carbon footprint and GHG emissions, the Company is advancing a portfolio of low-carbon initiatives aligned with the three pillars of its decarbonization strategy. Fertiglobe continues to expand its pipeline of projects focused on the production of low-carbon and green ammonia and powered by renewable energy, alongside initiatives that utilize hydrogen by-product streams as lower-carbon feedstock. These efforts support the Company's transition toward more sustainable operations while reinforcing its long-term growth strategy in low-carbon solutions.



Project Harvest

- World-scale lower-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 City
- Total project CapEx is competitive at less than $500 million, with investments focused on building a back-end ammonia plant only, leveraging existing infrastructure and over the fence feedstock
- Expected capacity of up to 1,000 ktpa of lower-carbon ammonia, with focus on exporting to Asia and Europe
- Construction started in Q3 2024, and operations are expected to commence in 2027
- Fertiglobe owns a 30% stake in the project and retains the optionality to increase ownership to 54% post project completion. This preserves full flexibility on capital deployment, reflecting ADNOC's support to Fertiglobe in warehousing future projects



Project Rabdan

- World-scale blue H_2 and ammonia complex connected to Project Harvest
- 0.4 mtpa H_2 capacity, with optional capacity of 1 mtpa for ammonia
- Fertiglobe has taken the decision to rephase Rabdan as part of a disciplined capital deployment and Grow 2030 Strategy due to evolving market conditions and broader uncertainties in the low-carbon ammonia sector



Baytown 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 removed) and 1 mtpa of low-carbon ammonia



Egypt Green Project

- 100-MW electrolyzer facility to produce renewable hydrogen to be used as feedstock for the production of up to 74,000 tons of renewable ammonia at Fertiglobe's existing ammonia facilities in Ain Sokhna, Egypt
- Partnership between Fertiglobe, Scatec, Orascom Construction and the Sovereign Fund of Egypt to commission a 100-MW electrolyzer capacity for the production of renewable hydrogen
- One of the largest independent renewable hydrogen projects in Africa
- Strategically located at the Suez Canal's doorstep, with direct pipeline connection to the Ain Sokhna port
- During 2025, Egypt Green secured its first long-term offtake award through H2Global at a landed price of €1,000 per ton, providing early commercial validation and supporting bankability
- Limited CapEx and double-digit project IRR's, as Fertiglobe is utilizing its existing back-end ammonia infrastructure
- FID expected in 2026

CASE STUDY

Project Harvest

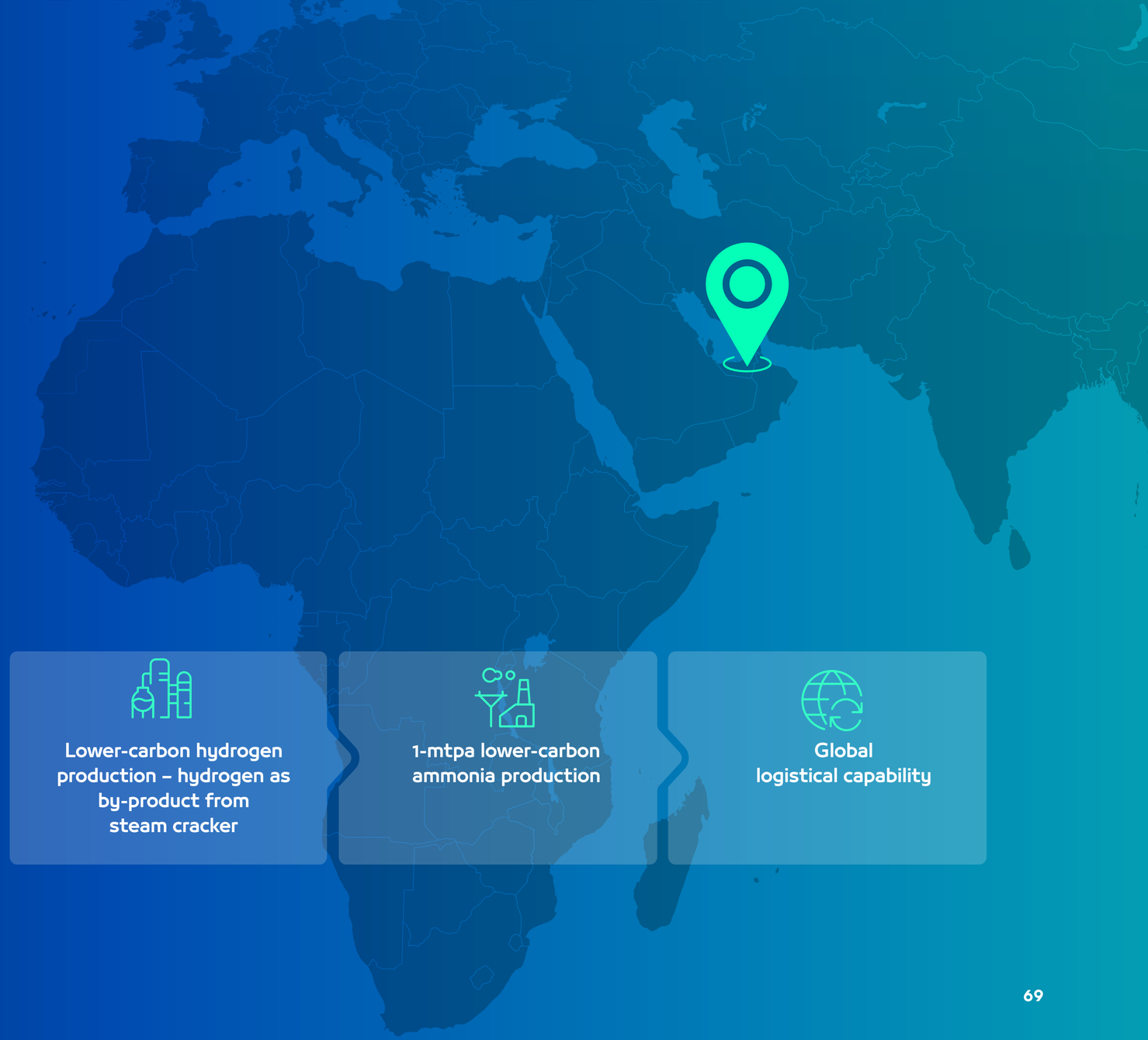
Project Harvest is Fertiglobe's flagship lower-carbon ammonia development: a world-scale, 1.0-mtpa lower-carbon ammonia facility being developed in the TA'ZIZ Derivatives Park / Al Ruwais Industrial City (Abu Dhabi). The Company issued a notice to proceed and awarded major engineering and construction contracts in mid 2024. The plant is being advanced in partnership with TA'ZIZ and international partners and is anchored on using lower-carbon by-product hydrogen from Borouge facilities.

From a timing and strategic perspective, Fertiglobe is positioning Harvest as a core element of its Grow 2030 lower-carbon growth pathway. Construction has begun in 2024 with target first commercial operations in 2027.

Project Harvest plays a significant role in highlighting Fertiglobe's decarbonization efforts and its position as ADNOC's ammonia platform for scaling lower-carbon and renewable ammonia globally. The first phase aims to deliver significantly lower carbon intensity, and Harvest will support both domestic industrial value chains and export opportunities for lower-carbon ammonia.

Harvest's capital expenditure position is a key element of its competitive appeal. It has a total project CapEx of approximately $500 million, significantly below other comparable greenfield global ammonia projects. This competitiveness stems from leveraging existing back-end ammonia infrastructure, "over-the-fence" feedstock supply and shared utilities and logistics within the ADNOC ecosystem, enabling disciplined capital deployment and strong expected project returns.

In 2025, the update of the LCA for project Harvest began to demonstrate lower-carbon compliance in target markets and support commercial engagements to secure offtakes.



Lower-carbon hydrogen production – hydrogen as by-product from steam cracker

1-mtpa lower-carbon ammonia production

Global logistical capability

Nutrient Use Efficiency and Food Security

Context

- Agriculture (including nitrogen fertilizers) contributes ~20% of global GHG emissions
- At the same time, the sector is highly exposed to climate change impacts[1]

Role of Nitrogen Fertilizers

- Nearly 50% of global food production depends on synthetic nitrogen fertilizers
- Essential to feed a growing global population

Future Food Demand

- Global population is expected to reach ~9 billion by 2050[2]
- Food production must increase by 35–50% to meet demand

Dilemma

Without Nitrogen Fertilizer

- Lower crop yields
- Declining soil health
- Reduced farm income

Balancing Food Production, Land Use and Climate Impact

- Lower crop yields drive the expansion of agriculture into natural land, resulting in biodiversity loss and increased CO_2 emissions
- Given the global limits on arable land and growing geopolitical pressures on food security, protecting natural ecosystems while securing agricultural production is essential
- Fertiglobe's fertilizers help sustain food supply while mitigating environmental impacts

Fertiglobe Levers

- **Enhanced Efficiency Fertilizers (EEFs):** EEFs are the most credible pathways to reduce N_2O emissions during field applications, which conventionally contribute to over 50% of GHG emissions in the nitrogen fertilizer value chain (further details are on the following page)
- **Low-Carbon Ammonia:** Allowing farmers to achieve the same yields while reducing upstream emissions
- **Cooperating with leading industry associations** to proliferate and implement already available technology in current agronomical standards and enabling inhibitor use for accounting of CO_2e emission reduction of food value chain



Sustainable intensification enables farmers to maximize productivity on existing farmland while reducing environmental impacts, supporting both food security and a more resilient agri-food supply chain.

In 2024, Fertiglobe became a leading member of the **IFA project "Enhanced Efficiency Fertilizers to Reduce Scope 3 Emissions Associated with Fertilizer Use",** which aims to develop a new quantification and verification standard to encourage the broader adoption of EEFs—specifically targeting nitrification and urease inhibitors.

1. Source: Proba, OECD, 2025.
2. Jan Willem Erisman, Mark A. Sutton, James Galloway, Zbginiev Klimont and Wilfried Winiwarter: Nature geoscience VOL 1, October 2008. Erisman et al, 2008.

Mitigating Environmental Impacts Beyond GHG Emission Reduction

Reducing air pollution from transport and shipping

TRANSPORT

- Diesel Exhaust Fluid (DEF) is a liquid solution (~32.5% high-purity urea in deionized water) used in SCR systems in diesel engines
- It helps convert harmful nitrogen oxides (NO_x) emissions into harmless nitrogen (N_2) and water (H_2O), allowing:
  1. Up to 90% reduction in NO_x emissions, one of the main contributors to smog, acid rain and ground-level ozone
  2. Significant improvement in urban and roadside air quality
  3. Reduced ecological stress on soils, vegetation and water bodies
- Whereas, Automotive Grade Urea (AGU) is supplied in solid form (e.g., granules or prills) and serves as a raw material that can be exported and processed into DEF at a dilution facility.

In 2025, Fertiglobe scaled **DEF production capacity in the UAE and established AGU production capacity** in Egypt. Read more on page 32.

SHIPPING

- Ammonia is one of the few practical low-carbon fuels suitable for long-distance shipping
- Renewable ammonia is particularly promising, as it can be produced from solar and wind energy with no carbon emissions
- The ammonia engine on **vessels emits zero CO_2 and zero Sulphur Oxides (SO_x),** and the traces of NO_x present in the flue gas can be neutralized to water and dinitrogen by up to 99%
- A renewable ammonia-fueled vessel can operate as a zero-emission ship, supporting deep decarbonization while improving air quality and reducing air pollution

Egypt Green remains a flagship renewable ammonia project and a cornerstone of our strategy to develop cost-competitive, low-carbon nitrogen solutions. Read more on page 68.

Reducing impacts on water, soil, air pollution and biodiversity

AGRICULTURE

- Enhanced efficiency fertilizers (EEFs) comprise: controlled-release fertilizers (CRF), slow-release fertilizers (SRF) and stabilized nitrogen fertilizers (SNFs), also referred to as inhibited fertilizers
- We are working on the integration of all three EEF technologies across our product portfolio
- The initial focus is on SNFs, particularly urease inhibitors and nitrification inhibitors
- These solutions can be applied universally across all crops and geographies, are well-established and have been used in agriculture for several decades

During 2025, **Fertiglobe expanded its offering within the urea segment to include enhanced efficiency urea with inhibitors,** targeting to produce 1 mt of EEFs by 2035 in our plant in Egypt. This pathway supports both our sustainability objectives and the growing demand for fertilizers with improved environmental impact.

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 ensures security and that safeguards occupational and public health and safety and the environment.

Management Approach

We use the Best Available Technologies (BAT) to minimize our carbon footprint and implement the product stewardship guidelines developed by IFA throughout our production processes.

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. Fertiglobe monitors and seeks to minimize the environmental, health and safety impacts across the value chain, from feedstock to market. We comply with relevant international standards, including those promoted by IFA, AFA and other industry associations.

We are committed to meeting all applicable environmental and health regulatory requirements related to the chemicals we handle, and we closely monitor regulatory and safety developments to ensure continued compliance and responsible management.

Chemical Management and Compliance

Our products do not include ozone depleting substances, Persistent Organic Pollutants (POPs), Polyaromatic Hydrocarbons (PAHs) or Polychlorinated Biphenyls (PCBs) and do not contain any chemical classified by the European Commission's registration, evaluation, authorization and restriction of chemicals (REACH), or equivalent regulation, as substances of very high concern (SVHC). We strive to substitute any identified SVHC as raw material or intermediate where possible, and if a product cannot be substituted, we comprehensively assess the risk potential of the substance by weighing the degree of HSE risk and regulatory restrictions or classification, technical and financial feasibility of developing a substitute and stakeholder concerns, among other considerations.

We fulfill our obligations by enforcing strict process and occupational safety and product handling measures to minimize risks of exposure to health and to the environment. We carefully monitor and manage any chemicals of concern in our production processes in line with regulatory processes and our HSE, product stewardship and chemical compliance policies and procedures. We also assess alternative substances and regulatory actions for these chemicals.

Procurement and HSE teams work together to pre-screen chemicals and inputs to minimize environmental and health risks, in alignment with REACH guidelines. As part of our Customer Engagement Programs, we maintain communication channels for customers to raise complaints or share feedback and suggestions.

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 comply with EU transport requirement regulations, including Fuel EU maritime regulation. We do not make use of stem cell technology, nanotechnology, genetic engineering or any other emerging technologies. Fertiglobe Australia has a specific customer experience team supporting customer bookings, contracts and general inquiries.

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.

2,724
Employees

42
Nationalities

~13%
Women in Leadership Positions

~50%
Percentage of Spend on Local Suppliers

0
Fatalities

0.11
TRIR



One Fertiglobe, One Team

Management Approach

Our employees are key to our success, and we are committed to providing a safe, supportive workplace grounded in trust and respect.

As stated in our Code of Conduct,[1] 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. Employees are required to treat all individuals with respect, tolerance, dignity and without prejudice to create a mutually respectful, collaborative and positive working environment. 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;[2] 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 2,724 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.

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 42 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 is based on the key component of "embracing differences". By embracing and valuing each other's unique attributes and perspectives, we ensure an inclusive environment that fosters individual authenticity in everything Fertiglobe does as part of its work culture.

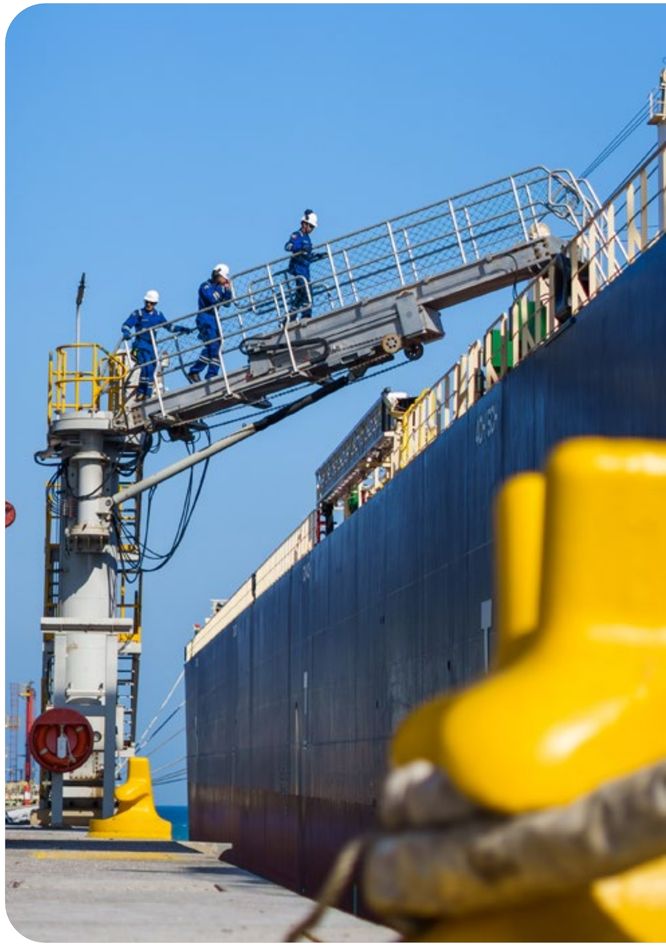
The program also highlights the relevance of fairness, equality and diversity in recruiting, compensating, motivating, retaining and promoting employees.

We have internal benchmarks and targets for improving our recruitment processes, conducting de-

2,724
Employees

42
Nationalities

~57%
Emiratization Rate in Fertil (UAE-based entity)



1. Access our Code of Conduct here.
2. Access our Whistleblower Policy here.

One Fertiglobe, One Team - continued

Ask Human Capital

Ask "Human Capital", our new Chatbot for HR queries

In 2025, we launched "Ask Human Capital", Fertiglobe's first AI-powered Human Capital (HC) chatbot, designed to provide our employees with quick and accurate answers to HC-related queries—anytime, anywhere.

"Ask Human Capital" leverages Generative AI technology to streamline support, saving employees time and effort, understanding and generating human-like responses.

The chatbot can instantly answer questions on policies, benefits, payroll, leave management and more. It can guide employees through HR processes like performance reviews, training and career development and provide easy access to company documents, HR policies and FAQs.

biasing training, providing sponsorship and mentorship to 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.

Approximately 13% 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.

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.

Employee Engagement and Wellbeing

Employee engagement contributes to job satisfaction and productivity, ensuring employees feel heard and valued. We encourage open dialogue across all levels of the organization.

We provide teams with regular updates on a variety of operational and industry matters through various means of communication. 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 2025, the Pulse Survey results were assessed, and leadership team and department managers were involved to develop business-unit-specific action plans to address the areas of improvement highlighted by employees.

Employee engagement remained a key priority during the year, particularly as the organization navigated a period of significant transformation. Recognizing the importance of open dialogue and alignment during times of change, management placed a strong emphasis on listening to employees and fostering transparent communication across the organization. Throughout the year, a series of group town

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 developing career opportunities for our employees.

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

13%

Women in Leadership Positions

18%

Women Working in Technical Roles

One Fertiglobe, One Team - continued

halls and engagement sessions were conducted to provide employees with regular updates on strategic priorities, organizational developments and transformation initiatives. These forums created opportunities for leadership to share context and direction while also enabling employees to raise questions, share perspectives and provide feedback directly to senior management. The town halls were designed to promote clarity, build trust and reinforce a shared understanding of the organization's evolving goals. Feedback gathered through these sessions helped inform decision-making and highlighted areas of focus as the transformation progressed. By maintaining consistent and open engagement with employees, the organization sought to support a culture of collaboration, resilience and inclusion, ensuring that employees remained informed, connected and engaged during a year of change. Collectively, these initiatives reinforced Fertiglobe's commitment to continuous improvement, stronger leadership, employee alignment and a more engaging and supportive workplace environment across the organization.

Employees Work-Life Balance and Wellbeing

As part of our Work-Life Balance Arrangements, we offer flexible working hours, working-from-home arrangements, part-time working options, paid parental leave, workplace stress management and sports and health initiatives (e.g. ADNOC Marathon participation). In addition, our operating companies organize awareness events and initiatives aimed at promoting employee wellbeing and preventive health habits.

Pink October In Sorfert

In October 2025, Sorfert Human Resources Direction organized two Breast Cancer Awareness Workshops, both at the site and head office.

The sessions involved doctors, highlighting the importance of breast cancer prevention, and they featured an interactive quiz and key breast cancer statistics for Algeria and worldwide.

Supporting the Growth of Our Talents

Talent Development

We foster excellence by investing in the continuous development of our people. We recognize the importance of training and development for new employees, upskilling experienced team members and preparing future leaders. We encourage ongoing professional growth and support it via a range of development programs and strong internal talent sourcing. 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.

We provide training on digital transition, such as digital upskilling, to all employees. The program focuses on helping employees adapt to new digital tools, processes and technologies within the workplace, ensuring they are equipped to leverage digital advancements effectively. In addition, we offer cultural education programs to increase awareness, understanding and respect for different cultural backgrounds, practices and perspectives. We prioritize improving training and development practices as a key pillar for nurturing our employees' talents, improving satisfaction and increasing 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 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. Additionally, retiring and terminated employees are offered severance pay, depending on local regulations.

Performance Review

We promote a culture of continuous growth through regular performance reviews. Our approach is based on management by objectives and combines annual, team-based performance assessments with agile, ongoing performance conversations. Formal reviews are conducted at least annually and are complemented by continuous feedback throughout the year.

In 2025, we provided trainings to our headquarters employees on the new performance management cycle that aims to provide meaningful differentiation and help us invest in our top talent and provide focused development plans for lagging talent. Through regular feedback and support, we help team members reach their full potential, aligning personal goals with the Company's organizational objectives to drive sustained excellence and innovation.

To further support engagement and capability building, Fertiglobe conducted dedicated workshops for managers to enhance their proficiency in executing an effective Performance Management process. These sessions equipped leaders with

One Fertiglobe, One Team - continued

practical tools to conduct meaningful performance discussions and support employee development. In addition, the workshop was delivered to all employees to increase awareness of the Performance Management cycle, clarify expectations and ensure consistent understanding of roles and responsibilities.

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 standardize best practices 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

As part of our commitment to strengthening our people practices, the pay philosophy was formulated to further foster and ensure fairness, transparency and consistency in how we recognize and reward our employees and form a core pillar of our commitment to building a trusted and equitable workplace.

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.

$ ~93k

Average Annual Employee Compensation in 2025

Our compensation commitment includes ensuring that wages are adequate and set at or above cost-of-living estimates or relevant benchmarks, and employees are compensated for overtime work, based on the overtime policies and arrangements existing at the operating companies, which include monitoring the employees' working hours. We also routinely assess the gender pay gap to support equal remuneration for women and men, and we monitor the take-up of paid annual leaves to ensure employees benefit from their entitlements.

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.

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 commitment to respecting human rights is outlined in our Human Rights Policy,[1] which is approved by our executive management and the Board of Directors' Audit Committee. 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 via our intranet.

Our commitment goes beyond the organizational boundaries and includes our suppliers and business partners, who are also required to conduct their business according to the principles included in our Business Partner Code of Conduct's specific section on Human Rights.[2]

Our Human Rights Policy Principles

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

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

1. Access our Human Rights Policy here.
2. Access our Business Partner Code of Conduct here.

One Fertiglobe, One Team - continued

Our Human Rights commitments

- Paying a living wage
- Setting maximum working hours
- Paying workers for annual leave
- Setting minimum consultation or notice periods before mass terminations

Those commitments are extended to our contractors and partners.

labor or engage in slavery or human trafficking. We perform customary due diligence to ensure our suppliers and business partners are compliant.

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.

Further details on due diligence and ERM are available in the Risk Management and Compliance section of the Annual Report, starting on page 96.

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.

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 up Fertiglobe 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 2025, we seek opportunities to expand more human rights aspects and related risks to our assessments. In 2025, we uploaded the Whistleblower Policy on our website to raise awareness on this matter.[1]

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.



1. Access our Whistleblower policy here.

Health and Safety



Management Approach

At Fertiglobe, health and safety represents the foundation of our business. We are building toward a zero-injuries culture through strong safety standards, active monitoring and visible safety leadership. The team has also taken a proactive approach toward employee health and safety, delivering dramatic improvements since 2020. This momentum was reinforced with the launch of a dedicated HSE program in 2022, which has driven a significant reduction in injuries compared to industry peers. These results have been supported by a sharp increase in safety observations enabled by the digitalization of our incident reporting platform, alongside strong leadership focus on monitoring, prevention and fostering a transparent reporting culture. The program focuses on:

1. Fostering a culture of zero injuries with a robust track record
2. Leadership in safety standards, outperforming market average
3. Improving monitoring, prevention and reporting
4. Excellent safety record compared to global peers

HSE Management System & Policy

Fertiglobe's HSE Management System (HSEMS) focuses on occupational health, employee safety, process safety, asset integrity, environmental matters and sustainability. It aims at preventing or mitigating both human and economic losses arising from accidents, adverse occupational exposures and environmental events. The system also outlines employees' roles and responsibilities, providing guidance to fulfill said responsibilities. 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. It 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.

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.

+13,700

Safety Hazard Observations in 2025

Health and Safety - continued

Monitoring

The Group HSE team reviews and monitors all facilities' site-specific programs and performance metrics. In line with our HSE Policy, each facility management team implements, maintains and reports on them. The Group HSE team also 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 and performance metrics.

Visible Leadership

The senior management's leadership promotion of Fertiglobe's HSE culture is essential for achieving good performance of our HSEMS. The Senior management provides a strong and visible expression of commitment, ensuring it is translated into the necessary resources to develop, operate and maintain the HSEMS and to attain the policy's strategic objectives.

We believe leadership site visits are the most visible demonstration of the leadership's commitment. During 2025, 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 all HSE improvement activities. HSE performance is reviewed monthly, the incidents are shared across the OpCo and the lessons learned are discussed with the sites' 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.



ISO 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

Our Health and Safety Commitments

1. Fostering a Culture of Zero Injuries

Safety remains a fundamental pillar of our operations, guiding every decision and activity across our facilities. In line with our commitment to achieving zero injuries, we continued strengthening our safety culture by embedding rigorous occupational health and safety principles into our corporate values, programs and site-level policies. Further reinforcing our approach is the integration of the Asset Integrity Process Safety (AIPS) framework, which reinforces disciplined process safety practices, enhances barrier management and supports proactive identification and mitigation of operational risks.

Our initiatives, supported by enhanced HSE monitoring, proactive prevention measures and transparent reporting, reinforce safe behaviors and operational discipline across all production units. This commitment not only protects our people but also drives improvements in plant reliability, product quality, cost efficiency and overall operational excellence, ensuring a safer and more resilient work environment for everyone.

Emergency Preparedness

In 2025, emergency preparedness across all facilities was strengthened through regular training and testing of onsite emergency response teams, supported by updated emergency response plans aligned with identified Major Accident Scenarios. All sites continued close coordination with local police, fire services and industrial area management, while mandatory annual drills and tabletop exercises ensured compliance with regulatory requirements.

Updated emergency plans, designed to address critical scenarios and support rapid operational recovery, were validated through multiple mock drills during the year. In addition, Crisis Management Team training, Tactical Response Team participation and enhanced emergency response programs further improved organizational readiness and response capability across all operations.

2. Leadership in Safety Standards

To safeguard our people, protect surrounding communities and optimize operational costs, Fertiglobe is committed to excellence across all operations, including process safety. We consistently train our employees to apply best practices and maintain a strong focus on operational discipline and excellence.

Across our sites, we implemented a Process Safety Management (PSM) framework built on international industry best practices and standards, including guidance from the UK Health and Safety Executive (UK HSE) and the American Institute of Chemical Engineers (AIChE) Center for Chemical Process Safety (CCPS).

We continued to apply our standardized approach for the identification, classification and management of Process Safety Events (PSEs), further enhancing the process in 2025. Building on the system already in place, we strengthened alignment with the API 754 standard to ensure consistent reporting, clear categorization and accurate segregation of both Loss of Primary Containment (LOPC) and non-LOPC events, including process safety near misses.

We are implementing the Process Safety Fundamentals in alignment with IOGP guidelines, thereby continuously enhancing organizational competence and reinforcing a robust process safety culture.

45,240

HSE Training Hours for Employees and Contractors

Building on this foundation, a Process Safety workshop was conducted in 2025 to deepen cross-site understanding of critical risks, identify key areas requiring enhanced focus, identify challenges and define the strategic path forward. This workshop strengthened alignment on process safety priorities, reinforced the importance of barrier-based thinking and supported the development of a cohesive improvement roadmap to advance process safety performance across the organization.

Training

Several trainings were carried out in 2025 as part of the HSE Awareness Sessions. These include trainings on PPE, Manual Handling, Dealing with the high temperature characteristics of where the plants are located ("Beat the heat") and Elements of Environmental Protection.

Health and Safety - continued

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 holding discussions with colleagues during monthly PSI-sharing teleconferences.

Advancing Excellence in HSE by:
- Strengthening a Zero Injury culture
- Enhanced Asset Integrity and Process Safety (AIPS) framework
- Enhanced operational excellence
- Health and wellness of all employees

3. Improving Monitoring, Prevention and Reporting

We regularly assess and strengthen our HSE management systems to drive operational excellence across all functions. This commitment is supported by internal and external audits, insurance and performance evaluations, thorough incident reviews and effective knowledge sharing across the organization. We recognize and reward strong HSE performance, encourage the exchange of best practices among our sites and provide focused support to ensure every location meets and strives to exceed our established standards.

HSE Awareness Training Program at Fertiglobe HQ

In 2025, we provided firefighting and safety and basic first aid training to all our employees in the corporate offices. The trainings were part of an HSE awareness training program aiming to spread vital life-saving knowledge and skills. This program enables employees to contribute to a safer work environment and raises personal safety awareness.

Throughout the year, significant improvements were made in strengthening event visibility, enhancing data integrity and fostering a deeper understanding of barrier performance. By standardizing workflows and improving cross-site alignment, we enabled earlier detection of vulnerabilities, strengthening learning from events and reinforcing a culture of transparency and continuous improvement in process safety.

4. Occupational Health Monitoring and Workforce Wellbeing

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

5. Advancing Digital HSE Capabilities and Operational Readiness

In 2025, the organization continued advancing its digital HSE ecosystem through targeted enhancements designed to elevate safety performance, streamline critical processes and improve real-time visibility across operations. The rollout of SAP Incident Management and MOC modules, together with extensive training on the new Work Management Standard (WMS) and Permit to Work (PTW) programs, strengthened governance and operational discipline. Additional platforms, including the HSE Request System and Contractors Platform, further improved workflow efficiency by centralizing safety requests, compliance documentation and contractor oversight.

As organizations move toward a more digital future, AI-enabled technologies are becoming central to proactive risk reduction. Predictive video analytics are advancing beyond detection to foresight, enabling early intervention in unsafe behaviors and high-risk activities, while AI-powered HSE recognition systems are strengthening safety culture through data-driven, enterprise-wide acknowledgment of excellence.

Emergency preparedness and workforce protection were significantly enhanced through upgrades to the Crisis Management System and the Headcount Evacuation and GPS Tracking System, improving response speed, communication clarity and real-time personnel accounting during critical events. The Thermal Work Limit (TWL) Reporting System further supported heat-stress management through timely environmental alerts and adherence to safe-work thresholds.

Road safety benefited from strengthened monitoring measures, including daily reporting of speed limit violations and routine vehicle safety audits conducted as per the monthly plan.

Collectively, these digital and operational initiatives strengthened safety outcomes, improved process integrity and enhanced organizational resilience, driving a more proactive, data-driven and integrated approach to HSE performance across all Fertiglobe operations.



Health and Safety - continued

2025 Performance Summary

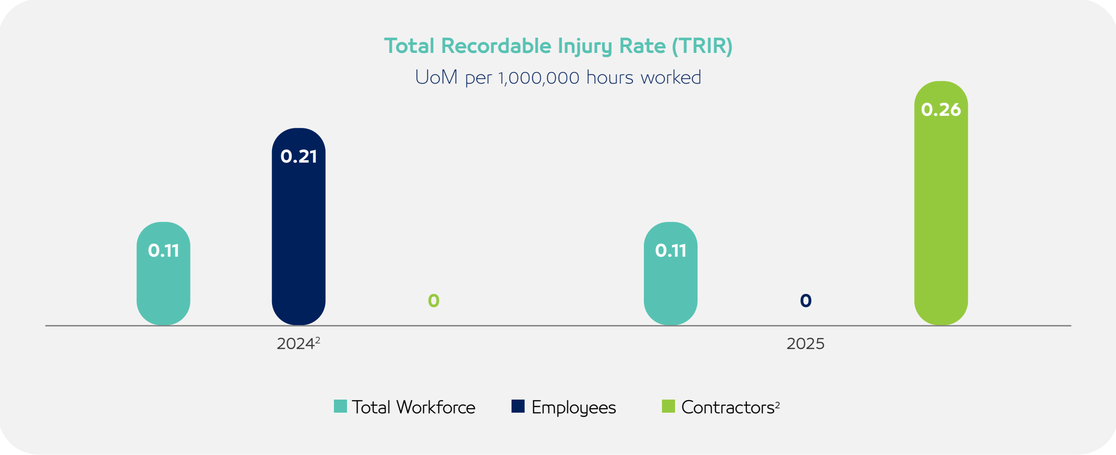
Occupational Safety

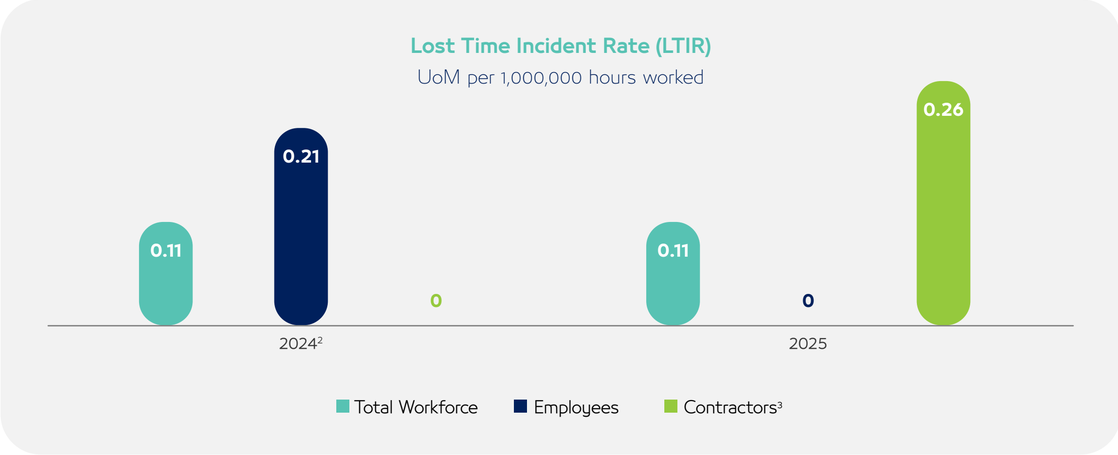
We are committed to maintaining strong safety performance and acknowledge the dedication of our employees and contractors, whose consistent efforts have driven improvements across nearly all injury indicators. Although 2025 concluded with one Lost Time Injury (LTI) recorded at the Fertil OpCo,[1] we remain focused on continually evaluating our processes and ensuring the resources needed to achieve our goal of zero injuries. Throughout 2025, comprehensive HSE assessments and targeted safety campaigns supported these efforts, resulting in an overall reduction of approximately 67% in total injuries compared to the previous two years.

Process Safety

In 2025, our Process Safety performance demonstrated continued progress, supported by strengthened governance and disciplined execution across all sites. The PSIR increased from 0.00 in 2024 to 0.23 in 2025. While the year included two Tier 2 incidents, there were zero Tier 1 incidents, underscoring the effectiveness of our controls and reporting rigor.

Throughout the year, ongoing Process Hazard Analysis (PHA) reviews, Major Accident Hazard (MAH) barrier assessments and enhanced process safety event reporting collectively reinforced our safety culture and contributed to improved overall performance. These efforts reflect our sustained commitment to proactive risk management, strengthening barrier integrity and continuously elevating process safety standards across all operations.





1. Number of days lost for this LTI: 2.
2. In 2025, Fertiglobe updated the normalization base used to calculate all the HSE rates (including LTIR, TRIR, PSI) from per 200,000 man-hours worked to per 1,000,000 man-hours worked, aligning with industry best practices and the ADNOC Group methodology. As a result, prior-year comparative 2024 figures have been restated to ensure consistency and comparability across reporting periods. This change does not affect the underlying number of incidents reported and man-hours.
3. Please note that in 2024, no TRI occurred for contractors.

CASE STUDY 1

Strengthening Process Safety

Life-saving rules continue to form the foundation of our safety culture, serving as the first line of defense in preventing serious harm across all operations. Building on this foundation, we expanded our efforts in 2025 to strengthen process safety behaviors and enhance barrier integrity, fully aligned with our Asset Integrity and Process Safety (AIPS) framework.

A key focus for the year was the organization-wide implementation of the IOGP Process Safety Fundamentals (PSF). These fundamentals were adopted as mandatory expectations for all employees and contractors, emphasizing proactive hazard recognition, barrier reliability, disciplined operations and open communication to prevent loss of primary containment (LOPC) events. Awareness programs reinforced the PSFs as non-negotiable behaviors, and visible leadership engagement during site-level campaigns demonstrated our commitment to embedding these practices deeply within daily operations. This approach empowered our workforce to speak up, challenge uncertainties and promptly report potential risks, strengthening front-line vigilance, competence and day-to-day operational discipline.

In parallel, we conducted a comprehensive assessment of Major Accident Hazards (MAH) across ammonia and urea production. This evaluation provided a structured and detailed understanding of high-consequence scenarios, highlighting the importance of maintaining process containment, preventing leaks and ensuring the integrity of mechanical systems. The resulting insights triggered deeper reviews of safety critical barriers and emergency response capabilities, supporting enhancements to safeguard design and overall risk controls. The barrier assessment program launched last year continued to mature, generating valuable reflections that further aligned risk management practices with AIPS requirements.

This work culminated in consolidated lessons learned from all Process Hazard Analysis exercises (PHA) and a prioritized set of MAH scenarios requiring focused improvement. The structured framework, integrating proactive hazard identification, barrier verification, emergency preparedness and strengthened mitigation measures, provides a robust basis for preventing catastrophic events in our operations.

Through the combined implementation of PSFs, enhanced MAH assessments and continued alignment with our AIPS framework, we are advancing a safer, more resilient and operationally disciplined process safety environment across all Fertiglobe facilities.



Key Characteristics of Our Process Safety Approach

1. Reinforced Life-Saving Rules
2. Mandatory implementation of IOGP Process Safety Fundamentals (PSF)
3. Strong leadership engagement
4. Comprehensive Major Accident Hazard (MAH) program
5. Continuous refinement of emergency response capabilities
6. Strengthening front-line vigilance and operational discipline

CASE STUDY 2

Strengthening Safety Culture Through Proactive Observation

In 2025, the organization made significant progress in strengthening its safety culture by actively promoting people engagement and reinforcing proactive hazard identification across all sites. Safety observations increased from 2,800 in 2024 to over 13,700 in 2025, representing an exceptional ~4x improvement in reporting. This surge reflects a major shift in workforce participation, with employees and contractors consistently identifying hazards, raising observations and supporting safer workplace practices. This improvement was further supported by clearly defined daily housekeeping standards, strengthened ownership for Life-Saving Rules at the front-line, and enhanced supervisory oversight, ensuring timely closeout of identified risks.

Alongside the volume increase, we are focusing on improving the quality and analytical depth of these observations to enable proactive risk mitigation and operational excellence. Enhancements to the Permit to Work (PTW) system, now integrated into SAP boosted process transparency, promoted greater awareness and strengthened supervisory support. Contractor engagement efforts also played a crucial role in aligning external partners with internal safety expectations. Collectively, these initiatives solidified a resilient, observation-driven safety culture built upon accountability, collaboration and continuous improvement.



Transforming Safety Performance Through People Engagement and Observation-Driven Safety Culture

1. High workforce participation
2. Culture of continuous improvement
3. Strengthened accountability
4. Shift toward an observation-driven safety model

Our Communities

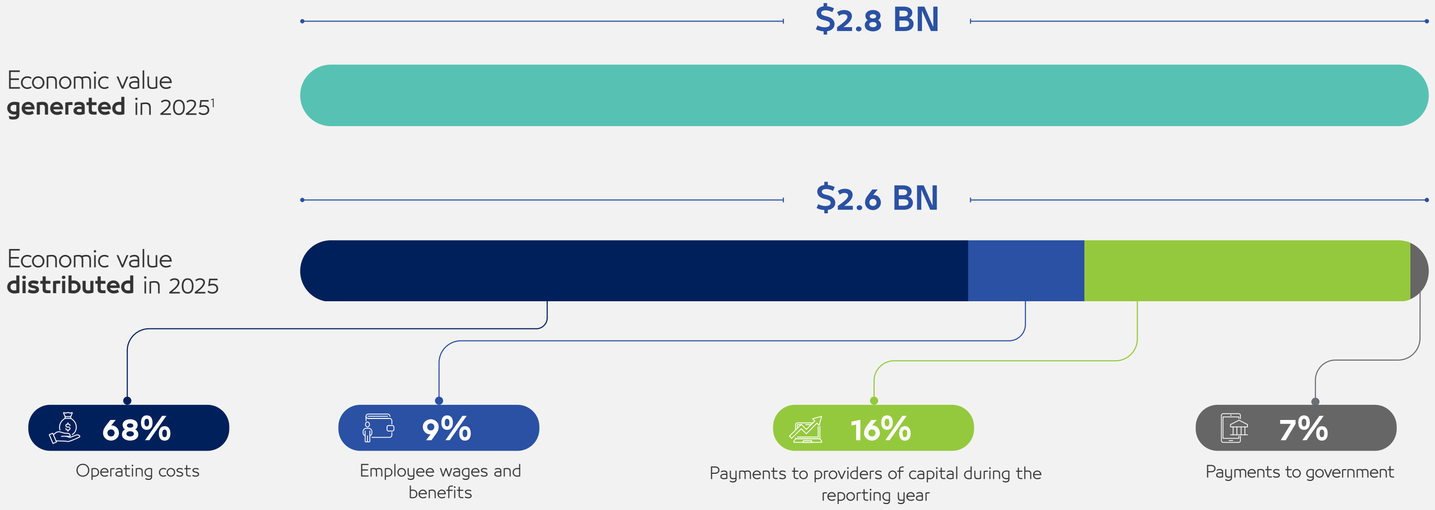
Management Approach

Our activities generate direct and indirect economic opportunities for the communities where we operate. 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, as well as diversity and inclusion throughout our workforce.

A Tailored Approach to Each Community

We are committed to generating positive social development impacts in the communities where we operate while serving as a source of local employment opportunities. Our social programs are tailored to the unique needs of each community to maximize the effectiveness of our initiatives. Beyond financial contributions and sponsorships, we actively encourage employee involvement in fundraising activities and volunteer events, fostering a culture of engagement and shared responsibility.

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.



1. Includes revenue and other financing income and operating income.

Supporting Young Local Talents



Graduate Program in the UAE

In 2025, 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 2025, two UAE fresh graduates joined Fertil as trainees in various technical disciplines. They participated in structured development plans designed to enhance job knowledge and competencies for permanent roles within the organization, resulting in the successful development of 10 trainees. These trainees subsequently transitioned into 10 direct hires.

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 2025, this program included 12 students from diverse majors and disciplines.

To close out 2025, Fertil proudly hosted one high-school student as part of ADNOC's Work Placement Program. The student 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 student receiving certificates for their participation.



Graduate Program in Egypt

In Egypt, Fertiglobe's first Graduate Program was successfully completed on **31 August 2025.** This one-year initiative marked a significant step in nurturing future talent and building a strong foundation for professional growth within our organization.
Throughout the program, our graduate engineers engaged in a comprehensive learning journey that included:

- **Classroom Sessions:** Providing multidisciplinary awareness of our various departments
- **On-the-Job Training:** Hands-on experience across technical areas, supported by 26 mentors from multiple departments, contributing over 20,000 hours of mentorship
- **Case Studies:** Each graduate presented a case study during their rotations, showcasing insights and learnings across departments
- **Soft Skills Training:** Coaching sessions led by a professional consultant to ensure graduates are well-rounded and prepared for future roles

This milestone reflects our commitment to developing talent and fostering a culture of continuous learning and excellence.



Apprenticeship Program in Algeria

Sorfert supports young talent development by offering apprenticeships and internships to both local and international young professionals.

These initiatives address the shortage of qualified local professionals in the fertilizer sector and support sustainable industry growth.

In 2025, 40 long-term apprentices across multiple disciplines were trained by Sorfert's master apprentices—highly skilled mentors who supervise and guide apprentices. The program extends up to 30 months, providing hands-on experience and in-depth professional development within a dynamic industrial environment.

As a testament to the high quality of academic collaboration and applied research, several remarkable end-of-study projects have been carried out, including: using AI to automatically create job-specific psychometric questions, modeling and controlling a chemical reactor, flow simulation using computational fluid dynamics (CFD) methods, optimization of reverse osmosis desalination systems and intelligent management of membranes.

By combining academic excellence with industrial expertise, Sorfert is paving the way for a new generation of highly skilled professionals ready to meet tomorrow's challenges.

Procurement Practices

Management Approach

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

Fertiglobe and its OpCos have more than 780 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.

In 2025, the procurement function was also involved in assessing climate change-related physical risks within our value chain.

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[1] 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 onboarding stage requires new suppliers to read and agree to our Code of Conduct, as well as adhere to our contractual T&Cs. 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.



~50%

Percentage of Spend on Local Suppliers

42%

Percentage of Local Suppliers

100%

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

1. Access our Business Partner Code of Conduct here.

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

0
Cases of Non-Compliance with Laws and Regulations

0
Compliance Concerns

0
Breaches of Customer Privacy



Corporate Governance

Our corporate governance structure is designed in compliance with the requirements of the Capital Market Authority (CMA), 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 S2020 (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 Report, beginning on page 111.

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.

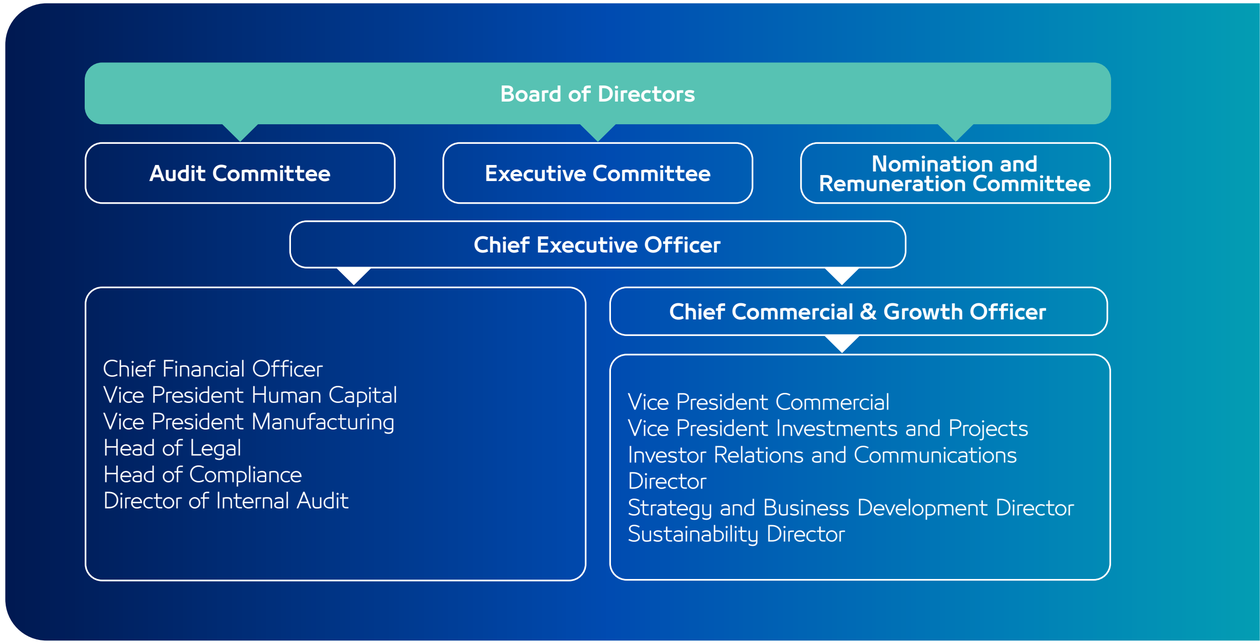
Conflicts of Interest

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 2025, no major issues were reported that would qualify as a critical concern.



Sustainability Governance

In order to ensure that sustainability commitments are meaningfully developed, executed and integrated in our operations, Fertiglobe has defined a Sustainability 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.

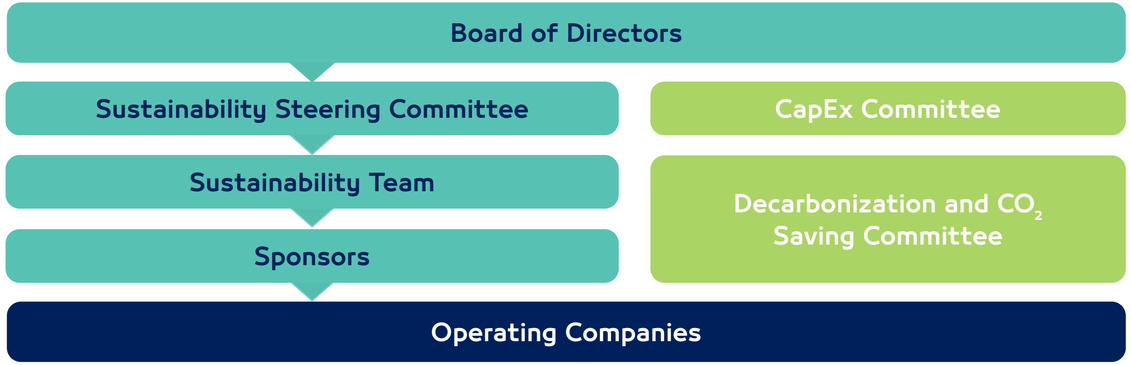
The **Board of Directors** holds overall responsibility for Fertiglobe's strategy, business objectives and risk management, which encompasses sustainability.
The Board has tasked Fertiglobe's leadership team with the management of sustainability. This includes overseeing the management of sustainability-related 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 Sustainability 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.

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

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 and CO_2 Saving Committee** is responsible for assessing decarbonization initiatives, decarbonization impact and cost of implementation. **The Executive Committee** is regularly informed about key sustainability updates.



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 Scorecard, including Sustainability KPIs and targets related to safety, people and operations.

Our remuneration practices are described in the Corporate Governance Report on page 111.

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 from page 97, and our approach to climate risk and opportunities is described from page 57.

Business Ethics

Management Approach

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 and of protecting the triple bottom line of People, Planet and Profit, as it holds every employee to the highest standards of business conduct.

We foster a business environment that protects the rights and interests of all stakeholders. We conduct all business activities responsibly, efficiently, transparently and with integrity and respect toward stakeholders.

We promote a culture of performance, collaboration and responsibility. Ethical conduct is foundational to our corporate identity and integral to our long-term success, as it is not just a set of guidelines and policies for us.

Guided by our values, each employee within the organization shall internalize the way we behave collectively as an organization.

A full description of our Compliance Framework is available in the Risk Management and Compliance section of this report, starting at page 96.

Reporting Mechanism

Fertiglobe's Whistleblower Policy[1] applies to all its employees, officers and directors, contract staff and others engaged through an agreement.

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 2025, zero compliance concerns were reported.

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 and published in our website[2].

We conduct thorough due diligence on all partners, suppliers and clients before engaging in new business relationships. This process evaluates their commitment to anti-corruption practices, helping support alignment with our values and assessing their own internal controls to prevent corruption and bribery.

Our Business Partner Code of Conduct showcases our expectations in these regards. When and if necessary, we commit to our third parties to sign a comprehensive anti-corruption and bribery statement.

For the fiscal year 2025, 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.



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Corruption Incidents

In 2025, Internal Audit performed assessments across multiple group entities, concentrating on risk-based evaluations of critical fraud and corruption prevention controls. These reviews entailed examining the design and effectiveness of internal controls, ensuring adequate Segregation of Duties, verifying compliance with Delegation of Authority (DOA) requirements and evaluating employee awareness of compliance and regulatory obligations within the entities included in the plan.

Looking ahead to 2026, in addition to similar control evaluations for objects included in the Internal Audit Plan approved by the Audit Committee of Fertiglobe Plc, Internal Audit intends to conduct an advisory review (gap assessment) on compliance with the ADAA Anti-Corruption guidelines (Decision No.34 of 2021) for Procurement and Commercial functions. This engagement aims to benchmark current practices against ADAA expectations, identify any gaps and recommend enhancements to strengthen the Group's anti-corruption framework.

1. Access our Whistleblower Policy here.
2. Access our Anti-Bribery and Corruption Policy here.

Business Ethics - continued

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 the Policy is to help employees understand the rules and maintain them in day-to-day business. The Policy defines the behavioral standards expected of all Fertiglobe employees regarding competition law, and it is binding for all employees.

Screening and Due Diligence

We have an Integrity Due Diligence Program, for which 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. The Program also involves performing additional in-depth due diligence where required, for which we then 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, so we receive alerts on any new potential compliance issues.

Data Protection and Privacy

Protecting personal data is a commitment that we extend to all aspects of our operations, from third-party interactions to internal data management processes.

We adhere to data protection laws and regulations applicable to our operations globally. This includes compliance with ADGM Data Protection Regulations 2021, UAE Federal Decree by Law No. (45) of 2021 Concerning the Protection of Personal Data, Regulation (EU) 2016/679 (General Data Protection Regulation) and other relevant data protection laws and regulations. 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 Protection and Privacy Policies sit at the base of our data protection and privacy framework, providing the principles governing the processing, of personal data. They also provide the channels for data subjects to exercise their rights regarding their personal data, such as access, rectification or erasure.

We developed and implemented a proprietary Data Protection and Privacy Tool, which functions as a central log for all third parties with whom we enter into a business relationship. It records the outcome of our due-diligence assessments and stores any data protection agreements signed with third parties. When required by applicable laws or regulations, we conduct Data Protection Impact Assessments (DPIA), which evaluate potential risks, identify measures to mitigate risks and review whether data protection and privacy considerations are embedded in all aspects of our operations.

All employees are trained on data protection and privacy to ensure they understand their responsibilities in protecting personal data. This includes sessions on the importance of data protection, recognizing potential risks and understanding the legal and ethical obligations associated with handling personal data.

Due Diligence for Third Parties

In 2025, Fertiglobe achieved 100% due diligence coverage for all third parties, including vessels and shipping counterparties, prior to onboarding and through ongoing monitoring. The risk-based due diligence process includes sanctions screening, anti-corruption and reputational assessments and ownership and control verification, ensuring the Company engages only with counterparties that meet its ethical and compliance standards.

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Breaches of Customer Privacy

Business Ethics - continued

Cybersecurity

Cybersecurity is a cornerstone of our business values, especially considering the digital world's rapid advancements. We have a cybersecurity program with a governance body that directs and oversees cybersecurity management. We also have robust cybersecurity and data security policies aligned with applicable laws and regulations and the principles of the ISO 27001 and the NIST CSF Frameworks. These policies are thoroughly built to safeguard personal data and sensitive information from unauthorized access, disclosure, modification and destruction.

Our approach to cybersecurity is proactive and preventative, designed to support data integrity and maintain data confidentiality. We promote the relevance of protecting sensitive information via raising awareness and training initiatives for all personnel, regardless of their role or tenure. The training is updated periodically to reflect the latest cybersecurity developments.

During 2025, more than 2,100 employees were involved in the cybersecurity training program, resulting in more than 5,600 training hours. Moreover, we use cutting-edge technical approaches, such as sophisticated encryption, Zero Trust architectures, AI-based controls and regular security reviews, to fortify our measures against cyber threats.

All incident response plans are clear and prompt to ensure that cyber breaches are swiftly addressed and stakeholders are informed responsibly and without delay. We are committed to 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 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.

2,100+

Employees Reached in the Cybersecurity Training Program

5,600+

Cybersecurity Training Hours



07 Appendix I: Sustainability

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Sustainability Report Methodological Note

Reporting Criteria

The sustainability information included in our 2025 Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI) Standards and ADX Standards (as of June 2025) in compliance with UAE's sustainability reporting requirements. Our disclosures take also into account the Sustainability Accounting Standards Board (SASB), Task Force on Climate Related Financial Disclosures (TCFD) and company developed reporting criteria elaborated in this Methodological Note.

Reporting Boundaries

The scope of the sustainability information reported in our 2025 Annual Report covers Fertiglobe Plc and its subsidiaries (also called the "Group" or "Fertiglobe") for the period from 1 January 2025 to 31 December 2025, 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 44 to 96 of our 2025 Annual Report.

Fertiglobe follows an operational control approach for reporting of sustainability information and as such the organizational boundaries for sustainability reporting include our production plants in UAE, Egypt and Algeria and associated corporate, shared services and site offices. As Fertiglobe's acquisition of Wengfu Australia's distribution assets occurred on October 1st 2025, followed by the establishment of Fertiglobe Australia Pty Ltd to operate them, Fertiglobe Australia quantitative data will be consolidated starting from 2026 sustainability reporting, while qualitative information and key sustainability initiatives are included in the 2025 annual report to provide visibility into its sustainability practices.

Our organizational boundaries for sustainability reporting exclude activities related to warehouses and distribution managed by third parties, as 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 (diesel for generators) remain below the 1% de minimis threshold. Collectively, all de minimis sources are below 2% of the global GHG emissions inventory.

Cautionary Statement

This report contains certain forward looking statements (statements related to the future and not to past events with respect to businesses of Fertiglobe including plans and objectives with respect to these items). These statements can be identified by forward-looking terminology such as 'targets', 'aims', 'plans', 'beliefs', or similar wording or variations of it that refer to future actions, events, results, or outcomes. These forward-looking statements and data presented herein are not guarantees of future performance and Fertiglobe actual performance may differ from those made in or suggested by these forward-looking statements and data.

These forward-looking statements are to be read as qualified statements as they refer to or involve risks and uncertainties related to future expectations or future impact beyond Fertiglobe control. Actual events, results or outcomes may differ materially from how they are stated or implied in these forward-looking statements.

Historical, current and forward-looking sustainability-related statements included in this report are based on evolving standards and methodologies for measuring and reporting sustainability matters. Their inclusion reflects the Company's commitment to transparency and stakeholder engagement but does not imply that such information is considered material to the Company.

Where we mention industry collaboration or partnerships, we do not control and may not always agree with the positions taken by these organizations, but we believe our participation is nonetheless important to have an informed exchange of views on various issues.

Sustainability Report Methodological Note - continued

Recalculation and Restatement Policy

Fertiglobe's sustainability 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 (including corrections of historical errors)
- Material changes to non-financial reporting requirements (including conversion factors)

A quantitative test applying a 5% significance threshold is performed and assessed on an aggregated basis. Based on the outcome of this quantitative assessment, Fertiglobe determines whether restatement is required. Any restated sustainability information is explicitly identified throughout the Report.

With specific reference to the structural changes:

- Acquisitions: Entities acquired during the reporting period that do not meet the Group's defined quantitative or qualitative significance thresholds for specific ESG KPIs will be incorporated into the reporting boundary no later than one year from the date operational control is obtained.
- Divestments: For entities divested during the reporting period that do not meet the significance thresholds, ESG KPIs will be reported up to the effective date of disposal, where material.

Significance thresholds are determined in accordance with the Group's materiality assessment methodology and consolidation principles.

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 sustainability information against the applied internally developed Reporting Criteria that is based on the principles of GRI and ADX Standards as further disclosed in this Methodological Note. Assured selected sustainability information is marked as (✓) in our sustainability Performance Summary Tables, presented on pages 232 to 249 of this 2025 Annual Report. Reference is also made to the assured selected sustainability information in the Assurance Report of the independent assurance provider. This report has been published on March 6, 2026.

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, which include CO_2, CH_4, N_2O related emissions. 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 (ton) 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.

Sustainability Report Methodological Note - continued

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 natural gas reforming and 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. 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 (tCO_2e / million tCO_2e) 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 2025 data, Fertiglobe has considered the International Energy Agency's (IEA) 2023 emission factors for each location, as follows:

- **Algeria:** 0.5099 $kgCO_2e$ / KWh
- **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.

The selection of iRECs and amounts to be purchased are based on the assessment of Fertiglobe's GHG emissions intensity profile on annual basis. For the purpose of calculating Scope-2 emissions following a market-based approach, Fertiglobe either takes into consideration the iREC redemption certificates or in cases where such certificates are in the process of being purchased, management considers the contractual instruments demonstrating its commitments to offset specific amount of electricity through iRECs.

Contractual instruments include signed contracts.

The amount of electricity against which iRECs are purchased or committed 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.

Total renewable electricity consumption (purchased)

This KPI (TJ) 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 mass of Nitrogen contained in produced 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.

1. Due to participation in The Oil & Gas Methane Partnership and separate regulatory reporting requirements, Fertil calculates and reports CH_4 separately and does not consider it in CO_2e calculation for CO_2 sent to downstream.

Sustainability Report Methodological Note - continued

GHG emissions intensity (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 (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 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 products sold by Fertiglobe. 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. 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).

1. Due to participation in The Oil & Gas Methane Partnership and separate regulatory reporting requirements, Fertil calculates and reports CH_4 separately and does not consider it in CO_2e calculation for CO_2 sent to downstream.

Sustainability Report Methodological Note - continued

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) use seawater in a once-through arrangement for cooling a closed loop cooling water system that then handles the main heat removal from the process. With this configuration, withdrawn seawater is returned to source, hence the seawater net consumption is zero. The closed cooling water system requires minimal make up.

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 (Mm^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 Stored reflects the value of water stored as of the end of the reporting period, it does not reflect the water storage tank capacity. Water may be stored for different purposes, e.g. emergency.

Water Consumption Intensity

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

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 based on the Aqueduct Water Risk Atlas). 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 category and disposal type. Waste data reflects only waste managed off-site.

Social Data

Total Employees

This term indicates active employees of the Group as of 31 December 2025, working in any of the legal entities. 2025 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. Employees in staff level positions are defined as all the other organizational positions below employees at mid-level positions.

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. Employee turnover includes all employment contract types (Permanent, Temporary, Full time and Part Time). 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 31 December 2025.

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

Sustainability Report Methodological Note - continued

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. Note that 2023 and 2024 figures have been revised to reflect the new standard unit used by the Group (1,000,000 man-hours instead of 200,000), with no change on the underlying figures.

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.

Process Safety Event

A Process Safety Incident is an unplanned or uncontrolled release of any material, including non-toxic and non-flammable materials, from a process that meets the Tier 1 or Tier 2 severity thresholds inline with the API RP 754 "Process Safety Performance Indicators for the Refining and Petrochemical Industries".

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.

Total recordable injury rate is calculated by following formula:

Number of Total Recordable Injuries + illnesses x 1,000,000 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 1,000,000 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.

Sustainability Report Methodological Note - continued

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. In the event of a confirmed corruption case, corrective actions would include disciplinary measures, process improvements and policy updates. Effectiveness would be measured through follow-up audits and monitoring.

Total Production

Fertiglobe produces Nitrogen based fertilizers Urea, through its 4 plants located across the region, as set out on pages 36 to 37 of our 2025 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.



Stakeholder Engagement

Engaging Stakeholders to Drive Shared Value

In 2025, 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, engagement with customers, industry associations and competent governmental authorities has been key for our alignment and understanding of the rapidly emerging developments on the global level, serving Fertiglobe's strategy development.

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.

Participation in EU Low-Carbon Delegated Regulation Public Consultation

Fertiglobe participated in the EU Delegated Act on the GHG methodology for EU compliant low-carbon fuels.

* Aligned with the Paris Agreement

Stakeholder Engagement - continued

Key Memberships and Alliances

To advance existing and new efforts to transform the food system and accelerate the global energy transition, Fertiglobe is an active member and supporter of several organizations.

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 2025 IFA Safety Performance Report, compiling global health and safety data from fertilizer producers worldwide, highlights continued improvements in injury rates and reinforces the industry's long-term commitment to safety leadership, transparency and continuous improvement through shared data, best practices and capacity building. We also participated in various IFA initiatives such as the Decarbonization Working Group, the Fertilizer Industry Decarbonization Initiative (FIDI) and participating in the development of industry-led methodologies for calculating GHG impact of downstream fertilizer use and the use of nitrification inhibitors.
In 2025, Fertiglobe also took part into the NextGen Safety Project, a 14 months initiative aiming at Significantly improve Occupational Health & Safety (OHS) performance across the global fertilizer sector by leveraging artificial intelligence (AI) and digital technologies.

Fertiglobe is an active member of the **Arab Fertilizers Association (AFA)**. In 2025, Fertiglobe continued contributing 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 1.5oC 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,** a steering member of the Hydrogen Council and a part of the Ammonia Energy Association, leading Fertiglobe in advancing its commitment to sustainability through the development of more efficient products and the implementation of practical, future-proof growth strategies. In 2025, the CEO also took part in the Gastech Exhibition & Conference, contributing to a dynamic panel discussion focused on building a robust hydrogen economy through coordinated infrastructure investment.

Stakeholder Engagement - continued

Overview of the Engagement with each stakeholder group

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 sustainability 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
Customers	We stay in regular contact with our customers to identify opportunities to collaborate on sustainability 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 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 • Providing feedback and comments to legislative processes through requests for comments and public consultation

Material Topics Description and SDG Correlation

Material Topics	Description	Upstream	Direct Operations	Downstream	SDGs
Responsible Products and Innovation	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	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.		●	●	
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.		●		
Ethical and Transparent Governance	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 Description and 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.		●		
Human and Labor Rights	Upholding and promoting internationally recognized rights and freedoms of employees in our own workforce and all who work across the supply chain.	●	●		
Resource Use and Circular Economy	We still rely on fossil fuels for most of our production. To improve our environmental impacts, we are looking for ways to use renewable and recycled feedstocks in our production at scale. We minimize waste and ensure compliance in our operations and safe disposal of hazardous waste and we support measures to improve nutrient use efficiency during the usage of fertilizers.	●	●		
Non-GHG Pollution in our Operations	Pollutants from manufacturing other than GHG emissions, including NO_x, SO_x and VOC emissions, pollution of soils, substances of concern and harmful substances that impact human health and the environment. We take measures to upgrade and invest in our production plants to limit any impacts on our neighbors and the environment.		●		
Local Community Engagement	Establishing and maintaining mutually beneficial relationships with the communities through community projects and local procurement practices.	●		●	

Sustainability Performance Summary[1]

The tables below present our sustainability performance over the past three years.

Disclosure	UoM	2023	2024	2025	Reference
Environment					
Energy					
Electricity					
Total Non-Renewable Electricity Consumption (purchased)	TJ	895	983	832	GRI 302-1
(✓) Total Renewable Electricity Consumption (purchased)[2]	TJ	1,544	1,657	1,207	GRI 302-1
Total Electricity Consumption	**TJ**	**2,439**	**2,640**	**2,039**	**GRI 302-1, ADX E4**
Percentage of Renewable Electricity Consumed	**%**	**63%**	**63%**	**59%**	**ADX E6.1, RT-CH-130a.1**
Percentage of Non-Renewable Electricity Consumed	**%**	**37%**	**37%**	**41%**	**ADX E6.1**
Fuel					
Percentage of Non-Renewable Fuel Consumed	%	100%	100%	100%	ADX E6.1, RT-CH-130a.1
Total Energy Consumption					
(✓) **Total Energy Consumption**	**TJ**	**161,691**	**158,482**	**160,477**	**GRI 302-1, RT-CH-130a.1**
Total Energy Consumption For Ammonia Production	TJ	140,946	137,906	138,770	GRI 302-1, RT-CH-130a.1
Total Production					
(✓) Total Production	Million N-ton	3.1	3.0	3.0	GRI 302-3, ADX E4, RT-CH-000.A
Total Energy Intensity Ratio					
Energy Intensity Ratio (ammonia)	GJ/ton gross product ammonia	37.37	37.64	37.52	GRI 302-3, ADX E5.1
(✓) Energy Intensity Ratio[3]	**GJ/N-ton**	**52.1**	**52.5**	**52.7**	**GRI 302-3, ADX E5.1**

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2025 by PricewaterhouseCoopers (PwC).

1. Fertiglobe Australia sustainability-related quantitative data is excluded from the 2025 reporting scope. Refer to the Sustainability Report Methodological Note for details.
2. At the time of publishing this Annual Report, Fertiglobe has committed to purchase iRECs equal to 83,000 MWh in Egypt from a third-party supplier through direct agreement commitments by the supplier who is the owner/operator of the renewable energy generation facility. The contractual terms are agreed between Fertiglobe and supplier, and issuance of iRECs are currently under administrative process.
3. The unit of measure in the 2024 Annual Report is corrected from "GJ/ Million N-ton" to "GJ/N-ton", without any change in the underling figures.

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Environment					
GHG Emissions					
GHG Emissions Breakdown					
(✓) Scope 1 GHG Emissions	Million ton CO_2e	5.58	5.59	5.78	GRI 305-1, ADX E7.1
(✓) Scope 2 GHG Emissions (market-based)[4]	Million ton CO_2e	0.13	0.14	0.10	GRI 305-2, ADX E7.2
(✓) Scope 1 GHG Emissions (CO_2 to downstream)[5]	Million ton CO_2e	3.43	3.23	3.18	GRI 305-3, ADX E7.3
Scope 3 GHG Emissions	Million ton CO_2e	18.07	19.97	24.93	GRI 305-3, ADX E7.3
Scope 3 GHG Emissions - Upstream	Million ton CO_2e	3.4	3.44	4.00	
Scope 3 GHG Emissions - Downstream	Million ton CO_2e	14.67	16.53	20.93	
Scope 1 Emissions Covered Under Emissions-Limiting Regulations	% (Scope 1 - Direct)	0%	0%	0%	RT-CH-110a.1
Total GHG Emissions					
(✓) Total GHG Emissions – GHG Protocol (scope 1+2)	Million ton CO_2e	5.70	5.73	5.88	
(✓) Total GHG Emissions – EU ETS (scope 1+2+downstream)[5]	Million ton CO_2e	9.13	8.96	9.06	
GHG Emissions Intensity					
(✓) GHG Emissions Intensity Ratio (scope 1+2)	Million ton CO_2e / Million N-ton	1.84	1.90	1.93	GRI 305-4, ADX E8.1
(✓) GHG Emissions Intensity Ratio (scope 1+2+downstream)[5]	Million ton CO_2e / Million N-ton	2.94	2.97	2.97	GRI 305-4, ADX E8.1

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2025 by PricewaterhouseCoopers (PwC).

4. The Scope 2 emissions are market based. Our Scope 2 location based emission are equal to 0.34 Mt CO_2e for 2024 and 0.25 Mt CO_2e for 2025. The difference between market and location based Scope 2 emissions is due to the purchase of I-Recs in UAE and Egypt. Scope 2 emission reduction in 2025 reflects Algeria reduced reliance on external electricity grid. Please reference the Methodological Note for additional information.
5. The 2024 data have been restated to ensure completeness of emission sources. One component pertaining to scope 1 GHG Emission (CO_2 to downstream) was not captured during a reporting system change, which consequently affected also the Total GHG Emissions – EU ETS and the GHG Emissions Intensity Ratio (scope 1+2+downstream). This matter did not affect periods prior to 2024. The data collection process has since been strengthened to ensure full completeness going forward. Although the variance remains below the defined materiality threshold, management has decided to restate the figures to ensure full transparency and comparability. Previously disclosed values:
   - Scope 1 GHG Emissions (CO_2 to downstream): 3.07 Million ton CO_2e
   - Total GHG Emissions – EU ETS (scope 1+2+downstream): 8.79 Million ton CO_2e
   - GHG Emissions Intensity Ratio (scope 1+2+downstream): 2.91 tCO_2e per N-ton (Scope 1, Scope 2 and CO_2 to downstream production emissions).

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Environment					
Non-GHG Emissions					
NO_x	Ton	2,313	1,986	1,920	GRI 305-7, RT-CH-120a.1
SO_x	Ton	32	35	38	GRI 305-7, RT-CH-120a.1
Total Volatile Organic Compounds (VOC)	Ton	173	164	158	GRI 305-7, RT-CH-120a.1
Total Non-GHG Emissions	Ton	2,518	2,185	2,116	ADX E8.2
Total Non-GHG Intensity Ratio	Ton/k N-ton	0.81	0.72	0.69	ADX E8.2
Waste Reused, Recycled or Recovered[6]					
Hazardous Waste Reused, Recycled or Recovered	K-ton	0.75	0.72	0.34	GRI 306-3, ADX E3.1 RT-CH-150a.1
Hazardous Waste Treated or Disposed of	K-ton	0.69	0.65	1.27	GRI 306-3, RT-CH-150a.1
Non-Hazardous Waste Reused, Recycled or Recovered	K-ton	0.31	1.03	0.60	GRI 306-3, ADX E3.1
Non-Hazardous Waste Treated or Disposed of	K-ton	1.23	1.90	1.78	GRI 306-3
Total	**K-ton**	**2.98**	**4.31**	**3.99**	**GRI 306-3**

6. ADX E3.2: As of 2025, we expanded our waste data collection, including also hazardous and non-hazardous waste by main categories.
Hazardous Waste in 2025 equals to 1,610.77 ton and it includes Battery Waste (13.28 ton), Biomedical Waste (0.05 ton), Catalysts (299.32 ton), Chemicals (97.81 ton), Contaminated Waste (22.65 ton), ETP Sludge (943.02 ton), E-waste (5.94 ton), Filters (2.28 ton), Insulation Material (27.03 ton), Plastic (19.48 ton), Used Oils (134.57 ton), Other Waste (45.34 ton).
Non-Hazardous Waste in 2025 equals to 2,380.13 ton and it includes Gas Cylinders (0.45 ton), Construction/Demolition Waste (1298.81 ton), Metallic Waste (261.52 ton), Office Waste (367.48 ton), Packaging (134.44 ton), Tires (0.19 ton), Other (317.24 ton).

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Environment					
Water					
Water Withdrawal					
(✓) Groundwater - Other Water	Million m³	10.16	9.36	7.68	GRI 303-3, RT-CH-140a.1
(✓) Seawater - Other Water	Million m³	40.74	38.72	50.39	GRI 303-3, RT-CH-140a.1
(✓) Third-Party - Freshwater	Million m³	0	0	0	GRI 303-3, RT-CH-140a.1
(✓) Third-Party - Other Water	Million m³	11.16	11.09	11.20	GRI 303-3, RT-CH-140a.1
(✓) **Total Water Withdrawal**	**Million m³**	**62.06**	**59.17**	**69.27**	**GRI 303-3, RT-CH-140a.1**
Of which Water Stored	Million m³	0.51	0.50	0.15	GRI 303-5
(✓) Water Withdrawn in Regions With High or Extremely High Baseline Water Stress	%	100%	100%	100%	GRI 303-3, RT-CH-140a.1
Water Discharge					
(✓) Groundwater - Other Water	Million m³	3.25	3.38	5.65	GRI 303-4, RT-CH-140a.1
(✓) Seawater - Other Water	Million m³	31.01	29.02	37.10	GRI 303-4, RT-CH-140a.1
(✓) Third-Party - Other Water	Million m³	0.72	0.89	1.69	GRI 303-4, RT-CH-140a.1
(✓) **Total Water Discharge**	**Million m³**	**34.98**	**33.29**	**44.44**	**GRI 303-4, RT-CH-140a.1**
(✓) Water Discharged in Regions With High or Extremely High Baseline Water Stress	%	100%	100%	100%	GRI 303-4, RT-CH-140a.1

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2025 by PricewaterhouseCoopers (PwC).

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Environment					
Water Consumption, Water Stored, Water Reclaimed and Recycled					
(✓) **Total Water Consumption**	**Million m³**	**27.08**	**25.88**	**24.83**	**GRI 303-5, ADX E2.1, RT-CH-140a.1**
Water Reclaimed, Reused/Recycled	Million m³	1.58	1.81	1.97	ADX E2.2
(✓) Water Consumed in Regions With High or Extremely High Baseline Water Stress	%	100%	100%	100%	GRI 303-5, RT-CH-140a.1
Non-Compliance					
Water-Related Permit Exceedances	#	0	0	0	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	8.72	8.58	8.14	

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2025 by PricewaterhouseCoopers (PwC).

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Health and Safety[7]					
Health and Safety - Employees					
% of Employees Who are Covered by the Occupational Health and Safety Management System	%	100%	100%	100%	GRI 403-8
Total Recordable Injuries (TRI)	#	2	1	0	GRI 403-9
(✓) Total Recordable Injury Rate (TRIR)[7]	Per 1,000,000 hours worked	0.42	0.21	0	GRI 403-9, 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)[7]	Per 1,000,000 hours worked	0	0	0	GRI 403-9
(✓) Lost Time Injuries Rate (LTIR)[7]	Per 1,000,000 hours worked	0.42	0.21	0	
(✓) Fatality (Result of Work-Related Injury)	#	0	0	0	GRI 403-9, RT-CH-320a.1
Rate of Fatalities as a Result of Work-Related Injury[7]	Per 1,000,000 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%	GRI 403-8
Total Recordable Injuries (TRI)	#	3	0	1	GRI 403-9
(✓) Total Recordable Injury Rate (TRIR)[7]	Per 1,000,000 hours worked	1.00	0.00	0.26	GRI 403-9, 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)[7]	Per 1,000,000 hours worked	0	0	0	GRI 403-9
(✓) Lost Time Injuries Rate (LTIR)[7]	Per 1,000,000 hours worked	0.67	0	0.26	
(✓) Fatality (Result of Work-Related Injury)	#	0	0	0	GRI 403-9, RT-CH-320a.1
Rate of Fatalities as a Result of Work-Related Injury[7]	Per 1,000,000 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, 2025 by PricewaterhouseCoopers (PwC).

7. In 2025, Fertiglobe updated the normalization base used to calculate all the Health & Safety rates (including LTIR and TRIR) from per 200,000 man-hours worked to per 1,000,000 man-hours worked, aligning with industry best practices and the ADNOC Group methodology. As a result, prior- year comparative figures for 2023 and 2024 have been restated to ensure consistency and comparability across reporting periods. Whilst this change does not affect the underlying number of incidents reported and man-hours, it results in an approximately fivefold increase in the reported Health and Safety rates.

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Health and Safety[7]					
Health and Safety - Total					
Total Recordable Injuries (TRI)	#	5	1	1	GRI 403-9
(✓) Total Recordable Injury Rate (TRIR)[7]	Per 1,000,000 hours worked	0.64	0.11	0.11	GRI 403-9
(✓) Total Lost Time Injury Rate (LTIR)[7]	Per 1,000,000 hours worked	0.52	0.11	0.11	
Process Safety Incidents (PSI)	#	7	0	2	RT-CH-540a.1
Process Safety Incident Rate (PSIR)[7]	Per 1,000,000 hours worked	0.90	0	0.23	RT-CH-540a.1
Environmental Incidents (EI)	#	0	0	0	
Environmental Incident Rate (EIR)[7]	Per 1,000,000 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
Number of incidents of non-compliance (fines, warnings, sanctions) related to product/service information and labeling.	#	NPR	NPR	0	GRI 417-2
Number of incidents of non-compliance (fines, warnings, sanctions) related to marketing communications (including advertising, promotion, sponsorship).	#	NPR	NPR	0	GRI 417-3

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2025 by PricewaterhouseCoopers (PwC).

7. In 2025, Fertiglobe updated the normalization base used to calculate all the Health & Safety rates (including LTIR and TRIR) from per 200,000 man-hours worked to per 1,000,000 man-hours worked, aligning with industry best practices and the ADNOC Group methodology. As a result, prior- year comparative figures for 2023 and 2024 have been restated to ensure consistency and comparability across reporting periods. Whilst this change does not affect the underlying number of incidents reported and man-hours, it results in an approximately fivefold increase in the reported Health and Safety rates.

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	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	%	27.52%	26.60%	29.65%	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

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Responsible Business Practices					
Compliance[8]					
Compliance Concerns	#	11	1	0	
Compliance Concerns Investigated	#	11	1	0	
Compliance Concerns Closed As Substantiated	#	1	0	0	
Compliance Concerns Closed As Unsubstantiated	#	10	1	0	
Compliance Concerns Open	#	0	0	0	
Substantial Compliance Concerns	#	0	0	0	
(✓) 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, 2025 by PricewaterhouseCoopers (PwC).

8. As of 2023, Fertiglobe only reports compliance concerns (excluding HR grievances).

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Governance					
Board of Directors					
Male individuals within the organization's governance bodies	Headcount	10	6	6	GRI 405-1, ADX G2.1
Female individuals within the organization's governance bodies	Headcount	1	1	1	GRI 405-1, ADX G2.1
Individuals under 30 years old within the organization's governance bodies	Headcount	0	0	0	GRI 405-1
Individuals between 30-50 years old within the organization's governance bodies	Headcount	7	1	1	GRI 405-1
Individuals above 50 years old within the organization's governance bodies	Headcount	4	6	6	GRI 405-1
Percentage of male individuals within the organization's governance bodies	%	91%	86%	86%	GRI 405-1
Percentage of female individuals within the organization's governance bodies	%	9%	14%	14%	GRI 405-1
Percentage of individuals under 30 years old within the organization's governance bodies	%	0%	0%	0%	GRI 405-1
Percentage of individuals between 30-50 years old within the organization's governance bodies	%	64%	14%	14%	GRI 405-1
Percentage of individuals above 50 years old within the organization's governance bodies	%	36%	86%	86%	GRI 405-1

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Human Capital					
Employees					
Employees by Gender					
Total Male Employees	FTE	2,474	2,457.5	2,421.5	GRI 2-7
Total Female Employees	FTE	245	266	301.8	GRI 2-7
(✓) Total Male Employees	Headcount	2,476	2,459	2,422	GRI 2-7
(✓) Total Female Employees	Headcount	245	266	302	GRI 2-7
Percentage of Male Employees	**%**	**91%**	**90%**	**89%**	**GRI 405-1, ADX S4.1**
Percentage of Female Employees	**%**	**9%**	**10%**	**11%**	**GRI 405-1, ADX S4.1**
Employees by Geographic Location					
Total Employees in UAE	FTE	776	777.5	759.3	GRI 2-7
Total Employees in Egypt	FTE	1,113	1,107	1,139	GRI 2-7
Total Employees in Algeria	FTE	830	828	813	GRI 2-7
Total Employees in Other Countries	FTE	NPR	11	12	GRI 2-7
Total Employees in UAE	Headcount	777	778	760	GRI 2-7
Total Employees in Egypt	Headcount	1,113	1,107	1,139	GRI 2-7
Total Employees in Algeria	Headcount	831	828	813	GRI 2-7
Total Employees in Other Countries	Headcount	NPR	12	12	GRI 2-7

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2025 by PricewaterhouseCoopers (PwC).

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Human Capital					
Total Employees and Non-Employees					
Total Non-Employees	**FTE**	**NPR**	**2,115.4**	**1,950.2**	**GRI 2-8, ADX S3.3**
Total Employees	**FTE**	**2,719**	**2,723.5**	**2,723.3**	**GRI 2-7**
(✓) **Total Employees**	**Headcount**	**2,721**	**2,725**	**2,724**	**GRI 405-1**
Employees by Contract Type					
Total Male Permanent Employees in Headcount	#	2,322	2,318	2,318	GRI 2-7
Total Female Permanent Employees in Headcount	#	237	246	282	
Total Permanent Employees	**Headcount**	**2,559**	**2,564**	**2,600**	**GRI 2-7**
Total Male Temporary Employees	Headcount	154	141	104	GRI 2-7
Total Female Temporary Employees	Headcount	8	20	20	GRI 2-7
Total Temporary Employees	**Headcount**	**162**	**161**	**124**	**GRI 2-7**
Total Male Full Time Employees	Headcount	2,473	2,458	2,421	GRI 2-7
Total Female Full Time Employees	Headcount	245	266	302	GRI 2-7
Total Full Time Employees	**Headcount**	**2,718**	**2,724**	**2,723**	**GRI 2-7, ADX S3.1**
Total Male Part Time Employees	Headcount	3	1	1	GRI 2-7
Total Female Part Time Employees	Headcount	0	0	0	GRI 2-7
Total Part Time Employees	**Headcount**	**3**	**1**	**1**	**GRI 2-7, ADX S3.2**
Percentage of Total Headcount Held by Part Time Employees	**%**	**0.11%**	**0.04%**	**0.04%**	**ADX S5.1**

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2025 by PricewaterhouseCoopers (PwC).

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Human Capital					
Emiratization					
% National Employees in UAE-based Entities Headcount	%	56.91%	56.81%	57.44%	ADX S6.1
Turnover					
Total Turnover Under 30 Years Old	Headcount	2	5	14	GRI 401-1
Total Turnover Between 30-50 Years Old	Headcount	80	63	68	GRI 401-1
Total Turnover Over 50 Years Old	Headcount	59	43	48	GRI 401-1
(✓) Total Male Turnover	Headcount	125	93	108	GRI 401-1
(✓) Total Female Turnover	Headcount	16	18	22	GRI 401-1
(✓) Total Number of Employee Turnover	**Headcount**	**141**	**111**	**130**	**GRI 401-1**
Rate of Employee Turnover	**Rate**	**5.2%**	**4.1%**	**4.8%**	**GRI 401-1**
New Hires					
Total New Hires Under 30 Years Old	Headcount	20	54	46	GRI 401-1
Total New Hires Between 30-50 Years Old	Headcount	92	49	73	GRI 401-1
Total New Hires Over 50 Years Old	Headcount	16	7	10	GRI 401-1
Total Male New Hires	Headcount	102	77	70	GRI 401-1
Total Female New Hires	Headcount	26	33	59	GRI 401-1
Total Number of New Hires	**Headcount**	**128**	**110**	**129**	**GRI 401-1**
Rate of New Hires	**Rate**	**4.7%**	**4.0%**	**4.7%**	**GRI 401-1**

Indicators marked with the checkmark icon (✓) were subject to a limited assurance engagement for the year ending December 31, 2025 by PricewaterhouseCoopers (PwC).

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Human Capital					
Employees Diversity					
Top Management Positions					
Percentage of male employees in top management positions	%	85%	84%	87%	GRI 405-1, ADX S4.3
Percentage of female employees in top management positions	%	15%	16%	13%	GRI 405-1, ADX S4.3
Percentage of employees under 30 years old in top management positions	%	0%	2%	1%	GRI 405-1
Percentage of employees between 30-50 years old in top management positions	%	71%	64%	64%	GRI 405-1
Percentage of employees above 50 years old in top management positions	%	29%	34%	35%	GRI 405-1
Mid-level Positions					
Percentage of male employees in Mid-level positions	%	72%	72%	70%	GRI 405-1, ADX S4.2
Percentage of female employees in Mid-level positions	%	28%	28%	30%	GRI 405-1, ADX S4.2
Percentage of employees under 30 years old in Mid-level positions	%	0%	2%	3%	GRI 405-1
Percentage of employees between 30-50 years old in Mid-level positions	%	71%	70%	68%	GRI 405-1
Percentage of employees above 50 years old in Mid-level positions	%	29%	28%	29%	GRI 405-1
Staff Positions					
Percentage of male employees in staff level positions	%	92%	92%	91%	GRI 405-1, ADX S4.2
Percentage of female employees in staff level positions	%	8%	8%	9%	GRI 405-1, ADX S4.2
Percentage of employees under 30 years old in staff level positions	%	7%	6%	6%	GRI 405-1
Percentage of employees between 30-50 years old in staff level positions	%	77%	75%	74%	GRI 405-1
Percentage of employees above 50 years old in staff level positions	%	16%	19%	20%	GRI 405-1

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Human Capital					
Own Employees - Compensation					
Average Annual Employee Compensation	$k	84.4	84.4	92.5	
Tenure					
% Of Employees with 0-5 Years Of Service	%	20%	23%	24%	
% Of Employees with 6-10 Years Of Service	%	15%	9%	7%	
% Of Employees with 11-20 Years Of Service	%	55%	58%	59%	
% Of Employees with 21+ Years Of Service	%	10%	10%	10%	
Technical Employees					
Total Technical Male Employees	Headcount	1,779	1,759	1,716	GRI 405-1
Total Technical Female Employees	Headcount	45	56	53	GRI 405-1
Total Technical Employees	**Headcount**	**1,824**	**1,815**	**1,769**	**GRI 405-1**
Total Non-Technical Male Employees	Headcount	697	700	706	GRI 405-1
Total Non-Technical Female Employees	Headcount	200	210	249	GRI 405-1
Total Non-Technical Employees	**Headcount**	**897**	**910**	**955**	**GRI 405-1**

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Human Capital					
Collective Bargaining Agreements					
Percentage of employees covered by collective bargaining agreements	%	31%	30%	30%	GRI 2-30
Parental Leave[9]					
Total number of male employees that are entitled to take parental leave (maternity/paternity)	Headcount	NPR	1,412	1,416	GRI 401-3
Total number of female employees that are entitled to take parental leave (maternity/paternity)	Headcount	NPR	266	301	GRI 401-3
Total number of male employees that took parental leave (maternity/paternity)	Headcount	NPR	122	126	GRI 401-3
Total number of female employees that took parental leave (maternity/paternity)	Headcount	NPR	27	19	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	125	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	19	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	122	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	26	GRI 401-3
Total number of employees that are entitled to take parental leave (maternity/paternity)	Headcount	NPR	1,679	1,717	GRI 401-3
Total number of employees that took parental leave (maternity/paternity)	Headcount	NPR	82	145	GRI 401-3

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

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Human Capital					
Parental Leave - continued[9]					
Total number of employees who returned to work in the reporting period after parental leave (maternity/paternity) ended	Headcount	NPR	152	144	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	148	GRI 401-3
Male Return to Work Rate	Rate	NPR	100%	99%	GRI 401-3
Male Retention Rate	Rate	NPR	NPR	100%	GRI 401-3
Female Return to Work Rate	Rate	NPR	93%	100%	GRI 401-3
Female Retention Rate	Rate	NPR	NPR	96%	GRI 401-3
Training and Development					
Total Number of Training Hours for Male Employees	Hours	NPR	87,604	49,427	GRI 404-1
Total Number of Training Hours for Female Employees	Hours	NPR	7,834	5,965	GRI 404-1
Average Number of Trainings Hours per Male Employee	**Hours**	**NPR**	**35.6**	**20.4**	**GRI 404-1**
Average Number of Trainings Hours per Female Employee	**Hours**	**NPR**	**29.5**	**19.8**	**GRI 404-1**
Average Number of Trainings Hours per Employee	**Hours**	**NPR**	**35.0**	**20.3**	**GRI 404-1**

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

Sustainability Performance Summary - continued

Disclosure	UoM	2023	2024	2025	Reference
Human Capital					
Top 5 Nationalities					
Egypt	%	NPR	NPR	43%	
Algeria	%	NPR	NPR	29%	
United Arab Emirates	%	NPR	NPR	13%	
India	%	NPR	NPR	6%	
Pakistan	%	NPR	NPR	2%	

Global Reporting Initiative (GRI) Content Index

Statement of Use	**Fertiglobe has reported in accordance with the GRI Standards for the period 1/1/2025 - 31/12/2025**
GRI 1 used	**Foundation 2021**

GRI Standard		Reference
General Disclosures	Disclosure	
GRI 2: General Disclosures 2021	2-1 Organizational details	Fertiglobe at a Glance, pages 6-7
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report Methodological Note, pages 219-226
	2-3 Reporting period, frequency and contact point	Sustainability Report Methodological Note, pages 219-226
	2-4 Restatements of information	Sustainability Report Methodological Note, pages 10, 219-226, 233
	2-5 External assurance	Sustainability Report Methodological Note, page 220
	2-6 Activities, value chain and other business relationships	Strategic Report, pages 16-37
	2-7 Employees	Sustainability Performance Summary, pages 242-243
	2-8 Workers who are not employees	Sustainability Performance Summary, page 243
	2-9 Governance structure and composition	Sustainability Governance, page 92 Corporate Governance Report, pages 112-115
	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	Sustainability Governance, page 92
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance, page 92
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, page 92

Global Reporting Initiative (GRI) Content Index - continued

GRI Standard		
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Corporate Governance Report, pages 126-127
	2-16 Communication of critical concerns	Corporate Governance Report, page 91
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report, page 119
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report, pages 118
	2-19 Remuneration policies	Corporate Governance Report, pages 125
	2-20 Process to determine remuneration	Corporate Governance Report, pages 125
	2-21 Annual total compensation ratio	Not Applicable as SCA Corporate Governance Code exempt free zone companies from disclosing this information.
	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, pages 50,54,60,62,63 Product Stewardship, page 65 Social Value, page 74-78, 81-83,87,89 Responsible Business Practices, pages 91-93 Risk Management and Compliance, pages 106-108
	2-24 Embedding policy commitments	Managing Our Environmental Impacts, pages 50,54,60,62,63 Product Stewardship, page 65 Social Value, page 74-78,81-83,87,89 Responsible Business Practices, pages 91-93 Risk Management and Compliance, pages 106-108
	2-25 Processes to remediate negative impacts	Responsible Business Practices, pages 91-95
	2-26 Mechanisms for seeking advice and raising concerns	Risk Management and Compliance, pages 91-93, 106
	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 228
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, pages 48, 227-229
	2-30 Collective bargaining agreements	Sustainability Performance Summary, page 247
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Defining What Matters, page 48
	3-2 List of material topics	Defining What Matters, page 47

Global Reporting Initiative (GRI) Content Index - continued

GRI Standard		
Local Community Engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Communities, pages 87-88
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Our Communities, page 87
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Procurement Practices, page 89
Responsible Business Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics, pages 93-95
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Business Ethics, page 93 Sustainability Performance Summary, page 240
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Performance Summary, page 240
GRI 415: Public Policy 2016	415-1 Political contributions	Fertiglobe is not involved in any monetary contributions and spending for political campaigns, political organizations, lobbyists or lobbying organizations and other tax-exempt groups. Accordingly during 2025 we did not make any contributions in these regards.
Climate Change Action		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Climate Change, pages 54-56
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Performance Summary, page 232
	302-3 Energy intensity	Sustainability Performance Summary, page 232
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Performance Summary, page 233
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Performance Summary, page 233
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Performance Summary, page 233
	305-4 GHG emissions intensity	Sustainability Performance Summary, page 233
Water in Our Operations		
GRI 3: Material Topics 2021	3-3 Management of material topics	Water, pages 60-61
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water, pages 60-61
	303-2 Management of water discharge-related impacts	Water, pages 60-61
	303-3 Water withdrawal	Sustainability Performance Summary, page 235
	303-4 Water discharge	Sustainability Performance Summary, page 235
	303-5 Water consumption	Sustainability Performance Summary, page 236

Global Reporting Initiative (GRI) Content Index - continued

GRI Standard		
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 (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Performance Summary, page 234
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	Sustainability Performance Summary, page 234
	306-2 Management of significant waste-related impacts	Sustainability Performance Summary, page 234
	306-3 Waste generated	Sustainability Performance Summary, page 234
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 74-78
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Performance Summary, page 244
	401-3 Parental leave	Sustainability Performance Summary, pages 247-248
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Performance Summary, page 248
Health, Safety and Wellbeing		
GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety, pages 79-86
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, pages 79-80
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, pages 79-82
	403-3 Occupational health services	Health and Safety, pages 81-83
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, pages 79-83
	403-5 Worker training on occupational health and safety	Health and Safety, pages 81-82
	403-6 Promotion of worker health	Health and Safety, pages 79-82
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, pages 79-82
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, page 79 Sustainability Performance Summary, pages 237-238
	403-9 Work-related injuries	Sustainability Performance Summary, pages 237-238

Global Reporting Initiative (GRI) Content Index - continued

GRI Standard		
Diversity and Inclusion in Our Own Workforce		
GRI 3: Material Topics 2021	3-3 Management of material topics	One Fertiglobe, One team, pages 74-78
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Performance Summary, pages 241, 245
Human and Labor Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	One Fertiglobe, One team, pages 74-78
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Performance Summary, page 240
Product Stewardship		
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Stewardship, pages 65-72
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	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Performance Summary, page 238
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Performance Summary, page 238
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Safety, page 72
	417-2 Incidents of non-compliance concerning product and service information and labeling	Sustainability Performance Summary, page 238
	417-3 Incidents of non-compliance concerning marketing communications	Sustainability Performance Summary, page 238

Abu Dhabi Securities Exchange (ADX) Content Index

Environment

Disclosure	KPIs	Reference
Environmental Operations	E1.1) Does your company follow a formal Environmental Policy? Yes/No	Managing Our Environmental Impacts, page 50
	E1.2) Does your company follow specific waste, water, energy and/or recycling policies? Yes/No	Managing Our Environmental Impacts, page 50
	E1.3) Does your company use a recognised energy management system? Yes/No	Managing Our Environmental Impacts, page 50
Water Usage	E2.1) Total amount of water consumed	Sustainability Performance Summary, page 236
	E2.2) Total amount of water reclaimed	Sustainability Performance Summary, page 236
Waste Generation	E3.1) Total waste generated, per waste type	Sustainability Performance Summary, page 234
	E3.2) Percentage of waste recycled, per waste type	Sustainability Performance Summary, page 234
Energy Usage	E4.1) Total amount of energy directly consumed	Sustainability Performance Summary, page 232
	E4.2) Total amount of energy indirectly consumed	Sustainability Performance Summary, page 232
Energy Intensity	E5.1) Total direct energy usage per output scaling factor	Sustainability Performance Summary, page 232
Energy Mix	E6.1) Percentage: Energy usage by generation type	Sustainability Performance Summary, page 232
GHG Emissions	E7.1) Total amount in CO_2 equivalents, for Scope 1	Sustainability Performance Summary, page 233
	E7.2) Total amount, in CO_2 equivalents, for Scope 2 (if) applicable	Sustainability Performance Summary, page 233
	E7.3) Total amount, in CO_2 equivalents, for Scope 3 (if) applicable	Sustainability Performance Summary, page 233
Emissions Intensity	E8.1) Total GHG emissions per output scaling factor	Sustainability Performance Summary, page 233
	E8.2) Total non-GHG emissions per output scaling factor	Sustainability Performance Summary, page 234

Abu Dhabi Securities Exchange (ADX) Content Index - continued

Disclosure	KPIs	Reference
Climate Strategy	E9.1) Describe the climate-related risks and opportunities that could reasonably be expected to affect your organization's prospects. Also explain, for each climate-related risk your organization has identified, whether your organization considers the risk to be a climate-related physical risk or transition risk.	Climate Change Risk and Opportunities, pages 57-59
	E9.2) Describe the current and anticipated impacts of climate-related risks and opportunities on your organization's business model and value chain.	Climate Change Risk and Opportunities, pages 57-59
	E9.3) How has your organization responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including the plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation?	Climate Change Risk and Opportunities, pages 57-59
	E9.4) What are the current effects (during the reporting period) of climate-related risks and opportunities on your organization's financial position, financial performance and cash flows for the reporting period (current financial effects)?	No climate-related risks or opportunities had a significant impact on the Group's financial position, financial performance, or cash flows during the reporting period.
Climate Related Risks and Opportunities	E10.1) Describe the processes and policies your organization uses to identify, assess, prioritise, and monitor climate-related risks, and the inputs and parameters used in these processes.	Climate Change Risk and Opportunities, pages 57-59
	E10.2) Whether and how does your organization use climate-related scenario analysis to inform the identification of climate-related risks?	Climate Change Risk and Opportunities, pages 57-59
Climate Governance	E11.1) Which governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) is responsible for oversight of climate-related risks and opportunities?	Sustainability Governance, page 92
	E11.2) How does the body or individual consider climate-related risks and opportunities when overseeing your organization's strategy?	Sustainability Governance, page 92
	E11.3) Are performance metrics related to climate targets included in remuneration policies? If so, how?	Sustainability Governance, page 92
	E11.4) Has your organization delegated the role of overseeing climate-related risks and opportunities to a specific management-level position or committee, and how is oversight over this role or committee exercised?	Sustainability Governance, page 92
Energy Mix	E12.1) Disclose any quantitative and qualitative climate-related targets to monitor progress toward strategic goals, incl. any GHG emissions targets. Specify the metric used to set the target.	Sustainability Targets and 2025 Milestones, page 46

Abu Dhabi Securities Exchange (ADX) Content Index - continued

Social

Disclosure	KPIs	Reference
CEO Pay Ratio	S1.1) Ratio: CEO total compensation to median Full Time Equivalent (FTE) total compensation	Not Applicable as SCA Corporate Governance Code exempt free zone companies from disclosing this information.
	S1.2) Does your company report this metric in regulatory filings? Yes/No	Not Applicable as SCA Corporate Governance Code exempt free zone companies from disclosing this information.
Gender Pay Ratio[1]	S2.2) Ratio: Median male compensation to median female compensation	Fertiglobe Gender Pay Gap is 11.70%
Employee Turnover	S3.1) Percentage: Year-over-year change for full time employees	Sustainability Performance Summary, page 243 The Percentage value of Y-o-Y change for full time employees is less than 1%
	S 3.2) Percentage: Year-over-year change for part time employees	Sustainability Performance Summary, page 243 The Percentage value of Y-o-Y change for part time employees is 0%
	S 3.3) Percentage: Year-over-year change for contractors/consultants	Sustainability Performance Summary, page 244 The Percentage value of Y-o-Y change for contractors/consultants is around -7.8%.
Gender Diversity	S4.1) Percentage: Total enterprise headcount held by men and women	Sustainability Performance Summary, page 242
	S4.2) Percentage: Entry and mid-level positions held by men and women	Sustainability Performance Summary, page 245
	S4.3) Percentage: Senior and executive-level positions held by men and women	Sustainability Performance Summary, page 245
Temporary Worker Ratio	S5.1) Percentage: Total enterprise headcount held by part-time employees	Sustainability Performance Summary, page 243
	S5.2) Percentage: Total enterprise headcount held by contractors and/or consultants	Contractors account for 41.7% of the total enterprise headcount, including both employees and full-time equivalent (FTE) contractors.
Nationalisation	S6.1) Percentage of national employees, per employment category	Sustainability Performance Summary, page 244
Non-Discrimination	S7.1) Does your company follow non-discrimination policy? Yes/No	One Fertiglobe, One Team, pages 74-75
Health, Safety and Wellbeing	S8.1) Does your company follow an occupational health and/or health & safety policy? Yes/No	Health and Safety, page 79
Injury Rate	S9.1) Percentage: Frequency of injury events relative to total workforce time	Sustainability Performance Summary, page 238
Child and Forced Labor	S10.1) Does your company follow a child and/or forced labor policy? Yes/No	Fertiglobe has a Human Rights Policy, find it in the section One Fertiglobe, One Team, page 77
	S10.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	One Fertiglobe, One Team, page 77
Human Rights	S11.1) Does your company follow a human rights policy? Yes/No	Fertiglobe has a Human Rights Policy, find it in the section One Fertiglobe, One Team, page 77
	S11.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	One Fertiglobe, One Team, page 77
Community Investment	S12.1) Amount invested in the community, as a percentage of company revenues.	Our Communities, page 77

1. Please note that this KPI shows the average of male and female employees compensation.

Abu Dhabi Securities Exchange (ADX) Content Index - continued

Governance

Disclosure	KPIs	Reference
Board Independence	G1.1) 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.
	G1.2) Percentage: Total board seats occupied by independent board members	100% - Corporate Governance Report, page 112-114
Board Diversity	G2.1) Percentage: Total board seats occupied by men and women	Sustainability Performance Summary, page 241
	G2.2) Percentage: Committee chairs occupied by men and women	Corporate Governance Report, page 121
Supplier Code of Conduct	G3.1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/No	Yes - Procurement Practices, page 89
	G3.2) If yes, what percentage of your suppliers have formally certified their compliance with the code	100% of Fertiglobe's suppliers have signed the Code of Conduct
Ethics and Prevention of Corruption	G4.1) Does your company follow an Ethics and/or Prevention of Corruption policy? Yes/No	Fertiglobe has a Code of Conduct addressing also the anti-corruption topic - One Fertiglobe, One Team, page 74
	G4.2) If yes, what percentage of your workforce has formally certified its compliance with the policy	100% employees are required to take the Code of Conduct trainings when joining Fertiglobe.
Data Privacy	G5.1) Does your company follow a Data Privacy policy? Yes/No	Business Ethics, pages 93-95
	G5.2) Has your company taken steps to comply with GDPR rules? Yes/No	Business Ethics, pages 93-95
Sustainability Strategy	G6.1) Describe the sustainability-related risks and opportunities that could reasonably be expected to affect your organization's prospects.	Climate Change Risks and Opportunities, pages 57-59, Defining What Matters, pages 47-48
	G6.2) Describe the current and anticipated impacts of sustainability-related risks and opportunities on your organization's business model and value chain.	Climate Change Risks and Opportunities, pages 57-59, Defining What Matters, pages 47-48
	G6.3) Describe how your organization responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making.	Climate Change Risks and Opportunities, pages 57-59, Sustainability Targets and 2025 Milestones, page 46, Defining what matters, pages 47-48
	G6.4) Describe the current and anticipated effects (during the reporting period) of sustainability-related risks and opportunities on your organization's business model, financial position, performance, and cash flows. How are these risks considered in financial planning (current financial effects)?	Climate Change Risks and Opportunities, pages 57-59
Sustainability Risk Management	G7.1) Describe the processes and policies your organization uses to identify, assess, prioritise, and monitor sustainability-related risks, and the inputs and parameters used in these processes.	Climate Change Risks and Opportunities, pages 57-59
	G7.2) How are the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities integrated into and informing your organization's overall enterprise risk management process?	Climate Change Risks and Opportunities, pages 57-59
Sustainability Governance	G8.1) Which governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) is responsible for oversight of sustainability-related risks and opportunities?	Sustainability Governance, page 92
	G8.2) How does the body or individual consider sustainability related risks and opportunities when overseeing your organization's strategy?	Sustainability Governance, page 92
	G8.3) Are performance metrics related to these targets included in remuneration policies? If so, how?	Sustainability Governance, page 92
	G8.4) Has your organization delegated the role of overseeing sustainability-related risks and opportunities to a specific management-level position or committee, and how is oversight over this role or committee exercised?	Sustainability Governance, page 92
Sustainability Targets	G9.1) What metrics does your organization use to measure and monitor each sustainability related risk or opportunity identified above?	Driving Sustainable Growth, pages 44-48
Disclosure Practices	G10.1) Does your company publish a sustainability report? Yes/No	Yes, integrated in our Annual Report, pages 44-96
	G10.2) Does your company publish a GRI, IFRS, CDP, SASB, IIRC, or UNGC based report?	Content Indices, pages 250-262
External Assurance	G11.1) Are your sustainability disclosures assured or verified by a third-party audit firm? Yes/No	Sustainability Assurance Report, pages 263-270

Integrated KPIs

Sustainability Reporting	I1.1) Does your company publish a sustainability report? Yes/No	Yes, the Sustainability Report is integrated in the Annual Report. Please refer to the Annual Report Table of Contents at page 2
ESG Ratings	I2.1) Has your company received an ESG rating (solicited or unsolicited)? Yes/No	Recognitions, Awards and Ratings, page 12
	I2.2) If yes, provide the latest overall ESG score.	Recognitions, Awards and Ratings, page 12
Stakeholder Engagement	I3.1) Does your company engage with stakeholders on ESG/sustainability topics? Yes/No	Overview of the Engagement with each Stakeholder Group, page 229
	I3.2) If yes, report on frequency and effectiveness of engagement.	Overview of the Engagement with each Stakeholder Group, page 229

Task Force on Climate-Related Financial Disclosures (TCFD) Index

Disclosure	KPIs	Reference
Governance (a)	Describe the board's oversight of climate-related risks and opportunities	Sustainability Governance, page 92
Governance (b)	Describe management's role in assessing and managing climate-related risks and opportunities	Sustainability Governance, page 92
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, pages 57-59
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, pages 57-59
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 50-53
Risk Management (a)	Describe the organization's processes for identifying and assessing climate-related risks	Climate Change Risks and Opportunities, pages 57-59
Management (b)	Describe the organization's processes for managing climate-related risks	Climate Change Risks and Opportunities, pages 57-59
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, pages 57-59
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, pages 57-59
Metrics and Targets (b)	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	Climate Change Risks and Opportunities, pages 57-59 Sustainability Performance Summary, page 233
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 50-53

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 (%)	Sustainability Performance Summary, page 233
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	Climate Change Risks and Opportunities, pages 57-59
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)	Sustainability Performance Summary, page 234
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 (%)	Sustainability Performance Summary, page 232
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 (%)	Sustainability Performance Summary, pages 235-236
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Quantitative	Number	Sustainability Performance Summary, page 236
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and analysis	n/a	Water, pages 60-61
Hazardous waste management				
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	Sustainability Performance Summary, page 234

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	Climate Change Risks and Opportunities, pages 57-59
Workforce health and 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	Sustainability Performance Summary, pages 237-238
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	Health and Safety, pages 79-84
Product design for use-phase efficiency				
Safety & environmental stewardship of chemicals	Revenue from products designed for use-phase resource efficiency	Quantitative	Reporting currency	Sustainability Performance Summary, page 239
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 (%)	Sustainability Performance Summary, page 239
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	Other Environmental Impacts, page 63
Genetically modified organisms				
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	Sustainability Performance Summary, page 239
Operational safety, emergency preparedness and 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	Sustainability Performance Summary, page 238

Sustainability Accounting Standards Board (SASB) Index - continued

SASB Reference	Metric	Category	Unit of measure	Reference
Governance				
Management of the legal and 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	Stakeholder Engagement, page 227
Other				
Activity metric				
RT-CH-000.A	Production by reportable segment	Quantitative	Metric tons (t)	Our Production Facilities, page 35

Independent practitioner's limited assurance report on Fertiglobe Plc's sustainability 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 sustainability information of the Group as defined within the *Sustainability information and reporting criteria* section of this report and marked with the symbol **(✓)** on pages 232-244 in the Sustainability Performance Summary within the Appendix I: Sustainability of the Annual Report 2025 (the "sustainability information"), as at and for the year ended 31 December 2025.

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 2025 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 Group's reporting criteria set out in pages 219 – 226 of the Annual Report 2025 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 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 and other ethical 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,

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ADGM Auditors' Registry no. 000000002.

pwc

Our independence and quality management (continued)

objectivity, professional competence and due care, confidentiality and professional behavior, and the ethical requirements that are relevant to our limited assurance engagement in the Abu Dhabi Global Market ("ADGM"). We have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. 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.

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 as at and for the year ended 31 December 2025	Materiality reference*	Location of the sustainability information in the Annual Report 2025	Reporting Criteria**
Environment					
Energy					
Total renewable electricity consumption (purchased)	TJ	1,207	(1)	232	Methodological Note (page 219-226)
Total energy consumption	TJ	160,477	(1)	232	
Total production	Million N-ton	3.0	(1)	232	
Energy intensity ratio	GJ/ N-ton	52.7	(2)	232	
GHG Emissions					
Scope 1 GHG emissions	Million ton CO_2e	5.78	(1)	233	Methodological Note (page 219-226)
Scope 2 GHG emissions (market-based)	Million ton CO_2e	0.10	(1)	233	
Scope 1 GHG emissions (CO_2 to downstream)	Million ton CO_2e	3.18	(1)	233	
Total GHG emission - GHG protocol (scope 1+2)	Million ton CO_2e	5.88	(1)	233	
Total GHG emissions – EU ETS (scope 1+2+downstream)	Million ton CO_2e	9.06	(1)	233	
GHG emissions intensity ratio (scope 1+2)	Million ton CO_2e/ Million N-ton	1.93	(2)	233	
GHG emissions intensity ratio (scope 1+2+downstream)	Million ton CO_2e/ Million N-ton	2.97	(2)	233	
Water withdrawal					
Groundwater – Other water	Million m^3	7.68	(1)	235	Methodological Note (page 219-226)
Seawater – Other water	Million m^3	50.39	(1)	235	
Third-party – Freshwater	Million m^3	0	(1)	235	
Third-party –Other water	Million m^3	11.20	(1)	235	
Total water withdrawal	Million m^3	69.27	(1)	235	
Water withdrawn in regions with High or Extremely High Baseline Water Stress	%	100	(3)	235	

Sustainability information and reporting criteria (continued)

Sustainability information	Unit of measurement	Value as at and for the year ended 31 December 2025	Materiality reference*	Location of the sustainability information in the Annual Report 2025	Reporting Criteria**
Water discharge					
Groundwater – Other water	Million m^3	5.65	(1)	235	Methodological Note (page 219-226)
Seawater – Other water	Million m^3	37.10	(1)	235	
Third-party –Other water	Million m^3	1.69	(1)	235	
Total water discharge	Million m^3	44.44	(1)	235	
Water discharge in regions with High or Extremely High Baseline Water Stress	%	100	(3)	235	
Environment					
Water – Consumed and Stored					
Total water consumption	Million m^3	24.83	(1)	236	Methodological Note (page 219-226)
Water consumed in regions with High or Extremely High Baseline Water Stress	%	100	(3)	236	
Water intensity					
Water consumption intensity	Million m^3 / Million N-ton	8.14	(2)	236	Methodological Note (page 219-226)
Health and Safety					
Health and Safety - Employees					
Total recordable injury rate (TRIR)	Per 1,000,000 hours worked	0	(5)	237	Methodological Note (page 219-226)
Lost time injuries rate (LTIR)	Per 1,000,000 hours worked	0	(5)	237	
Fatality (result of work-related injury)	#	0	(4)	237	
Health and Safety					
Health and Safety – Contractors					
Total recordable injury rate (TRIR)	Per 1,000,000 hours worked	0.26	(5)	237	Methodological Note (page 219-226)
Lost time injuries rate (LTIR)	Per 1,000,000 hours worked	0.26	(5)	237	
Fatality (result of work-related injury)	#	0	(4)	237	
Health and Safety – Total					
Total Recordable Injury Rate (TRIR)	Per 1,000,000 hours worked	0.11	(5)	237	Methodological Note (page 219-226)
Total Lost Time Injury Rate (LTIR)	Per 1,000,000 hours worked	0.11	(5)	237	

Sustainability information and reporting criteria (continued)

Sustainability information	Unit of measurement	Value as at and for the year ended 31 December 2025	Materiality reference*	Location of the sustainability information in the Annual Report 2025	Reporting Criteria**
Responsible Business Practices					
Compliance					
Substantiated incidents of discrimination	#	0	(1)	240	Methodological Note (page 219-226)
Confirmed incidents of corruption	#	0	(1)	240	
Human Capital					
Total male employees	Headcount	2,422	(1)	242	Methodological Note (page 219-226)
Total female employees	Headcount	302	(1)	242	
Total employees	Headcount	2,724	(1)	243	
Employees Turnover					
Total male turnover	Headcount	108	(1)	244	Methodological Note (page 219-226)
Total female turnover	Headcount	22	(1)	244	
Total number of employees turnover	Headcount	130	(1)	244	

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

***The maintenance and integrity of Group's website is the responsibility of the Directors; the work carried out by us as practitioners does not involve consideration of these matters and, accordingly, we accept no responsibility of any changes that may have occurred to the reported sustainability information or the reporting criteria when presented on the Group's website.*

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 2025;
- 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 such internal controls as management determines is necessary to enable the preparation of the sustainability information, 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.

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.

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; and
- 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.

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.

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.

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 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 organizational 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; and
- considered the disclosure and presentation of the sustainability information.

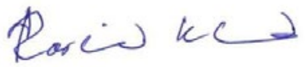
Other matter

The comparative sustainability information of the Group for the year ended 31 December 2023 was not subject to an external assurance engagement. Our assurance 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 4 November 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 Muhammad Khursheed

6 March 2026

08 Appendix II: Glossary



Glossary of Abbreviations and Key Terms

Abbreviations	
ADGM	Abu Dhabi Global Market
ADNOC	Abu Dhabi National Oil Company
AGM or GM	Annual General Meeting of Shareholders
AGU	Automotive Grade Urea
APM	Alternative Performance Measures
BACT	Best Available Control Technology
BN	Billion
CapEx	Capital expenditure
CO_2	Carbon dioxide
CO_2e	Carbon dioxide equivalent
COSO	Committee of Sponsoring Organizations of the Treadway Commission
DEF	Diesel Exhaust Fluid
EBIC	Egypt Basic Industries Corporation
EBITDA	Earnings Before Interest, Taxes, Depreciation, and Amortization
EFC	Egyptian Fertilizers Company
EIR	Environmental incident rate
EPS	Earnings per share
ESG	Environmental, Social, Governance
FCF	Free cash flow
FTE	Full Time Equivalent
GHG	Greenhouse gas
GJ	Gigajoule
GRI	Global Reporting Initiative
HC	Headcount
HSE	Health, Safety, and Environment
ICF	Internal Control Framework
IEA	International Energy Agency
IFA	International Fertilizer Association
IFRS	International Financial Reporting Standards
IPCC	Intergovernmental Panel on Climate Change

Abbreviations	
ISCC	International Sustainability and Carbon Certification
ktpa	Thousand tons per annum
LTI	Lost time injury
LTIR	Lost time injury rate
M	Million
Mm^3	Million cubic meters
MENA	Middle East and North Africa
MMBTU	Million British thermal unit
MPC	Maximum proven capacity
MT	Million metric tons
N/A	Not applicable
N_2O	Nitrous oxide
NF LoR	Non-financial Letter of Representation
NO_x	Nitrogen oxide
NPR	Not Previously Reported
OHSAS	Occupational Health and Safety Assessment Series
OpCo	Operating Company
OSHA	Occupational Safety and Health Administration
PSI	Process safety incident
REACH	Registration, Evaluation, Authorization, and Restriction of Chemicals
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goal
SO_2	Sulfur dioxide
STEM	Science, Technology, Engineering, and Maths
TCFD	Task Force on Climate-related Financial Disclosures
TJ	Terajoule
TRIR	Total recordable injury rate
TSR	Total shareholder return
Y-o-Y	Year-on-year