ICL Group's

Waste Management Approach & Methods 2025

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Introduction	**3**
A. Company Description	**4**
Overview	4
Structure, Markets and Industries	4
B. Organizational Boundaries	**6**
Table 1: List of properties	6
C. Operational Boundaries	**10**
Hazardous Waste	10
Non-hazardous Waste	10
D. Reporting Period	**10**
E. Unit of Measure	**10**
F. Organization's waste management policy and responsibility	**11**
G. Calculation Metrics and Methods	**16**
Data Collection, Internal Quality Assurance and Reporting	16
Estimates and Assumptions	16
H. Data Availability, Exclusions and Uncertainties	**16**
I. Key Resources	**17**
Disclaimer	**17**

ICL Group's Waste Management Approach & Methods 2025

Introduction

ICL Group has been systematically monitoring and reporting its waste disposal and recovery. The document is intended to provide a framework and reference for the data management approach utilized by ICL Group, developed to ensure reasonable accuracy and integrity of waste data collection, calculation, assurance and reporting. This waste data management program has been prepared in accordance with GRI Standard 306: Waste as adopted by ICL Group.

ICL Group intends to release the information listed above to its interested stakeholders as part of public ESG reports and through direct communications on a case-by-case basis with interested parties, such as: customers, regulators, analysts, ESG rating agencies and investors.

A | Company Description

Overview

ICL Group Ltd. is a leading global specialty minerals company, which creates impactful solutions for humanity's sustainability challenges in the food, agriculture, and industrial markets. ICL leverages its unique bromine, potash, and phosphate resources, its global professional workforce, and its sustainability focused R&D and technological innovation capabilities, to drive the ICL's growth across its end markets. For more information, please see ICL Group's 2025 audited Annual Financial Report.

Structure, Markets and Industries

ICL Group's integrated business model is mainly structured around three mineral value chains– bromine, potash and phosphate. These minerals are the main raw materials for most of the value-added downstream products in the company's portfolio. Its operations are organized under four reporting segments: Industrial Products (bromine), Potash, Phosphate Solutions and Growing Solutions. The segments represent a specific value chain in which ICL Group holds a leading position – either in terms of market share or cost competitiveness.

The Industrial Products segment primarily operates the bromine value chain, which includes elemental bromine and bromine compounds for various industrial applications. This segment also operates several complementary businesses, mainly phosphorous-based flame retardants and additional Dead Sea minerals for the pharmaceutical, food, oil and gas, and de-icing industries.

The Potash segment operates the potash value chain and includes primarily potash fertilizers and the magnesium business, a byproduct of potash production, which produces and sells pure magnesium and magnesium alloys, as well as chlorine and sylvinite.

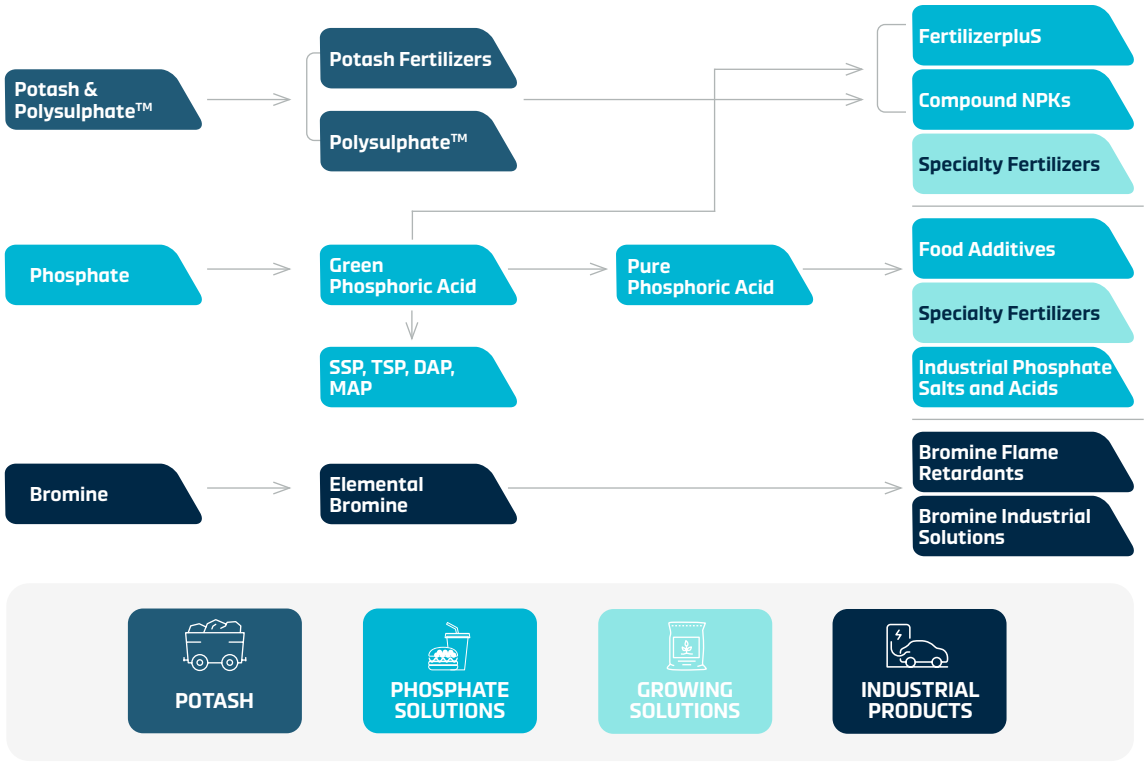
The Phosphate Solutions segment is based on the phosphate value chain. It includes specialty phosphate salts and acids for various food and industrial applications, as well as commodity phosphates, which are used mainly as fertilizers.

The fourth segment, Growing Solutions, includes the specialty fertilizers business.

A | Company Description

Structure, Markets and Industries

Value Chain



B | Organizational Boundaries

ICL Group has chosen to use the Operational Control approach for the purposes of consolidating and waste management disclosures.
Using this approach, data necessary for calculating the waste metrics was collected from the operations listed below, including all of ICL Group's manufacturing facilities and major logistical operations. Inactive sites with minimal activity are retained within inventory boundaries unless operations fully cease and assets are removed from ICL operation control.

Table 1: List of properties

Site Name	Site location	Country	Business Segment	Primary Activity
ICL Brazil São José dos Campos- SJDC	Sao Jose dos Campos	Brazil	**Phosphates**	Manufacturing plant
ICL Brazil Cajati	Cajati	Brazil	**Phosphates**	Manufacturing plant
ICL America do Sul Cruz alta	Cruz alta	Brazil	**Growing Solutions**	Manufacturing plant & research facility
ICL America do Sul Conchal	Conchal	Brazil	**Growing Solutions**	Research facility
ICL America do Sul Cidade Ocidental	Cidade	Brazil	**Growing Solutions**	Manufacturing plant
ICL America do Sul Iracemápolis	Iracemapolis	Brazil	**Growing Solutions**	Research facility
ICL America do Sul Mauá	Mauá	Brazil	**Growing Solutions**	Manufacturing plant
ICL America do Sul Uberlândia	Uberlândia	Brazil	**Growing Solutions**	Manufacturing plant
ICL America do Sul Suzano 1	Suzano	Brazil	**Growing Solutions**	Manufacturing plant
ICL America do Sul Suzano 2	Suzano	Brazil	**Growing Solutions**	Manufacturing plant
ICL America do Sul Jacarei 1	Jacarei	Brazil	**Growing Solutions**	Manufacturing plant
ICL America do Sul Jacarei 2	Jacarei	Brazil	**Growing Solutions**	Manufacturing plant
ICL U.S. Carondelet	Carondelet, Missouri	United States	**Phosphates**	Manufacturing plant
ICL U.S. Charleston	North Charleston, South Carolina	United States	**Growing Solutions**	Manufacturing plant

B | Organizational Boundaries

Table 1: List of properties

Site Name	Site location	Country	Business Segment	Primary Activity
ICL U.S. Gallipolis Ferry	Gallipolis Ferry, West Virginia	United States	**Industrial Products**	Manufacturing plant
ICL U.S. Lawrence	Lawrence, Kansas	United States	**Phosphates**	Manufacturing plant
ICL U.S. Summerville	Summerville, South Carolina	United States	**Growing Solutions**	Manufacturing plant. Currently inactive
ICL U.S. Indiana (Hammond)	Hammond, Indiana	United States	**Phosphates**	Technical Center
ICL China Shandong (SBCL)	Shandong	China	**Industrial Products**	Manufacturing plant
ICL China Shanghai Tari (STI)	Shanghai	China	**Phosphates**	Manufacturing plant. Currently inactive
ICL China TCKG, YBKGT	Yunnan	China	**Phosphates**	Manufacturing plant
ICL China YPH 3C & Haikou	Kunming, Yunnan	China	**Phosphates**	Manufacturing plant
ICL Australia Fibrisol	Heatherton	Australia	**Phosphates**	Manufacturing plant
ICL Austria Hartberg (Prolactal)	Hartberg	Austria	**Phosphates**	Manufacturing plant
ICL Belgium (NU3)	Belgium	Belgium	**Growing Solutions**	Manufacturing plant
ICL France Caffiers (Scora)	Calais	France	**Industrial Products**	Manufacturing plant
ICL Germany Amfert	Ludwigshafen	Germany	**Growing Solutions**	Manufacturing plant
ICL Germany Ladenburg (BK Giulini GmbH)	Ladenburg	Germany	**Phosphates**	Manufacturing plant
ICL Iberia Fuentes (Patojos)	Cartagena	Spain	**Growing Solutions**	Manufacturing plant

B | Organizational Boundaries

Table 1: List of properties

Site Name	Site location	Country	Business Segment	Primary Activity
ICL Iberia Fuentes (Totana)	Totana	Spain	**Growing Solutions**	Manufacturing plant
ICL Iberia Fuentes (Escombreras)	Cartagena	Spain	**Growing Solutions**	Warehouse and loading facility
ICL Iberia Sallent	Sallent, Catalonia	Spain	**Potash**	Manufacturing plant
ICL Iberia Súria	Catalonia, Súria	Spain	**Potash**	Manufacturing plant
ICL Netherlands Amfert	Amsterdam	Netherlands	**Growing Solutions**	Manufacturing plant
ICL Netherlands Heerlen	Heerlen	Netherlands	**Growing Solutions**	Manufacturing plant
ICL Netherlands Terneuzen	Terneuzen	Netherlands	**Industrial Products**	Manufacturing plant
ICL Turkey Rotem	Bandırma	Turkey	**Growing Solutions**	Manufacturing plant. Currently inactive with minimal activity required to support necessary services.
ICL U.K. Amega	Daventry	United Kingdom	**Growing Solutions**	Manufacturing plant
ICL U.K. Boulby	Cleveland	United Kingdom	**Growing Solutions**	Manufacturing plant
ICL U.K. London (Fibrisol)	London	United Kingdom	**Industrial Products**	Manufacturing plant
ICL U.K. Nutberry	Nutberry	United Kingdom	**Growing Solutions**	Manufacturing plant
ICL Germany Bitterfeld	Bitterfeld	Germany	**Industrial Products**	Manufacturing plant
Dead Sea Bromine (DSB)	Sodom	Israel	**Industrial Products**	Manufacturing plant
Dead Sea Magnesium (DSM)	Sodom	Israel	**Potash**	Manufacturing plant

B | Organizational Boundaries

Table 1: List of properties

Site Name	Site location	Country	Business Segment	Primary Activity
Dead Sea Works (DSW)	Sodom	Israel	**Potash**	Manufacturing plant
ICL DSS - Chem. Division	Sodom	Israel	**Industrial Products**	Manufacturing plant
ICL Haifa (F&C)	Kiryat Ata	Israel	**Growing Solutions**	Manufacturing plant
ICL Haifa IMI	Kiryat Ata	Israel	**Phosphates**	Laboratories
ICL Neot-Hovav	Neot Hovav	Israel	**Industrial Products**	Manufacturing plant
ICL Periclase	Mishor Rotem	Israel	**Industrial Products**	Manufacturing plant
ICL Rotem Oron	Oron	Israel	**Phosphates**	Manufacturing plant
ICL Rotem Site	Mishor Rotem	Israel	**Phosphates**	Manufacturing plant
ICL Rotem Zin	Zin	Israel	**Phosphates**	Manufacturing plant. Currently inactive with minimal activity required to support necessary services.
ICL Sdom CHP	Sdom, Israel	Israel	**Potash**	Power plant
ICL T&L Sherut (Sherut-Integrated Transportation)	Ashdod	Israel	**Growing Solutions**	Transport & Logistics
ICL T&L Tovala (Mifalei Tovala)	Ashdod	Israel	**Growing Solutions**	Transport & Logistics
Agmatix	Ramat Gan	Israel	**Growing Solutions**	Digital services
Growers	North Carolina	United States	**Growing Solutions**	Digital services

ICL Group has made the efforts to collect and aggregate data from all the operations listed above for all relevant waste streams (offsite).

C | Operational Boundaries

ICL Group has reported its 2025 waste streams
(that are disposed or recovered offsite) as follows:

Hazardous Waste

- Recovered waste (following GRI 306-4 Waste diverted from disposal)
- Disposed waste (following GRI 306-5 Waste directed to disposal)

Non-hazardous Waste

- Recovered waste (following GRI 306-4 Waste diverted from disposal)
- Disposed waste (following GRI 306-5 Waste directed to disposal)

D | Reporting Period

Calendar year 2025

E | Unit of Measure

Metric tonnes of waste.

F | Organization's waste management policy and responsibility

ICL tracks and manages all of its waste streams, and takes various steps to reduce waste and identify and maximize potential reuse and recycling of relevant waste streams. ICL has set annual waste reduction goals (both hazardous & non-hazardous wastes) that have been embedded in executive measures for success and as financial performance-based benefits for key executives.

Waste management is an integral part of ICL's EHS and sustainability approach. ICL recognizes its responsibility to manage and minimize the environmental impacts of its operations, including reducing waste of raw material use, product intake and waste associated with byproducts. See below ICL's Waste Management Policy.

ICL'S WASTE MANAGEMENT APPROACH

At ICL, our Waste management is an integral part of ICL's EHS and sustainability approach. ICL recognizes its responsibility to manage and minimize the environmental impacts of its operation, including reducing waste of raw material use, product intake and waste associated with byproducts. As a leading global minerals company, we acknowledge the importance of our actions, not only on our own operations but on the ecosystems and value chains we operate within as a whole.

ICL views sustainable waste management as a business opportunity, driving it to develop more efficient processes and products and find innovative solutions to promote resourcefulness and reduce the amount of waste produced by the Company. This view guides us throughout our operations, from the development of new products, assessing waste related risks in process design, promoting circular economy and resource-sharing between operational sites, to developing solutions to increase waste recyclability.

Our waste management approach is driven by our general approach of doing the right thing, in the right way, every day, as we embrace the UN Sustainable Development Goals (SDGs) as our guiding principles and implement them in everything we do.

Our efforts in waste management support the following SDGs:

F | Organization's waste management policy and responsibility

POLICY SCOPE

- This waste management policy was developed in alignment with ICL's business strategy and corporate culture and is a part of ICL's EHS and sustainability vision. It covers non-hazardous and hazardous waste streams that are produced by ICL's operations. The policy covers all ICL's operations and production sites around the world. Ponds and tails are addressed and managed according to ICL's Ponds and Tailing Policy and are not part of this Policy.
- ICL waste management policy is reviewed annually and updated as needed.

GOVERNANCE

- The governance structure of our waste management embodies a robust framework aligned with the Company's general governance structure and practices for sustainability and ESG.
- At its apex stands our board of directors and the board committee for Climate, Sustainability and Community Relations (the CSC Committee). The CSC Committee oversees ICL's activities and ensures the implementation of appropriate policies, systems, and personnel to support safe and sustainable operation and the long-term viability of the Company, including waste management, strategy, performance, and stewardship. The CSC Committee is chaired by an accomplished environmental expert board member, that ensures focused attention and expertise are dedicated to this critical domain and reports directly to our board of directors.
- The Management's Global Executive Committee (the GEC Committee) appointed the GEC's Sustainability Committee as it's an advisory committee to better monitor and oversee ICL's sustainability, climate and ESG related matters, including management, strategy, and performance of waste and related risks.
- ICL's EHS & Potash President, an executive manager and member of ICL's GEC forum, is responsible for executing ICL's overall waste management and cascading it top-down. The EHS & Potash President leads ICL's Operational Executive Committee (OEC), which comprises operational VPs, overseeing, among other things, EHS and sustainability matters in the various ICL sites and geographies, including waste management. Each OEC member heads teams and committees, relevant to their business units and operational sites, reporting to the OEC accordingly. At the operational level each ICL business unit is responsible for managing waste in accordance with ICL's waste management policy, through dedicated, site specific, waste management committees and programs, and for meeting the targets and KPIs set at the GEC and at the Board level.
- This layered governance model ensures a holistic, systematic, and proactive approach to waste management, firmly rooted in our commitment to sustainability across all operational levels. We strive to integrate waste management (as well as all other ESG considerations) into key decision-making processes and strategies where applicable and view it as a valuable component of our ability to deliver on our strategy.

F | Organization's waste management policy and responsibility

WASTE MANAGEMENT APPROACH

- At the core of our waste management approach is a steadfast commitment to providing sustainable solutions globally. Within our value chain, we actively pursue the efficient utilization of raw materials and byproducts, explore opportunities for alternative sourcing, and embrace circularity principles, all while implementing effective waste management practices in our operations. Integral to our research and development process is the deliberate embedding of waste considerations, encompassing both hazardous and non-hazardous aspects. Our product and services offering exemplifies our commitments, by contributing to waste reduction, extending product shelf life, facilitating materials recycling, utilizing alternative raw materials, and supporting environmentally responsible practices.
- Recognizing the complex and diverse nature of its international operations, ICL embraces a decentralized approach to waste management. While a comprehensive global policy sets forth the overarching framework and baseline standards, the day-to-day management is empowered by dedicated local teams. Each ICL site develops and implements an internal waste management program tailored to its specific waste streams, operational needs, and local regulatory requirements, in accordance with the Company's overall waste strategy, guiding principles and reduction targets.
- In alignment with ICL's sustainability strategy, we believe data serves as the cornerstone for optimal management. By providing decision-making insights based on an accurate data allows us to identify trends, fulfill key performance indicators, and measure overall effectiveness. Accordingly, ICL monitors the waste-related data, and waste measurements are being verified annually by external third parties to ensure the data is reliable and accurate.
- Compliance with regulations, laws and standards is part of ICL's EHS policy. ICL invests efforts and works with regulators, to ensure compliance with the relevant regulations and to obtain and uphold all applicable permits and licenses required for the management, treatment and disposal of hazardous and non-hazardous waste, and to submit all required audits and reports to the relevant regulatory entities.
- As we strive for excellence in our industry and to ensure compliance and uphold best practices of professional standards for sustainable management, ICL is dedicated to securing ISO 14001 certifications for all of its production sites.
- ICL sites undergo external comprehensive EHS audits once every 3 years that include waste management operations, to ensure alignment with the Company's policy, reinforcing compliance regulations. Additionally, annual external audits are conducted to verify compliance with the ISO 14001 standard. Furthermore, waste-related compliance is assessed in periodic EHS internal audits that are conducted at each of ICL's production sites during each year. These audits encompass the monitoring of waste treatment and disposal processes.
- As part of the Company's waste management efforts, in alignment and compliance with regulatory requirements, ICL strives to find solutions for the recovery and disposal of historic waste, including by seeking the development of technological capabilities and partnerships.
- Data and progress on aspects of waste management are to be disclosed to the public in ICL's annual ESG report, or in a similar manner.

F | Organization's waste management policy and responsibility

WASTE MANAGEMENT HIERARCHY

- ICL waste management approach is based on a waste hierarchy, established in reference to international standards, as the European Waste Hierarchy. Through this approach ICL is striving to minimize the intake of raw materials and divert as much waste from landfill as possible.
- **Prevention of waste generation through process design** – From the initial development stages, ICL's R&D teams adhere to clear waste-related requirements for product approval. ICL continuously optimizes existing processes to identify and implement further waste reduction opportunities.
- **Reducing waste through circular economy** – ICL actively implements circular economy strategies within its operations. ICL's cross-site circular economy program facilitates internal material repurposing and minimizes external waste streams. Additionally, the Company actively seeks partnerships with external companies and organizations to find new uses for excess materials that are unsuitable for internal use.
- **Recycling waste** – ICL is committed to increasing the scope of recycled waste across its operations. The Company is working with locally certified recycling vendors. ICL is working to improve its internal waste sorting techniques to support recycling capabilities.
- **Recovery** – ICL employs energy recovery methods for waste treatment in relevant sites, via certified vendors. The Company is prioritizing energy recovery methods whenever it is possible.
- **Disposal** – When waste streams reach the end of their feasible recovery potential, ICL remains committed to responsible disposal. This commitment involves partnering with certified vendors who adhere to stringent environmental standards and comply with all local regulations.

WASTE MANAGEMENT GOALS

ICL is committed to improving its waste management performance year over year.
To that end, ICL sets Company-wide goals of minimizing waste.

OPPORTUNITIES IN ALTERNATIVE RAW MATERIALS

ICL aims to disrupt its linear supply chains, aligning with its sustainability strategy by exploring opportunities for alternative raw materials and developing innovative materials to mitigate environmental impact and reduce dependence on virgin raw materials for fertilizer production.

F | Organization's waste management policy and responsibility

PROMOTING WASTE PROGRESS THROUGH TECHNOLOGY

Technology is a key factor in ICL's approach to waste management. The Company is developing and improving its capabilities to monitor and automate waste-related processes. Through these processes the Company is able to get better understanding of the challenges each site is facing and find the appropriate solutions.

HAZARDOUS WASTE MANAGEMENT

ICL is committed to minimizing the amount of hazardous waste as well as non-hazardous waste. The Company manages hazardous waste according to its waste hierarchy, local regulations requirements and its global EHS policy.

For more information and the full waste management policy, see ICL's Group Waste Management Policy.

Several of ICL's sites have waste streams that contain hazardous materials that require specialized treatment. Some of ICL's by-products and waste streams serve as input materials for other production processes, either internally or as a part of larger industrial symbiosis. At other production sites (mainly in Europe), ICL uses streams from other companies as part of a broader value chain. ICL is making efforts to close the loop for both its production processes and its products.

In addition, ICL is analyzing its waste streams in high resolution for the purpose of calculating it as part of its Scope 3 GHG emissions.

G | Calculation Metrics and Methods

Data Collection, Internal Quality Assurance and Reporting

To support ICL's transparency in ESG metrics disclosures & analysis, and in effort to achieve waste reduction goals (both hazardous & non-hazardous wastes), ICL has set up a corporate-wide data management program that ensures data collection and assembly from ICL's operational facilities, following best practices and classifications developed by the European Union Waste Directives (see references to EU Waste Catalogue and guidelines in section I. Key Resources). Furthermore, ICL is in the midst of characterizing and digitizing the broad range of activity data required for ESG monitoring, reporting and assurance. ICL utilizes an environmental data management system powered by ECO-OS as a single-point-of-record for the various regulatory and voluntary tasks.

Waste data is aggregated by weight and recorded on ICL's environmental data management systems, on a monthly, quarterly or yearly basis according to the relevant standards and local requirements. ICL is constantly tracking and monitoring the respective waste data in accordance with its internal quality assurance procedures and practices.

Effluents that are sent to external wastewater treatment facilities are not accounted as waste but as wastewater and are disclosed as such in ICL's ESG reports.

Waste information is consolidated annually on the group level and disclosed at ICL's annual Corporate Responsibility (ESG) public Report.

Estimates and Assumptions

Classification of the waste streams followed the European Waste Catalogue - a comprehensive classification system that covers ICL Group's activities. In geographical regions where the classification diverged from the European Waste Catalogue, waste streams were classified as hazardous or non-hazardous based on the definitions of local regulations.

H | Data Availability, Exclusions and Uncertainties

Acquisition of new assets.

During 2024, ICL acquired Nitro 1000, a Brazilian manufacturer, developer and provider of biological crop inputs that replace or optimize the use of fertilizers. In addition, ICL completed the acquisition of Custom Ag Formulators, a North American provider of agriculture formulations and products customized for growers. The waste data of these sites will be integrated into ICL inventory starting 2026.

Site-specific limitations.

During 2024, ICL Turkey Rotem has been partially inactive with minimal activity required to support necessary services and ceased all activity in the first quarter of 2025.

I | Key Resources

Standards and Guidance

1. GRI Standards - GRI Standard 306: Waste 2020 – Disclosures 306-4 Waste diverted from disposal and 306-5 Waste directed to disposal of the GRI standards.
https://www.globalreporting.org/standards/download-the-standards/

2. Guidance on using the European Waste Catalogue (EWC) to code waste. 2016. Scottish Environmental Protection Agency (SEPA)
https://www.sepa.org.uk/media/163421/ewc_guidance.pdf

Additional Sources

3. European Waste Catalogue and Hazardous Waste List. 2001.
https://naturalresources.wales/media/2792/european-waste-catalogue.pdf

4. ICL Group Waste Management Policy.
https://www.icl-group.com/wp-content/uploads/2024/06/1717325457_ICL_Waste_Managment_Policy-1.pdf

Disclaimer

The Company has made good faith and reasonable efforts to ensure the accuracy of the information presented in this waste management methodology disclosure.

This report and associated materials have been prepared utilizing international and industry standard methodologies to describe our approach towards the calculations of waste. Although Company believes the report and its information to be reliable, neither a guarantee, nor a warranty express or implied is made regarding the information provided, as it may be subject to updates and revisions as additional information becomes available in the future or certain third-party data required for the preparation of this report is amended. While we strive to use reputable sources, the Company is not responsible for the accuracy or reliability of third-party data, and no endorsement or warranty is provided for such information. The information provided herein is not intended to be a substitute for any technical, regulatory, legal or other professional advice, in any relevant jurisdiction, on any subject matter.