



ADAMA

# ADAMA ESG Report 2023 Disclosures

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# Global Reporting Initiative (GRI) Content Index

## General Disclosure

GRI 2: General Disclosures 2021		GRI	
1. The organization and its reporting practices	Organizational details	2-1	ADAMA Ltd. is a global leader in crop protection, providing solutions to farmers across the world to combat weeds, insects and disease. ADAMA has one of the widest and most diverse portfolios of active ingredients in the world, state-of-the-art R&D, manufacturing and formulation facilities, together with a culture that empowers our people in markets around the world to listen to farmers and ideate from the field. This uniquely positions ADAMA to offer a vast array of distinctive mixtures, formulations and high-quality differentiated products, delivering solutions that meet local farmer and customer needs in over 100 countries globally
	Entities included in the organization's sustainability reporting	2-2	ADAMA LTD., ADAMA Agricultural Solutions Ltd. (a wholly-owned subsidiary of the company), ADAMA Anpon (Jinagsu) Ltd. (a wholly-owned subsidiary of the company)
	Reporting period, frequency and contact point	2-3	2023, Annual reporting, Chief Sustainability Officer: Oriella Ben Zvi <Oriella.Ben.Zvi@adama.com>
	External assurance	2-5	KPMG - <a href="#">Link to report</a>
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	Process to determine material topics	3-1	See <a href="#">Introduction</a> Chapter
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	Management of material topics	3-3	In each material subject relevant chapter, there is an explanation of commitment, approach, targets, processes, initiatives, progress monitoring and looking forward

# Financial Disclosure - Economic Impact

Direct and indirect economic value generated - in Thousand USD

Data Description	GRI	2020	2021	2022	2023
Direct economic value generated: revenues (total net sales)	201-1	4,127,751	4,813,041	5,569,988	4,660,554
<b>Economic value distributed:</b>					
Total payments to employees including wages and benefits (pension, social security, etc.)	201-1	521,969	560,386	610,612	629,103
Total payments to suppliers	201-1	3,150,073	3,409,752	4,449,466	3,590,434
Total amount paid to providers of capital	201-1	9,162	12,349	11,591	21,857
Capital expenditure	201-1	214,000	410,655	396,632	336,600
Payments to governments (taxes, etc.)	201-1	38,567	53,813	85,686	60,636
Total community investments	201-1	2,807	2,599	2,827	2,118
<b>Total economic value distributed</b>	<b>201-1</b>	<b>3,933,771</b>	<b>4,446,955</b>	<b>5,556,814</b>	<b>4,640,748</b>



### Total Sales in Million USD

2020	2021	2022	2023
4,127	4,813	5,570	4,661

### Sales by Product Category in Million USD

Product category	2020	2021	2022	2023
Herbicides	1,707	1,972	2,479	1,969
Insecticides	1,175	1,425	1,505	1,334
Fungicides	857	952	1,048	965
Non Agro	389	464	538	393



### Sales by Regional Performance in Million USD

Regions	2020	2021	Updated Regions	2022	2023
Europe	1,036	1,072	Europe, Africa & Middle East (EAME)	1,352	1,240
North America	776	917	North America	1,027	820
Latin America	1,088	1,276	Latin America & Brazil	1,592	1,292
Asia-Pacific	332	385	Asia-Pacific (APAC)	863	758
<i>of which China</i>	324	513	China	735	550
India, Middle East and Africa	572	650	<b>APAC (with China)</b>	<b>1,598</b>	<b>1,308</b>

As of 2023, the India, Middle East & Africa (IMA) region has been reorganized such that the countries formerly included in this region are now included in the Europe region (renamed EAME) or in the Asia Pacific region.

# Environmental Disclosure

In 2019-20, the data boundary is expanded to also include two large sites in China - Sanonda and Anpon in addition to ADAMA Solutions data.

Data Description	2019	2020	2021	2022	2023	Comments 2020	Comments 2021	Comments 2022	Comments 2023	Relevant Chapter
<b>Energy (GRI 302-1)</b>										
<b>Total Energy consumption (TJ)</b>	12,480	10,966	10,516	12,503	10,425		Includes Huifeng (2nd semester), Lycored and Chilean production site	Due to regained production at Sanonda and Huifeng. Not including our subsidiaries Lycored and ExperGrow		Our Environmental Sustainability
<b>Energy Intensity (TJ/ million USD revenues)</b>	3.12	2.66	2.18	2.23	2	2018 revenues used in calculation represent ADAMA Solutions only, while 2019-20 also include Sanonda and Anpon revenues		Our 2022 Revenue - 5,600M USD		Our Environmental Sustainability
<b>Total Direct Energy (TJ)</b>	7,964	4,908	4,686	5,046	3,810			Not including Hydrogen and Biomass (wood)		Our Environmental Sustainability
<b>Coal (TJ)</b>	6,735	3,753	3,210	3,838	2,662	All coal is derived from the 2 Chinese sites (Sanonda and Anpon). Consumption reduced in 2020 due to closure of a coal-operated power plant				Our Environmental Sustainability
<b>Natural Gas (TJ)</b>	556	753	1,125	945	950					Our Environmental Sustainability

Data Description	2019	2020	2021	2022	2023	Comments 2020	Comments 2021	Comments 2022	Comments 2023	Relevant Chapter
Fuel Oil (TJ)	87	85	80	80	78					Our Environmental Sustainability
Diesel (TJ)	39	34	40	47	30					Our Environmental Sustainability
LPG (TJ)	41	37	20	25	22					Our Environmental Sustainability
Other fossil fuels (TJ)	506	246	127	112	68		Not including Hydrogen and Biomass (wood)			Our Environmental Sustainability
Total Indirect Energy (TJ)	4,516	6,023	5,831	7,385	6,615					Our Environmental Sustainability
External Electricity (TJ)	3,448	4,539	4,082	5,389	5,035	Consumption increased in 2020, replacing the electricity previously generated in the closed power plant				Our Environmental Sustainability
External Steam (TJ)	1,068	1,485	1,749	1,996	1,580	Consumption increased in 2020, replacing the steam previously generated in the closed power plant				Our Environmental Sustainability
Renewable Energy Used (TJ)	50	34	51	64	1,025		Based on energy mix of electricity supplier	Based on energy mix of electricity supplier and internal PV production	Electricity consumption from the grid that originates from renewable energy	Our Environmental Sustainability



Data Description	2019	2020	2021	2022	2023	Comments 2020	Comments 2021	Comments 2022	Comments 2023	Relevant Chapter
<b>Greenhouse Gas emission (GRI 305)</b>										
Scope 1+2 GHG emissions (tonne CO2e)	1,429,852	1,273,618	1,210,860	1,422,292	1,218,691	2020 data was refined to site specific or state specific	Includes Huifeng (2nd semester), Lycored and Chilean production site	Due to regained production at Sanonda and Huifeng. Not including our subsidiaries Lycored and ExperGrow		Our Environmental Sustainability
GHG Intensity (tonne CO2e/ million USD revenues)	358	309	252	254	262	2018 revenues used in calculation represent ADAMA Solutions only, while 2019-20 also include Sanonda and Anpon revenues		Our 2022 Revenue - 5,600M USD		Our Environmental Sustainability
Scope 1 emissions: on-site fuels (tonne CO2e)	688,557	421,172	413,466	444,707	333,367	2020 data was refined to site specific or state specific				Our Environmental Sustainability
Scope 1 emissions: company vehicles (tonne CO2e)	not measured	11,391	24,287	15,646	11,510	2020 data only represents activity from November and onwards, when the company started measuring these emissions				Our Environmental Sustainability
Scope 2 emissions: indirect energy (tonne CO2e)	741,295	852,446	797,393	977,585	885,325	2020 data was refined to site specific or state specific				Our Environmental Sustainability

Data Description	2019	2020	2021	2022	2023	Comments 2020	Comments 2021	Comments 2022	Comments 2023	Relevant Chapter
<b>Water (GRI 303)</b>										
<b>Total Water Consumption (m<sup>3</sup>)</b>	10,289,074	11,624,389	13,565,073	11,066,527	9,743,757	Increase in 2020 is mostly derived from a change in measurement methodologies, as new digital meters were installed in some ADAMA China facilities	Includes Huifeng (2nd semester), Lycored and Chilean production site	Not including our subsidiaries Lycored and ExperGrow		Our Environmental Sustainability
<b>Water Intensity (m<sup>3</sup>/ million USD revenues)</b>	2,574	2,816	2,818	1,976	2,091	2018 revenues used in calculation represent ADAMA Solutions only, while 2019-20 also include Sanonda and Anpon revenues		Our 2022 Revenue - 5,600M USD		Our Environmental Sustainability
<b>Total Wastewater discharged (m<sup>3</sup>)</b>	6,434,057	9,398,207	9,511,529	7,808,500	7,270,658	Increase in 2020 is mostly derived from a change in measurement methodologies, as new digital meters were installed in some ADAMA China facilities				Our Environmental Sustainability
<b>Total Wastewater reclaimed (m<sup>3</sup>) (data only represents Makhteshim site)</b>	282,155	220,690	160,531	71,545	156,000			RO systems shutdown due to upgrade		Our Environmental Sustainability
<b>TOC in effluents (tonne)</b>	284	369	682	258	177			Upgraded wastewater treatment plants in China		Our Environmental Sustainability

Data Description	2019	2020	2021	2022	2023	Comments 2020	Comments 2021	Comments 2022	Comments 2023	Relevant Chapter
COD in effluents (tonne)	852	1,107	2,046	775	531					Our Environmental Sustainability
TSS in effluents (tonne)	235	254	234	214	95					Our Environmental Sustainability
Herbicides discharged (tonne) (data only represents herbicides released directly to the environment from the Agan site. All other herbicides in all sites are directed to treatment facilities)	1.10	0.84	0.799	0.77	1					Our Environmental Sustainability

**Air Emissions (GRI 305-6)**

Particulate matter (tonne)	not measured	14	28	29	34		Includes Huifeng (2nd semester), Lycored and Chilean production site	Not including our subsidiaries Lycored and ExperGrow		Our Environmental Sustainability
NOx emissions (tonne)	330	131	159	176	162	The 2020 decrease is due to the shut-down of one coal-based power plant in China, and due to new reduction equipment installed in a second plant				Our Environmental Sustainability

Data Description	2019	2020	2021	2022	2023	Comments 2020	Comments 2021	Comments 2022	Comments 2023	Relevant Chapter
SOx emissions (tonne)	178	25	41	60	44	The 2020 decrease is due to the shut-down of one coal-based power plant in China, and due to new reduction equipment installed in a second plant				Our Environmental Sustainability
VOC emissions (tonne)	82	89	81	99	108					Our Environmental Sustainability
<b>Solid Wastes (GRI 306)</b>										
Total Hazardous Waste (tonne)	44,766	121,262	158,735	143,752	101,296	The increase in 2020 figures is due to the inclusion of significant by-product streams that were not previously included in ADAMA's hazardous waste figures	Includes Huifeng (2nd semester), Lycored and Chilean production site	Not including our subsidiaries Lycored and ExperGrow		Our Environmental Sustainability
Hazardous waste to landfill/incineration (tonne)	40,827	40,649	49,464	61,230	52,506	For 2018: Only overall waste is available, w/o treatment methods				Our Environmental Sustainability
Hazardous waste to recycling (tonne)	3,939	80,613	109,271	82,522	48,790	For 2018: Only overall waste is available, w/o treatment methods				Our Environmental Sustainability

Data Description	2019	2020	2021	2022	2023	Comments 2020	Comments 2021	Comments 2022	Comments 2023	Relevant Chapter
Total Non-Hazardous Waste (tonne)	108,804	79,256	78,061	37,240	50,703	The increase in 2020 figures is due to the inclusion of significant by-product streams that were not previously included in ADAMA's hazardous waste figures		Improving technologies	Due to the work to move the Makhteshim Be'er Sheva site to Neot Hovav.	Our Environmental Sustainability
Non-Hazardous waste to landfill/incineration (tonne)	107,165	72,646	71,049	30,830	40,695	For 2018: Only overall waste is available, w/o treatment methods		Improving technologies		Our Environmental Sustainability
Non-Hazardous waste to recycling (tonne)	1,639	6,611	7,013	6,410	10,008	For 2018: Only overall waste is available, w/o treatment methods				Our Environmental Sustainability
<b>Environmental Management</b>										
Expenditures on Environmental Protection (Million USD)	9	19	60	59	46				Including Sanonda, Anpon & Huifeng	Our Environmental Sustainability
Investments on Environmental Protection (Million USD)	48	51	54	58	65				Including Sanonda, Anpon & Huifeng	Our Environmental Sustainability
Sites certified to ISO 14001 or to an eqv. Standard (%)	NA	64%	57%	57%	57%	Measured from 2020 onwards	Huifeng and Colombia			Our Environmental Sustainability

Data Description	2019	2020	2021	2022	2023	Comments 2020	Comments 2021	Comments 2022	Comments 2023	Relevant Chapter
<b>Environmental Compliance</b>										
<b>Environmental Fines (Million USD)</b>	0.1	0	0.01	0.04	0	2019: two immaterial fines received in China due to short-term exceedance of emission permits for wastewater and air emissions. Both issues have since been resolved.		Overdue inspection on pressure pipeline in Huifeng, China		Our Environmental Sustainability
<b>Significant Environmental Incidents</b>	3	4	4	2	1	Following each significant incident, the company investigates the incident causes and circumstances. A corrective action plan is prepared and then implemented.				Our Environmental Sustainability



# Social Disclosure

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
<b>Quality Employment</b>							
Total number of employees on payroll (head count/FTE)	2-8	7,759	7,505	9,162	9,208	8,872	Our People and Communities
> Women	2-8	1,825	1,800	2,236	2,292	2,231	Our People and Communities
> Men	2-8	5,934	5,705	6,926	6,916	6,641	Our People and Communities
Total number of full-time employees (head count/FTE)	2-8	7,719	7,562	9,145	9,187	8,846	Our People and Communities
> Women	2-8	1,793	1,800	2,222	2,278	2,213	Our People and Communities
> Men	2-8	5,926	5,676	6,923	6,909	6,633	Our People and Communities
Total number of part-time employees (head count/FTE)	2-8	40	29	17	21	26	Our People and Communities
> Women	2-8	32	22	14	14	18	Our People and Communities
> Men	2-8	8	7	3	7	8	Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
<b>Employee Category</b>							
Manufacturing	2-7	3,034	2,817	3,871	3,787	4,911	Our People and Communities
R&D	2-7	264	243	250	262	289	Our People and Communities
Sales & Registration	2-7	1,835	1,739	1,939	1,935	2,622	Our People and Communities
Management & Administration	2-7	485	469	500	539	1,050	Our People and Communities
Other	2-7	2,141	2,237	2,602	2,685	-	Our People and Communities
<b>Total</b>	2-7	<b>7,759</b>	<b>7,505</b>	<b>9,162</b>	<b>9,208</b>	<b>8,872</b>	Our People and Communities

*\* In 2023 we updated and unified the company's classification methodology of the categories in order to create uniformity in all company reports*

<b>Diversity and Equal Opportunity</b>							
Total employees senior managers	405-1	131	129	125	118	96	Our People and Communities
Total employees middle managers	405-1	621	678	810	793	819	Our People and Communities
Total employees non-managers	405-1	6,986	6,660	8,207	8,278	7,944	Our People and Communities
Total top management	405-1	21	19	20	19	13	Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
Women top management	405-1	2	2	2	2	1	Our People and Communities
Women senior managers	405-1	24	25	25	26	24	Our People and Communities
Women middle managers	405-1	161	176	212	194	204	Our People and Communities
Women non-managers	405-1	1,638	1,597	1,997	2,070	2,002	Our People and Communities
Men top management	405-1	19	17	18	17	12	Our People and Communities
Men senior managers	405-1	107	105	100	92	72	Our People and Communities
Men middle managers	405-1	460	508	598	599	615	Our People and Communities
Men non-managers	405-1	5,348	5,075	6,210	6,208	5,942	Our People and Communities
% Women in workforce	405-1	23.5%	24.0%	24.4%	24.9%	25.1%	Our People and Communities
% Women in management roles	405-1	24.2%	24.6%	25%	23.9%	24.7%	Our People and Communities
% Women in senior management roles	405-1	18.3%	19.4%	20%	22%	25%	Our People and Communities
Total top managers - under age 30	405-1	0	0	0	0	0	Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
Total top managers - age 30-50	405-1	4	2	2	2	1	Our People and Communities
Total top managers age - age 50 and up	405-1	18	17	18	17	12	Our People and Communities
Total senior managers - under age 30	405-1	0	0	0	0	0	Our People and Communities
Total senior managers - age 30-50	405-1	55	49	43	37	32	Our People and Communities
Total senior managers age - age 50 and up	405-1	76	80	81	81	64	Our People and Communities
Total middle managers - under age 30	405-1	7	4	4	2	1	Our People and Communities
Total middle managers - age 30-50	405-1	446	460	526	532	529	Our People and Communities
Total middle managers - age 50 and up	405-1	166	214	279	259	289	Our People and Communities
Total non-managers - under age 30	405-1	833	603	591	647	581	Our People and Communities
Total non-managers - age 30-50	405-1	4,540	4,447	5,172	5,170	4,940	Our People and Communities
Total non-managers - age 50 and up	405-1	1,602	1,610	2,444	2,461	2,423	Our People and Communities
Total employees - under age 30	405-1	840	607	595	649	582	Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
Total employees - age 30-50	405-1	5,045	4,958	5,743	5,741	5,502	Our People and Communities
Total employees - age 50 and up	405-1	1,862	1,921	2,824	2,818	2,788	Our People and Communities
% employees over 50 in workforce	405-1	24%	25.6%	30.8%	30.6%	31.4%	Our People and Communities
% employees over 50 in management roles	405-1	33.6%	37.7%	39.6%	38.4%	39.3%	Our People and Communities
Number of employees covered by collective bargaining agreements	407	NA	1,576 (21%)	1,532 (16%)	1,513 (16.4%)	1,383 (15.6%)	Our People and Communities
Women	407	NA	NA	3%	3.3%	3%	Our People and Communities
Men	407	NA	NA	13%	13.1%	12.6%	Our People and Communities
<b>New Employee Hires and Employee Turnover</b>							
<b>Total number and rate of new employee hires by age group and gender</b>							
Women <30	401-1	NA	NA	97	110	84	Our People and Communities
Women 30-50	401-1	NA	NA	525	298	187	Our People and Communities
Women >50	401-1	NA	NA	66	26	29	Our People and Communities
Men <30	401-1	NA	NA	256	217	192	Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
Men 30-50	401-1	NA	NA	1,098	583	459	Our People and Communities
Men >50	401-1	NA	NA	747	78	55	Our People and Communities
Total new hires <30	401-1	NA	NA	353	327	276	Our People and Communities
Total new hires 30-50	401-1	NA	NA	1,623	881	646	Our People and Communities
Total new hires >50 Including New Company ADAMA Huifeng & ADAMA Dibai	401-1	NA	NA	813	104	84	Our People and Communities
Total new hires	401-1	944 (112 managers)	719 (65 managers) * Due to reorganization and relocation in China	2,808 (191 managers)	1,312 (79 managers)	1,006 (62 managers)	Our People and Communities
<b>Total number and rate of employee turnover by age group and gender</b>							
Women <30	401-1	NA	NA	24	34	53	Our People and Communities
Women 30-50	401-1	NA	NA	165	250	219	Our People and Communities
Women >50	401-1	NA	NA	68	88	93	Our People and Communities



Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
Men <30	401-1	NA	NA	81	94	101	Our People and Communities
Men 30-50	401-1	NA	NA	478	504	562	Our People and Communities
Men >50	401-1	NA	NA	333	296	314	Our People and Communities
Total leavers <30	401-1	NA	NA	105	128	154	Our People and Communities
Total leavers 30-50	401-1	NA	NA	643	754	781	Our People and Communities
Total leavers >50	401-1	NA	NA	401	384	407	Our People and Communities
Total leavers	401-1	866	870 * Due to reorganization and relocation in China	1,149 (135 managers)	1,266 (169 managers)	1,342 (110 managers)	Our People and Communities
Total rate of employee turnover *	401-2	12.18%	12.80%	13.70%	13.30%	14.70%	Our People and Communities
Open positions filled by internal candidates		NA	25%	35%	31%	32%	Our People and Communities

\*The formula used for turnover rate calculation is based on a monthly basis data of total leavers/voluntary leavers in relation to changes in workforce multiplied by possible working days.

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
<b>Pay Gap</b>							
Ratio of basic salary and remuneration of women to men in USD, by level							
Top Management	405-2	113%	109%	112%	108%	100%	Our People and Communities
Senior Management	405-2	109%	105%	114%	119%	120%	Our People and Communities
Middle Management	405-2	100%	97%	93%	95%	101%	Our People and Communities
Non-management employees	405-2	77%	76%	72%	75%	72%	Our People and Communities
<b>Training and Education</b>							
Training hours for women senior managers	404-1	NA	NA	NA	~6,890 hours in formal training and leadership development programs + ~270 hours of additional training	~1,600 hours in formal training and leadership development programs + ~250 hours in additional training	Our People and Communities
Training hours for women middle managers	404-1	NA	NA	NA	540 hours in formal training and leadership development programs + ~1,950 hours of additional training	~730 hours in formal training and leadership development programs + ~2,000 hours in additional training	Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
Training hours for women non-managers	404-1	NA	NA	NA	~19,600 hours	~36,000 hours	Our People and Communities
Total number for training hours for women	404-1	NA	NA	NA	~29,250 hours	~40,580 hours	Our People and Communities
Training hours for men senior managers	404-1	NA	NA	NA	~19,000 hours in formal training and leadership development programs + ~1,010 hours of additional training	~7,700 hours in formal training and leadership development programs, and ~ 670 hours in additional training	Our People and Communities
Training hours for men middle managers	404-1	NA	NA	NA	720 hours in formal training and leadership development programs + ~6,000 hours of additional training	~850 in formal training and leadership programs + ~11,100 hours additional training	Our People and Communities
Training hours for men non-managers	404-1	NA	NA	NA	~57,030 hours	~107,000 hours	Our People and Communities
Total number of training hours for men	404-1	NA	NA	NA	~83,760 hours	~127,320 hours	Our People and Communities
Total number of training hours for all employees	404-1	NA	NA	NA	~11,3010	~167,900 hours	Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
<b>Average hours of training per year per employee by gender</b>							
Average training hours per employee	404-1	NA	NA	NA	12.3 hours	19 hours	Our People and Communities
Average training hours per woman	404-1	NA	NA	NA	12.8 hours	18 hours	Our People and Communities
Average training hours per man	404-1	NA	NA	NA	12.1 hours	25 hours	Our People and Communities
Programs for upgrading employee skills and transition assistance programs	404-2	NA	NA	NA	7-10 hours	7-10 hours	Our People and Communities
<b>Percentage of employees receiving regular performance and career development reviews by gender</b>							
Percentage of women receiving performance and career development reviews	404-3	NA	NA	NA	98%	97%	Our People and Communities
Percentage of men receiving performance and career development reviews	404-3	NA	NA	NA	98%	97%	Our People and Communities
Percentage of employees who received a regular performance and career development review during the reporting period	404-3	NA	NA	95%	98%	97%	Our People and Communities
<b>Occupational Health and Safety</b>							
Workers covered by an occupational health and safety management system	403-8				All employees. Also contracting companies report to us regarding compliance with the standard		Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
<b>Work-related Injuries</b>							
The number of fatalities as a result of work-related injury	403-9	NA	NA	0	0	0	Our People and Communities
The rate of fatalities as a result of work-related injury	403-9	NA	NA	0	0	0	Our People and Communities
The number and rate of high-consequence work-related injuries (excluding fatalities)	403-9	NA	NA	3 Finger amputations and hip fractures	4 1 exposure to hazardous chemical. 3 injuries of fingertip amputation	# SIF injury - 1 Rate of SIF injury - 0.006	Our People and Communities
The number of recordable work-related injuries	403-9	NA	40	49	74	48	Our People and Communities
The rate of recordable work-related injuries	403-9	NA	0.58	0.46	0.67	0.31	Our People and Communities
Total number of hours worked	403-9	NA	31,356,283	50,828,962	54,850,815	30,551,095	Our People and Communities
Total number of days missed		NA	874	1,744	1,100	450	Our People and Communities
Main work-related hazards that pose a risk of high-consequence injury	403-9	NA	NA	Although we are part of the chemical industry and there are chemical risks, out of the 49 injuries only 8 were related to exposure to hazardous chemicals. They all amounted to minor injuries	1 injury of exposure to hazardous chemical classified as high. And 3 injuries of fingertip amputation classified as high	Machine safety	Our People and Communities

Data Description	GRI	2019	2020	2021	2022	2023	Relevant Chapter
Sites certified to ISO 45001 or to an eqv. standard	402-10	NA	56%	43%	43%	43%	Our People and Communities
Sites certified to ISO 18001 or to an eqv. standard	402-10	NA	NA	60%	75%	0%	Our People and Communities
<b>Local Communities</b>							
Community donations (in USD, thousand)	413-1	NA	2,807	2,599	2,827	2,118	Our People and Communities
Donation per pre-tax profits	413-1	NA	2.70%	2.80%	9.6%	NA due to a financial loss year	Our People and Communities
% of workforce participating in volunteering *	413-1	NA	20%	18.5%	24%	45%	Our People and Communities
Total number of hours employees volunteered *	413-1	NA	1,300	2,777	2,788	4,991.5	Our People and Communities

\* Volunteering figures measured only in Israel. Work in progress designing a global tool for reliable data collection.



# Governance Disclosure

Data Description	GRI	2019	2020	2021	2022	2023	Comments	Relevant Chapter
<b>Compliance</b>								
<b>Confirmed incidents of corruption and actions taken</b>								
Total number and nature of confirmed incidents of corruption	205-3	NA	0	2	0	1		Our Governance & Ethics
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	205-3	NA	0	2	0	1		Our Governance & Ethics
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	205-3	NA	0	0	0	0		Our Governance & Ethics
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	205-3	NA	0	0	0	0		Our Governance & Ethics
<b>Operations assessed for risks related to corruption</b>								
Total number of Operations assessed for risks related to corruption	205-1	NA	0	2	0	0		Our Governance & Ethics
Percentage of Operations assessed for risks related to corruption	205-1	NA	0	2	0	0		Our Governance & Ethics
Significant risks related to corruption identified through the risk assessment	205-1	NA	NA	NA	0	0		Our Governance & Ethics

Data Description	GRI	2019	2020	2021	2022	2023	Comments	Relevant Chapter
<b>Anti-competitive behavior</b>								
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	NA	0	0	0	0		Our Governance & Ethics
Main outcomes of completed legal actions (regarding anti-competitive behavior and violations of anti-trust and monopoly legislation), including any decisions or judgements	206-1	NA	0	0	0	0		Our Governance & Ethics
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications (including advertising, promotion, and sponsorship), classified by their result: fine or warning	206-2	NA	0	0	0	0		Our Governance & Ethics
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	416-2	NA	0	1	0	0		Our Governance & Ethics
Substantiated complaints concerning breaches of customer privacy and losses of customer data	416-2	NA	0	0	0	0		Our Governance & Ethics
Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area	416-2	NA	0	0	0	0		Our Governance & Ethics

Data Description	GRI	2019	2020	2021	2022	2023	Comments	Relevant Chapter
<b>Ethics</b>								
<b>Communication and training about anti-corruption policies and procedures</b>								
Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	205-2	NA	The policies are available on the ADAMA ZONE under compliance - all employees have access when needed. All new joiners are provided with the Code of Conduct and asked to complete the mandatory e-learning compliance courses including anti-bribery.				The policies are available on the ADAMA ZONE under compliance - all employees have access when needed.  In addition, all new employees, who are computer users, receive an email on their first day of employment regarding the mandatory courses, including anti-corruption.	Our Governance & Ethics
Total number and percentage of employees that received training on CoC, by level:	205-2	80%	92%	87%	88%	93%		Our Governance & Ethics
Complaints reported to SpeakUp hotline	205-2	NA	5	23	17	23		Our Governance & Ethics
Percentage of complaints regarding suspicion of bribery/corruption	205-2	40%	0%	10%	0%	17%		Our Governance & Ethics

Data Description	GRI	2019	2020	2021	2022	2023	Comments	Relevant Chapter
Percentage of complaints regarding HR issues	205-2	20%	20%	20%	0%	22%		Our Governance & Ethics
Percentage of complaints regarding product compliance	205-2	20%	0%	0%	0%	9%	No cases were reported via SpeakUp regarding product compliance	Our Governance & Ethics
Percentage of complaints regarding other issues	205-2	NA	80%	70%	100%	52%	Discrimination & harassment, sexual harassment, conflicts of interest, health & safety & environment, fraud and other financial compliance issues, misappropriation of information	Our Governance & Ethics
Percentage of employees trained on data privacy	205-2	63%	-	75%	79%	87%		Our Governance & Ethics

# Board of Directors - ADAMA Ltd.

Data Description	GRI	2019	2020	2021	2022	2023	Comments	Relevant Chapter
Total number of directors	405-1	5	5	5	5	5		Our Governance & Ethics
Number of non-executive directors on board	405-1	4	4	4	4	4		Our Governance & Ethics
Number of external directors	405-1	2	2	2	2	2		Our Governance & Ethics
Number of independent directors	405-1	2	2	2	2	2		Our Governance & Ethics
Separate chair and CEO	405-1	Yes	Yes	Yes	Yes	Yes		Our Governance & Ethics
Annual election of directors	405-1	0	3	5	0	2	According to Company Law of China, ADAMA Ltd. doesn't need to elect directors annually	Our Governance & Ethics
Average age of directors	405-1	57	58	59	60	59		Our Governance & Ethics
Women directors	405-1	0	0	0	0	0		Our Governance & Ethics
Board meetings held	405-1	9	10	10	10	12		Our Governance & Ethics
Attendance rate - board meetings (%)	405-1	100%	100%	100%	100%	100%		Our Governance & Ethics

Data Description	GRI	2019	2020	2021	2022	2023	Comments	Relevant Chapter
Audit Committee - meetings held	405-1	5	5	6	5	6		Our Governance & Ethics
Audit Committee - attendance rate (%)	405-1	100%	100%	100%	100%	100%		Our Governance & Ethics
Nomination Committee - meetings held	405-1	-	5	1	1	4		Our Governance & Ethics
Nomination Committee - attendance rate (%)	405-1	-	93%	100%	100%	100%		Our Governance & Ethics
Compensation and Appraisal Committee - meetings held	405-1	2	3	2	2	3		Our Governance & Ethics
Compensation and Appraisal Committee - attendance rate (%)	405-1	100%	100%	100%	100%	100%		Our Governance & Ethics
Strategy Committee - meetings held	405-1	0	0	0	0	0		Our Governance & Ethics

## Board of Directors - ADAMA Solutions

Data Description	GRI	2019	2020	2021	2022	2023	Comments	Relevant Chapter
Total number of directors	405-1	7	7	7	7	7		Our Governance & Ethics
Number of non-executive directors on board	405-1	5	3	3	3	3		Our Governance & Ethics
Number of external directors	405-1	2	2	2	2	2		Our Governance & Ethics
Number of independent directors	405-1	1	1	1	1	1		Our Governance & Ethics
Separate chair and CEO	405-1	Yes	Yes	Yes	No	No		Our Governance & Ethics
Annual election of directors	405-1	No	No	No	No	No	Please note that there is no regulatory nor other need within the AOA for an annual re-election of the board members, whom are being nominated by the sole shareholder. The external directors and independent director preside for 3-year terms (for a tenure no longer than nine-year period)	Our Governance & Ethics
Average age of directors	405-1	57	59	60	60	61		Our Governance & Ethics
Women directors	405-1	1	1	1	1	1		Our Governance & Ethics

Data Description	GRI	2019	2020	2021	2022	2023	Comments	Relevant Chapter
Board meetings held	405-1	7	7	7	6	7		Our Governance & Ethics
Attendance rate - board meetings (%)	405-1	80%	84%	76%	74%	80%		Our Governance & Ethics
Audit Committee - meetings held	405-1	8	13	10	6	7		Our Governance & Ethics
Audit Committee - attendance rate (%)	405-1	93%	92%	97%	83%	95%		Our Governance & Ethics
Financial Statements Review Committee - meetings held	405-1	4	4	4	4	4		Our Governance & Ethics
Financial Statements Review - attendance rate (%)	405-1	100%	83%	92%	100%	100%		Our Governance & Ethics
Remuneration Committee - meetings held	405-1	4	8	5	6	5		Our Governance & Ethics
Remuneration Committee - attendance rate (%)	405-1	92%	92%	100%	83%	100%		Our Governance & Ethics



# Sustainability Accounting Standards Board (SASB) Content Index - Chemicals standard

Topic	Accounting metric	Category	Unit of measure	Code	2023 performance
<b>Sustainability Disclosure Topics &amp; Accounting Metrics</b>					
<b>Greenhouse Gas Emissions</b>	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Metric tonnes (t) CO <sub>2</sub> e, Percentage (%)	RT-CH-110a.1	333,367 tonne CO <sub>2</sub> e
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	RT-CH-110a.2	See Our Environmental Sustainability Chapter.  We are increasing electricity efficiency of consumers (motors, lighting, compressors); embedding renewable solar energy; using hydrogen as substitute for fossil fuels; shifting to electrical forklifts and cars; electrifying production facilities; heat conservation. 2030 target: 38% reduction of absolute carbon emissions in Scope 1 and 2 (2022 baseline)
<b>Air Quality</b>	Air emissions of the following pollutants: (1) NOX (excluding N <sub>2</sub> O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tonnes (t)	RT-CH-120a.1	(1) NOx- 162 tonne (2) SOx- 44 tonne (3) VOCs- 108 tonne (4) HAPs- Not aggregated
<b>Energy Management</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	Gigajoules (GJ), Percentage (%)	RT-CH-130a.1	(1) 10,425 TJ (2) 48% (3) 10% (4) Not aggregated

Topic	Accounting metric	Category	Unit of measure	Code	2023 performance
Water Management	(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 <sup>3</sup> ), Percentage (%)	RT-CH-140a.1	(1) Water withdrawn - 9,743,757 cubic meter (2) Water consumed - 9,743,757 cubic meter; 21.4%
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	RT-CH-140a.2	4 (parameters above permissible level)
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	RT-CH-140a.3	See Our Environmental Sustainability chapter. We are recycling effluent water in regions with high water stress
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tonnes (t), Percentage (%)	RT-CH-150a.1	(1) 101,296 tonne (2) 48%
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Discussion and Analysis	n/a	RT-CH-210a.1	See Our People and Communities Chapter
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	RT-CH-320a.1	(1) TRIR - 0.31 (GO only - 0.47) (2) Fatality rate - 0 (3) Contractor TRIR - 0.18 (20 Rec Injuries)
	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	RT-CH-320a.2	Implement new global standard for "Health surveillance" including self-assessment with Average score of 71%

Topic	Accounting metric	Category	Unit of measure	Code	2023 performance
<b>Product Design for Use-phase Efficiency</b>	Revenue from products designed for use phase resource efficiency	Quantitative	Reporting currency	RT-CH-410a.1	Not measured.
<b>Safety &amp; Environmental Stewardship of Chemicals</b>	(1) Percentage of products 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 that have undergone a hazard assessment	Quantitative	Percentage (%) by revenue, Percentage (%)	RT-CH-410b.1	Not measured.
	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	RT-CH-410b.2	Not measured.
<b>Genetically Modified Organisms</b>	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	Percentage (%) by revenue	RT-CH-410c.1	As far as we are aware, no ADAMA products contain GMOs
<b>Management of the Legal &amp; Regulatory Environment</b>	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	RT-CH-530a.1	See Our Environmental Sustainability Chapter.  We have an environmental management system, including policies, procedures, targets; adhering to all governmental regulations

Topic	Accounting metric	Category	Unit of measure	Code	2023 performance
Operational Safety, Emergency Preparedness & Response	Process Safety Incident Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Quantitative	Number, Rate	RT-CH-540a.1	48 Recordable Injuries 108 First Aid Injuries
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	6 car accidents with first aid injuries to the drivers or damage only

### Activity Metric

Production by reportable segment		Quantitative	Cubic meters (m <sup>3</sup> ) or metric tonnes (t)	RT-CH-000.A	See About ADAMA in the Introduction Chapter
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# Independent Limited Assurance Report to the users/readers of ADAMA Ltd. 2023 ESG Report



## Independent Limited Assurance Report to the users/readers of Adama Ltd. 2023 ESG Report

We were engaged by the management of **Adama Ltd.** (further referred to as “Adama” or “the Company”) to provide limited assurance on the specified parts as mentioned in the table below (further referred to as “specified parts”), regarding the information presented on Adama’s 2023 ESG Report for the year ended 31 December 2023 (further referred to as “the Report”).

It should be noted that the assurance refers to the information and data included in the topics listed in this table, regarding the reporting year, only. The limited assurance was performed regarding the data and information in the specified parts detailed in the table below:

Subject Matter	Unit	2023	Subject Matter	Unit	2023
<b>Quality employment</b>			<b>Diversity and equal opportunity</b>		
Total employees	#	8,872	Total employees' senior managers	#	96
— Women	#	2,231	Total employees' middle managers	#	819
— Men	#	6,641	Total employees' non-managers	#	7,944
Total full-time employees (FTEs)	#	8,846	Total top management	#	13
— Women	#	2,213	Women top management	#	1
— Men	#	6,633	Women senior managers	#	24
Total part-time employees	#	26	Women middle managers	#	204
— Women	#	18	Women non-managers	#	2,002
— Men	#	8	Men top management	#	12
Employees participating in performance review	%	97.0	Men senior managers	#	72
<b>New employee hires</b>			Men middle managers	#	615
Women <30	#	84	Men non-managers	#	5,942



Subject Matter	Unit	2023	Subject Matter	Unit	2023
Women 30-50	#	187	Women in workforce	%	25.1
Women >50	#	29	Women in management roles	%	24.7
Men <30	#	192	Women in senior management roles	%	25.0
Men 30-50	#	459	Total top managers - under age 30	#	0
Men >50	#	55	Total top managers - age 30-50	#	1
Total new hires <30	#	276	Total top managers - age 50 and up	#	12
Total new hires 30-50	#	646	Total senior managers - under age 30	#	0
Total new hires >50	#	84	Total senior managers - age 30-50	#	32
Total new hires	#	1,006	Total senior managers - age 50 and up	#	64
Employee retention rate	%	90.0	Total middle managers - under age 30	#	1
<b>Employee leavers</b>			Total middle managers - age 30-50	#	529
Women <30	#	53	Total middle managers - age 50 and up	#	289
Women 30-50	#	219	Total non-managers - under age 30	#	581
Women >50	#	93	Total non-managers - age 30-50	#	4,940
Men <30	#	101	Total non-managers - age 50 and up	#	2,423
Men 30-50	#	562	Total employees - under age 30	#	582
Men >50	#	314	Total employees - age 30-50	#	5,502
Total leavers <30	#	154	Total employees - age 50 and up	#	2,788
Total leavers 30-50	#	781	Total employees over 50 in workforce	%	31.4
Total leavers >50	#	407	Total employees over 50 in management roles	%	39.3
Total leavers	#	1,342	Employees covered by collective bargaining agreements	%	15.6
Total employee turnover rate	%	14.7	— Women	%	3.0
			— Men	%	12.6
<b>Employee category</b>			<b>Pay gap</b>		
Manufacturing	#	4,911	Gender Salary Ratio- non-management employees	%	72
R&D	#	289	Gender Salary Ratio- middle management	%	101
Sales & Registration	#	2,622	Gender Salary Ratio- senior management	%	120
Management & Administration	#	1,050	Gender Salary Ratio- top management	%	100
Total	#	8,872			
<b>Local communities</b>					
Community donations	thousand USD	2,118			



Subject Matter	Unit	2023	Subject Matter	Unit	2023
Workforce participating in volunteering (Adama Israel only)	%	45.0			
Hours of employee volunteering (Adama Israel only)	hours	4991.5			
<b>Economic value distributed</b>			<b>Environmental management and compliance</b>		
Direct economic value generated: revenues (total net sales)	thousand USD	4,660,554	Sites certified to ISO 14001 or to an eqv. standard	%	57.0
Total payments to employees	thousand USD	629,103	Expenditures on environmental protection	million USD	46
Total payments to suppliers	thousand USD	3,590,434	Investments on environmental protection	million USD	65
Payments to governments (taxes)	thousand USD	60,636	Environmental fines	million USD	0.0
Total amount paid to providers of capital	thousand USD	21,857	Significant environmental incidents	#	1
Capital expenditure	thousand USD	336,600	<b>Occupational health and safety</b>		
Total community investments	thousand USD	2,118	Sites certified to ISO 45001 or to an eqv. standard	%	43.0
Total economic value distributed	thousand USD	4,607,981	Adama's HSE policy	existence	
<b>Board of Directors – ADAMA Ltd</b>			<b>Board of Directors – ADAMA Solutions</b>		
Total number of directors	#	5	Total number of directors	#	7
Number of non-executive directors on Board	#	4	Number of non-executive directors on Board	#	3
Number of external directors	#	2	Number of external directors	#	2
Number of Independent directors	#	2	Number of independent directors	#	1
Separate Chair and CEO	claim	yes	Separate Chair and CEO	claim	no
Annual election of directors	#	2	Annual election of directors	claim	no
Average age of directors	#	59	Average age of directors	#	61
Women directors	#	0	Women directors	#	1
Board meeting held	#	12	Board meeting held	#	7
Attendance rate- general board meetings	%	100	Attendance rate- general board meetings	%	80
Audit Committee - meetings held	#	6	Audit Committee - meetings held	#	7



Subject Matter	Unit	2023	Subject Matter	Unit	2023
Audit Committee - attendance rate	%	100	Audit Committee - attendance rate	%	95
Nomination Committee - meetings held	#	4	Financial Statements Review Committee - meetings held	#	4
Nomination Committee - attendance rate	%	100	Financial Statements Review - attendance rate	%	100
Remuneration Committee - meetings held	#	3	Remuneration Committee - meetings held	#	5
Remuneration Committee - attendance rate	%	100	Remuneration Committee - attendance rate	%	100

Further information and details, including the scope, content, assumptions, and estimates determined by the Company regarding the specified parts included in the process, can be found in the relevant chapters of the Company's ESG Report.

Adama management is responsible for: A. the preparation and the presentation of the Report in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) as described on the relevant page of the Report, and the information and assertions contained within it; B. for determining Adama's objectives in respect of sustainable development performance and reporting; C. for establishing and maintaining appropriate performance management and internal control systems from which the information is derived, to be free from omissions and material misstatements whether due to fraud or error; and D. the identification of stakeholders and material issues for reporting.

Our responsibility is to provide a limited assurance engagement and to express a conclusion based on the work performed. We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). That Standard requires that we comply with applicable ethical requirements, including independence requirements, and that we plan and perform the engagement to obtain limited assurance about whether the Report is free from material misstatement.

A limited assurance engagement, regarding data and information in the specified parts on the ESG Report, consists of making interviews, primarily of Adama employees responsible for the preparation of information presented in the Report, and applying analytical and other evidence gathering procedures, as appropriate. These procedures included:

- Examination of the specified parts in the Report, for the purpose of performing a limited assurance, based on public information sources, knowledge of the Company business and other comparative information of similar organizations.
- Interviews of management to gain an understanding regarding the specified parts.
- Interviews with senior management and relevant staff of Adama management concerning corporate responsibility strategy and policies for the specified parts, and the implementation of these across the business.





- Interviews with relevant staff at corporate and business unit level responsible for providing the information in the Report.
- Comparing the information regarding the specified parts presented in the Report to corresponding information in the relevant underlying sources to determine whether all the relevant information contained in such underlying sources has been included in the Report.
- Where relevant, conducting interviews regarding the calculation, aggregation and methods used to collect and report the specified parts in the Report.
- Reading the information presented in the Report to determine whether it is in line with our overall knowledge of, and experience with, the corporate responsibility performance of Adama.

As part of the process of performing a limited assurance, we reviewed the changes made to the draft 2023 ESG Report of Adama and reviewed the final version of the Report to ensure that it reflects our findings.

Limited assurance is less than absolute assurance and reasonable assurance. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Based on the limited assurance procedures performed and the evidence we have obtained, described in this report, nothing has come to our attention to indicate that the specified parts as mentioned in the table above, in Adama's 2023 ESG Report are not presented, in all material respects, in accordance with the GRI and Adama's reporting criteria.

Our limited assurance report is made solely to Adama in accordance with the terms of our engagement. Our work has been undertaken so that we might state to Adama those specified parts we have been engaged to state in this limited assurance report and for no other purpose or in any other context. We do not accept or assume responsibility to anyone other than Adama for our work, for this limited assurance report, or for the conclusions we have reached.

Somekh Chaikin

Certified Public Accountants

Tel Aviv, Israel

13 May 2024