



## Energy Policy

ICL acts to create impact for a sustainable future, by implementing responsible practices in all lines of its operations.

We aim to do the right thing, in the right way, every day, by embracing the UN Sustainable Development Goals (SDG's) as our guiding principles and implementing them in everything we do.

ICL's Energy Policy supports the following SDG's:



### Energy is Key

ICL's Energy Policy is driven by our commitment to sustainability, operational excellence, and responsible energy management. We aim to reduce energy consumption, increase the use of renewable energy, and achieve significant cost savings, while enhancing our energy security and independence. By prioritizing energy efficiency and renewable sources, we seek to minimize our environmental impact, enhance productivity, and create long-term value.

### Governance

Our energy management is part of our climate-related strategy, that embodies a robust governance framework aligned with ICL's corporate and ESG governance structure and practices. ICL's CRO, a senior executive and member of ICL's T15 forum, is responsible for executing ICL's overall energy management and cascading it top-down. The policy in its entirety is monitored by ICL's energy and sustainability teams.

At the apex of this governance framework is our board of directors, supported by the Climate, Sustainability and Community Relations Committee (the CSC Committee). The CSC Committee is responsible for overseeing ICL's activities, ensuring that the necessary policies, systems, and personnel are in place to support safe, sustainable operations and the long-term viability of the Company. This includes key areas such as energy management, strategy, performance, and stewardship. Chaired by a board member with extensive environmental expertise, the CSC Committee provides focused attention to this critical domain and reports directly to our board of directors.

Additionally, the Management's Global Executive Committee (GEC) has appointed the GEC's Sustainability Committee as an advisory committee. This Committee is tasked with better monitoring and overseeing ICL's sustainability, climate and ESG related matters, including energy management, strategy, performance, and risk management.

### Key Principles Commitments & Goals

- ✓ By 2030, a reduction of 30% (GHG) emissions (scope 1&2) vs. baseline year.
- ✓ Commitment to the Science Based Targets initiative (SBTi) in setting an ambitious decarbonization plan, that will include raising the bar on targets set to date.
- ✓ By 2040, to increase the share of renewable energy consumption to 50% over the baseline year.
- ✓ Continuously aiming to reduce energy usage and increasing energy efficiency, by enhancing innovative solutions, upgrading control, and implementing new technologies.
- ✓ By 2050, to become carbon neutral.

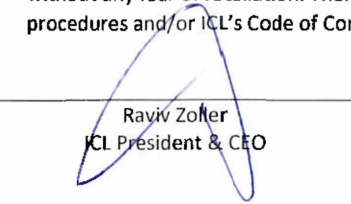


- ✓ Promoting systematic energy efficiency, requiring all relevant ICL sites (operational and production sites) to uphold international standards of Energy Management Systems and certify their systems according to ISO 50001 Energy standard.
- ✓ Initiating and implementing efficiency programs, such as our global “Ambition Creates Excellence” program, across all our operations to ensure responsible and efficient energy management, with the goal of reducing consumption.
- ✓ Monitoring and managing our energy consumption and operational efficiency enhancements.
- ✓ Defining and strictly monitoring energy efficiency requirements for procurement and on-boarding of new equipment.
- ✓ Encouraging energy efficiency and good energy practices with GHG management throughout our supply chain.
- ✓ Continuously improving our energy mix by increasing renewable energy and low-carbon energy sources, and decommissioning fossil fuel-based energy sources, including striving to expand our EV fleet and increasing renewable energy installations across our operations.
- ✓ Creating transparency regarding our energy performance, by reporting energy and greenhouse gas emissions related information verified by a 3<sup>rd</sup> party on annual bases.
- ✓ Reviewing and monitoring our energy objectives and targets annually, including establishing annual KPIs for our executive management, that incorporate improvement in energy related targets, such as achieving savings or energy consumption reductions through efficiency programs and increasing our share of renewable energy and low-carbon energy sources.
- ✓ Reporting our targets and allocating the adequate resources to achieve them.
- ✓ Communicating energy related matters with our internal and external stakeholders.
- ✓ Implementing energy related efforts aiming to mitigate and adapt to Climate Change, as well as to achieve emission reductions by energy efficiency improvements and use of renewable energy sources, all as part of ICL's decarbonization plan.
- ✓ Demonstrating commitment to continuous innovation and exploration of new opportunities to develop sustainable energy products and solutions that drive energy transition forward, supporting the global shift towards renewable energy sources.

*This Energy Policy underscores our commitment to responsible energy management and sustainability across our operations and supply chain. By collaborating with our partners and stakeholders, we will collectively aim to achieve our energy efficiency objectives while minimizing environmental impact and promoting sustainable practices.*

## Speak Up

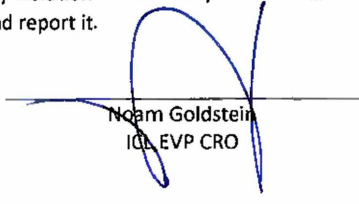
ICL promotes a culture of Speak Up that appreciate the importance in allowing employees to raise their voices and speak up without any fear of retaliation. Therefore, we encourage anyone who knows or suspects any violation of this Policy and related procedures and/or ICL's Code of Conduct, or any other potential misconduct to speak up and report it.



Raviv Zoller  
ICL President & CEO



Michal Geyza Harel  
EVP Chief Legal and Sustainability Officer



Noam Goldstein  
ICL EVP CRO