

Targets of ESG Strategy 2025

Moscow 2022

URALKALI



Basic ESG topics

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Environment

- ▶ Increase share of production waste utilized through backfilling by 10%
- ▶ Develop a biodiversity conservation program - 2022 **new**
- ▶ Reduce SO₂ emissions by 25% **new**

Product safety

- ▶ Confirm compliance of fertilizers with national Green Standard - 2022 **new**
- ▶ ISO 9001 certification of quality management system - 2022 **new**

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Safety

- ▶ Reduce severe accident rate by 10% (annually)
- ▶ 100% of production assets covered by ISO 45001 certification

Local communities

- ▶ Implement development programs in the towns of presence

Human rights

- ▶ 100% of assets covered by human rights due diligence

Employee well-being

- ▶ Voluntary turnover rate under 6.5% **new**
- ▶ Health-related absenteeism rate under 7% **new**

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Governance

- ▶ Adjust composition of the Board of Directors in line with best international ESG practices

Anti-corruption

- ▶ 100% of employees with corruption exposure regularly informed about anti-corruption and anti-fraud matters

New challenges

Climate change

- ▶ Reduce carbon intensity (Scope 1 and 2) by 10% by 2025 and by 20% by 2030 **new**
- ▶ Increase share of green power in total consumption to 20% by 2025 and to 45% by 2030 **new**
- ▶ Achieve carbon neutrality by 2050 **new**

Sustainable agriculture

- ▶ Over 20,000 farmers covered by agronomical literacy programs

Supply chain

- ▶ Over 50% of purchases (in terms of volume) covered by supplier and contractor ESG compliance assessment **new**

new As a result of work done in 2021, the ESG strategy was enhanced and the list of ESG targets was supplemented with new targets.

Targets set for 2025 unless otherwise indicated.