



ADAMA

ADAMA  
ESG Report  
2022

# 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	2022, Annual reporting, Chief Sustainability Officer: Dr. Juan Valero <Juan.Valero@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
	List of material topics	3-2	See <a href="#">Introduction</a> Chapter
	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
Direct economic value generated: revenues (total net sales)	201-1	4,127,751	4,813,041	5,569,988
<b>Economic value distributed:</b>				
Total operating costs (including R&D expenses, employee wages and other expenses)	201-1	4,057,924	4,741,003	5,470,168
Total payments to employees including wages and benefits (pension, social security, etc.)	201-1	521,969	560,386	610,612
Total payments to suppliers	201-1	3,150,073	3,409,752	4,449,466
Total amount paid to providers of capital	201-1	9,162	12,349	11,591
Capital expenditure	201-1	214,000	410,655	396,632
Total payments to governments (taxes, etc.) by country	201-1	31,552	59,045	22,163
Total community investments	201-1	2,807	2,599	2,827
<b>Total economic value distributed</b>	<b>201-1</b>	<b>4,101,445</b>	<b>4,814,996</b>	<b>5,506,749</b>

Total sales in Million USD			
2020	2021	2022	
4,127	4,813	5,570	

Sales by product category in Million USD			
Product category	2020	2021	2022
Herbicides	1,707	1,972	2,479
Insecticides	1,175	1,425	1,505
Fungicides	857	952	1,048
Non Agro	389	464	538

Sales by regional performance in Million USD			
Regions	2020	2021	2022
Europe	1,036	1,072	1,115
North America	776	917	1,027
Latin America	1,088	1,276	1,592
Asia-Pacific	332	385	1,166
<i>of which China</i>	324	513	735
India, Middle East and Africa	572	650	669



# Environmental Disclosure

2018 data includes only ADAMA Solutions data. In 2019-20, the data boundary is expanded to also include two large sites in China - Sanonda and Anpon

Data Description	2018	2019	2020	2021	2022	Comments 2020	Comments 2021	Comments 2022	Relevant Chapter
<b>Energy (GRI 302-1)</b>									
Total Energy consumption (TJ)	3,344	12,480	10,966	10,516	12,503		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
Energy Intensity (TJ/ \$million revenues)	0.94	3.12	2.66	2.18	2.23	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
Total Direct Energy (TJ)	1,251	7,964	4,908	4,686	5,046			Not including Hydrogen and Biomass (wood)	Our Environmental Sustainability
Coal (TJ)	0	6,735	3,753	3,210	3,838	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

Data Description	2018	2019	2020	2021	2022	Comments 2020	Comments 2021	Comments 2022	Relevant Chapter
Natural Gas (TJ)	675	556	753	1,125	945				Our Environmental Sustainability
Fuel Oil (TJ)	95	87	85	80	80				Our Environmental Sustainability
Diesel (TJ)	112	39	34	40	47				Our Environmental Sustainability
LPG (TJ)	83	41	37	20	25				Our Environmental Sustainability
Other fossil fuels (TJ)	286	506	246	127	112		Not including Hydrogen and Biomass (wood)		Our Environmental Sustainability
Total Indirect Energy (TJ)	2,093	4,516	6,023	5,831	7,385				Our Environmental Sustainability
External Electricity (TJ)	1,248	3,448	4,539	4,082	5,389	Consumption increased in 2020, replacing the electricity previously generated in the closed power plant			Our Environmental Sustainability
External Steam (TJ)	845	1,068	1,485	1,749	1,996	Consumption increased in 2020, replacing the steam previously generated in the closed power plant			Our Environmental Sustainability



Data Description	2018	2019	2020	2021	2022	Comments 2020	Comments 2021	Comments 2022	Relevant Chapter
Renewable Energy Used (TJ)	-	50	34	51	64		Based on energy mix of electricity supplier	Based on energy mix of electricity supplier and internal PV production	Our Environmental Sustainability

### Greenhouse Gas emission (GRI 305)

Scope 1+2 GHG emissions (tonne CO2e)	242,249	1,429,852	1,273,618	1,210,860	1,422,292	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 revenues)	68	358	309	252	254	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)	93,702	688,557	421,172	413,466	444,707	2020 data was refined to site specific or state specific			Our Environmental Sustainability
Scope 1 emissions: company vehicles (tonne CO2e)	not measured	not measured	11,391	24,287	15,646	2020 data only represents activity from November and onwards, when the company started measuring these emissions			Our Environmental Sustainability

Data Description	2018	2019	2020	2021	2022	Comments 2020	Comments 2021	Comments 2022	Relevant Chapter
Scope 2 emissions: indirect energy (tonne CO2e)	148,547	741,295	852,446	797,393	977,585	2020 data was refined to site specific or state specific			Our Environmental Sustainability
<b>Water (GRI 303)</b>									
Total Water Consumption (m <sup>3</sup> )	3,503,711	10,289,074	11,624,389	13,565,073	11,066,527	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
Water Intensity (m <sup>3</sup> / \$million revenues)	989	2,574	2,816	2,818	1,976	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
Total Wastewater discharged (m <sup>3</sup> )	1,837,594	6,434,057	9,398,207	9,511,529	7,808,500	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
Total Wastewater reclaimed (m <sup>3</sup> ) (data only represents Makhteshim site)	114,090	282,155	220,690	160,531	71,545			RO systems shutdown due to upgrade	Our Environmental Sustainability

Data Description	2018	2019	2020	2021	2022	Comments 2020	Comments 2021	Comments 2022	Relevant Chapter
TOC in effluents (tonne)	212	284	369	682	258			Upgraded wastewater treatment plants in China	Our Environmental Sustainability
COD in effluents (tonne)	636	852	1,107	2,046	775				Our Environmental Sustainability
TSS in effluents (tonne)	94	235	254	234	214				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)	1.20	1.10	0.84	0.799	0.77				Our Environmental Sustainability
<b>Air Emissions (GRI 305-6)</b>									
Particulate matter (tonne)	not measured	not measured	14	28	29		Includes Huifeng (2nd semester), Lycored and Chilean production site	Not including our subsidiaries Lycored and ExperGrow	Our Environmental Sustainability
NOx emissions (tonne)	106	330	131	159	176	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	2018	2019	2020	2021	2022	Comments 2020	Comments 2021	Comments 2022	Relevant Chapter
SOx emissions (tonne)	32	178	25	41	60	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)	72	82	89	81	99				Our Environmental Sustainability
<b>Solid Wastes (GRI 306)</b>									
Total Hazardous Waste (tonne)	23,429	44,766	121,262	158,735	143,752	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)	NA	40,827	40,649	49,464	61,230	For 2018: Only Overall waste is available, W/O treatment methods			Our Environmental Sustainability
Hazardous waste to recycling (tonne)	NA	3,939	80,613	109,271	82,522	For 2018: Only Overall waste is available, W/O treatment methods			Our Environmental Sustainability



Data Description	2018	2019	2020	2021	2022	Comments 2020	Comments 2021	Comments 2022	Relevant Chapter
Total Non-Hazardous Waste (tonne)	8,214	108,804	79,256	78,061	37,240	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	Our Environmental Sustainability
Non-Hazardous waste to landfill/incineration (tonne)	NA	107,165	72,646	71,049	30,830	For 2018: Only Overall waste is available, W/O treatment methods		Improving technologies	Our Environmental Sustainability
Non-Hazardous waste to recycling (tonne)	NA	1,639	6,611	7,013	6,410	For 2018: Only Overall waste is available, W/O treatment methods			Our Environmental Sustainability
<b>Environmental Management</b>									
Expenditures on Environmental Protection (Million USD)	12	9	19	60	59				Our Environmental Sustainability
Investments on Environmental Protection (Million USD)	49	48	51	54	58				Our Environmental Sustainability
Sites certified to ISO 14001 or to an eqv. Standard (%)	NA	NA	64%	57%	57%	Measured from 2020 onwards	Huifeng and Colombia		Our Environmental Sustainability

Data Description	2018	2019	2020	2021	2022	Comments 2020	Comments 2021	Comments 2022	Relevant Chapter
<b>Environmental Compliance</b>									
Environmental Fines (Million USD)	0	0.1	0	0.01	0.04	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 at Huifeng, China	Our Environmental Sustainability
Significant Environmental Incidents	5	3	4	4	2	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	2018	2019	2020	2021	2022	Relevant Chapter
<b>Quality Employment</b>							
Total number of employees on payroll (head count/FTE)	2-8	NA	7,759	7,505	9,162	9,208	Our People and Communities
> Women	2-8	NA	1,825	1,800	2,236	2,292	Our People and Communities
> Men	2-8	NA	5,934	5,705	6,926	6,916	Our People and Communities
Total number of full-time employees (head count/FTE)	2-8	NA	7,719	7,562	9,145	9,187	Our People and Communities
> Women	2-8	NA	1,793	1,800	2,222	2,278	Our People and Communities
> Men	2-8	NA	5,926	5,676	6,923	6,909	Our People and Communities
Total number of part-time employees (head count/FTE)	2-8	NA	40	29	17	21	Our People and Communities
> Women	2-8	NA	32	22	14	14	Our People and Communities
> Men	2-8	NA	8	7	3	7	Our People and Communities

Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
<b>Employee category</b>							
Manufacturing	2-7	3,221	3,034	2,817	3,871	3,787	Our People and Communities
R&D	2-7	238	264	243	250	262	Our People and Communities
Sales & Registration	2-7	1,716	1,835	1,739	1,939	1,935	Our People and Communities
Management & Administration	2-7	568	485	469	500	539	Our People and Communities
Other	2-7	1,932	2,141	2,237	2,602	2,685	Our People and Communities
<b>Total</b>	2-7	<b>7,675</b>	<b>7,759</b>	<b>7,505</b>	<b>9,162</b>	<b>9,208</b>	Our People and Communities
<b>Diversity and Equal Opportunity</b>							
Total employees senior managers	405-1	127	131	129	125	118	Our People and Communities
Total employees middle managers	405-1	523	621	678	810	793	Our People and Communities
Total employees non-managers	405-1	7,004	6,986	6,660	8,207	8,278	Our People and Communities
Total top management	405-1	21	21	19	20	19	Our People and Communities
Women top management	405-1	2	2	2	2	2	Our People and Communities



Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
Women senior managers	405-1	21	24	25	25	26	Our People and Communities
Women middle managers	405-1	140	161	176	212	194	Our People and Communities
Women non-managers	405-1	1,588	1,638	1,597	1,997	2,070	Our People and Communities
Men top management	405-1	19	19	17	18	17	Our People and Communities
Men senior managers	405-1	106	107	105	100	92	Our People and Communities
Men middle managers	405-1	383	460	508	598	599	Our People and Communities
Men non-managers	405-1	5,416	5,348	5,075	6,210	6,208	Our People and Communities
% Women in workforce	405-1		23.5%	24.0%	24.4%	24.9%	Our People and Communities
% Women in management roles	405-1	24.3%	24.2%	24.6%	25%	23.9%	Our People and Communities
% Women in senior management roles	405-1	16.5%	18.3%	19.4%	20%	22%	Our People and Communities
Total top managers - under age 30	405-1	0	0	0	0	0	Our People and Communities
Total top managers - age 30-50	405-1	5	4	2	2	2	Our People and Communities

Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
Total top managers age - age 50 and up	405-1	16	18	17	18	17	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	54	55	49	43	37	Our People and Communities
Total senior managers age - age 50 and up	405-1	73	76	80	81	81	Our People and Communities
Total middle managers - under age 30	405-1	8	7	4	4	2	Our People and Communities
Total middle managers - age 30-50	405-1	378	446	460	526	532	Our People and Communities
Total middle managers - age 50 and up	405-1	135	166	214	279	259	Our People and Communities
Total non-managers - under age 30	405-1	995	833	603	591	647	Our People and Communities
Total non-managers age 30-50	405-1	4,554	4,540	4,447	5,172	5,170	Our People and Communities
Total non-managers - age 50 and up	405-1	1,447	1,602	1,610	2,444	2,461	Our People and Communities
Total employees - under age 30	405-1	1,003	840	607	595	649	Our People and Communities
Total employees age 30-50	405-1	4,991	5,045	4,958	5,743	5,741	Our People and Communities

Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
Total employees - age 50 and up	405-1	1,671	1,862	1,921	2,824	2,818	Our People and Communities
% employees over 50 in workforce	405-1	NA	24.0%	25.6%	30.8%	30.6%	Our People and Communities
% employees over 50 in management roles	405-1	NA	33.6%	37.7%	39.6%	38.4%	Our People and Communities
Number of employees covered by collective bargaining agreements	407	NA	NA	1,576 (21%)	1,532 (16%)	1,513 (16.4%)	Our People and Communities
Women	407	NA	NA	NA	3%	3.3%	Our People and Communities
Male	407	NA	NA	NA	13%	13.1%	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	NA	97	110	Our People and Communities
Women 30-50	401-1	NA	NA	NA	525	298	Our People and Communities
Women >50	401-1	NA	NA	NA	66	26	Our People and Communities
Men <30	401-1	NA	NA	NA	256	217	Our People and Communities
Men 30-50	401-1	NA	NA	NA	1,098	583	Our People and Communities

Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
Men >50	401-1	NA	NA	NA	747	78	Our People and Communities
Total new hires <30	401-1	NA	NA	NA	353	327	Our People and Communities
Total new hires 30-50	401-1	NA	NA	NA	1,623	881	Our People and Communities
Total new hires >50 Including New Company ADAMA Huifeng & ADAMA Dibai	401-1	NA	NA	NA	813	104	Our People and Communities
Total new hires	401-1	742 (100 managers)	944 (112 managers)	719 (65 managers) * Due to reorganization and relocation in China	2,808 (191 managers)	1,312 (79 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	NA	24	34	Our People and Communities
Women 30-50	401-1	NA	NA	NA	165	250	Our People and Communities
Women >50	401-1	NA	NA	NA	68	88	Our People and Communities



Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
Men <30	401-1	NA	NA	NA	81	94	Our People and Communities
Men 30-50	401-1	NA	NA	NA	478	504	Our People and Communities
Men >50	401-1	NA	NA	NA	333	296	Our People and Communities
Total leavers <30	401-1	NA	NA	NA	105	128	Our People and Communities
Total leavers 30-50	401-1	NA	NA	NA	643	754	Our People and Communities
Total leavers >50	401-1	NA	NA	NA	401	384	Our People and Communities
Total leavers	401-1	595	866	870 * Due to reorganization and relocation in China	1,149 (135 managers)	1,266 (169 managers)	Our People and Communities
Total rate of employee turnover	401-2	8.69%	12.18%	12.80%	13.70%	13.30%	Our People and Communities
Open positions filled by internal candidates		NA	NA	25%	35%	31%	Our People and Communities

Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
<b>Pay gap</b>							
<b>Ratio of basic salary and remuneration of women to men in USD, by level</b>							
Top Management	405-2	113%	113%	109%	112%	108%	Our People and Communities
Senior Management	405-2	110%	109%	105%	114%	119%	Our People and Communities
Middle Management	405-2	103%	100%	97%	93%	95%	Our People and Communities
Non-management employees	405-2	79%	77%	76%	72%	75%	Our People and Communities
<b>Training and Education</b>							
Training hours for women senior managers	404-1	NA	NA	NA	NA	~6,890 hours in formal training and leadership development programs + ~270 hours of additional training	Our People and Communities
Training hours for women middle managers	404-1	NA	NA	NA	NA	540 hours in formal training and leadership development programs + ~1,950 hours of additional training	Our People and Communities

Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
Training hours for women non-managers	404-1	NA	NA	NA	NA	~19,600 hours	Our People and Communities
Total number for training hours for women	404-1	NA	NA	NA	NA	~29,250 hours	Our People and Communities
Training hours for men senior managers	404-1	NA	NA	NA	NA	~19,000 hours in formal training and leadership development programs + ~1,010 hours of additional training	Our People and Communities
Training hours for men middle managers	404-1	NA	NA	NA	NA	720 hours in formal training and leadership development programs + ~6,000 hours of additional training	Our People and Communities
Training hours for men non-managers	404-1	NA	NA	NA	NA	~57,030 hours	Our People and Communities
Total number of training hours for men	404-1	NA	NA	NA	NA	~83,760 hours	Our People and Communities
Total number of training hours for all employees	404-1	NA	NA	NA	NA	~11,3010	Our People and Communities

Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
<b>Average hours of training per year per employee by gender</b>							
Average training hours per employee	404-1	NA	NA	NA	NA	12.3 hours	Our People and Communities
Average training hours per woman	404-1	NA	NA	NA	NA	12.8 hours	Our People and Communities
Average training hours per man	404-1	NA	NA	NA	NA	12.1 hours	Our People and Communities
Programs for upgrading employee skills and transition assistance programs	404-2	NA	NA	NA	NA	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	NA	98%	Our People and Communities
Percentage of men receiving performance and career development reviews	404-3	NA	NA	NA	NA	98%	Our People and Communities
Percentage of employees who received a regular performance and career development review during the reporting period.	404-3	NA	NA	NA	95%	98%	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	2018	2019	2020	2021	2022	Relevant Chapter
<b>Work-related injuries</b>							
The number of fatalities as a result of work-related injury	403-9	NA	NA	NA	0	0	Our People and Communities
The rate of fatalities as a result of work-related injury	403-9	NA	NA	NA	0	0	Our People and Communities
The number and rate of high-consequence work-related injuries (excluding fatalities)	403-9	NA	NA	NA	3 Finger amputations and hip fractures	4 1 exposure to hazardous chemical. 3 injuries of fingertip amputation	Our People and Communities
The number of recordable work-related injuries	403-9	NA	NA	40	49	74	Our People and Communities
The rate of recordable work-related injuries	403-9	NA	NA	0.58	0.46	0.67	Our People and Communities
Total number of hours worked	403-9	NA	NA	31,356,283	50,828,962	54,850,815	Our People and Communities
Total number of days missed		NA	NA	874	1,744	1,100	Our People and Communities

Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
Main work-related hazards that pose a risk of high-consequence injury	403-9	NA	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 a minor injury	1 injury of exposure to hazardous chemical classified as high. And 3 injuries of fingertip amputation classified as high	Our People and Communities

### Work-related ill health

The number of fatalities as a result of work-related ill health	402-10	NA	NA	NA	0	0	Our People and Communities
The number of cases of recordable work-related ill health	402-10	NA	NA	0	0	0	Our People and Communities
The main types of work-related ill health	402-10	NA	NA	NA	0	NA	Our People and Communities
Work-related hazards that pose a risk of ill health	402-10	NA	NA	NA	0	NA	Our People and Communities
Sites certified to ISO 45001 or to an eqv. standard	402-10	NA	NA	56%	43%	43%	Our People and Communities
Sites certified to ISO 18001 or to an eqv. standard	402-10	NA	NA	NA	60%	75%	Our People and Communities



Data Description	GRI	2018	2019	2020	2021	2022	Relevant Chapter
<b>Local communities</b>							
Community donations (in USD, thousand)	413-1	NA	NA	2,807	2,599	2,800	Our People and Communities
Donation per pre-tax profits	413-1	NA	NA	2.70%	2.80%	9.6%	Our People and Communities
% of workforce participating in volunteering *	413-1	NA	NA	20%	18.5%	24%	Our People and Communities
Total number of hours employees volunteered *	413-1	NA	NA	1,300	2,777	2,788	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	2018	2019	2020	2021	2022	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	NA	0	2	0		Our Governance & Ethics
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	205-3	NA	NA	0	2	0		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	NA	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	NA	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	NA	0	2	0		Our Governance & Ethics

Data Description	GRI	2018	2019	2020	2021	2022	Comments	Relevant Chapter
Percentage of Operations assessed for risks related to corruption	205-1	NA	NA	0	2	0		Our Governance & Ethics
Significant risks related to corruption identified through the risk assessment	205-1	NA	NA	NA	NA	0		Our Governance & Ethics
<b>Anti-competitive behavior</b>								
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	NA	NA	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	NA	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	NA	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	NA	0	1	0		Our Governance & Ethics

Data Description	GRI	2018	2019	2020	2021	2022	Comments	Relevant Chapter
Substantiated complaints concerning breaches of customer privacy and losses of customer data	416-2	NA	NA	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	NA	0	0	0		Our Governance & Ethics
<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	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				Our Governance & Ethics
Total number and percentage of employees that received training on CoC, by level:	205-2	NA	80%	92%	87%	88%		Our Governance & Ethics
Complaints reported to speakup hotline	205-2	NA	NA	5	23	17		Our Governance & Ethics
Percentage of complaints regarding suspicion of bribery/corruption	205-2	NA	40%	0%	10%	0%		Our Governance & Ethics

Data Description	GRI	2018	2019	2020	2021	2022	Comments	Relevant Chapter
Percentage of complaints regarding HR issues	205-2	NA	20%	20%	20%	0%		Our Governance & Ethics
Percentage of complaints regarding product compliance	205-2	NA	20%	0%	0%	0%	No cases were reported via speakup regarding product compliance	Our Governance & Ethics
Percentage of complaints regarding other Issues	205-2	NA	NA	80%	70%	100%	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	NA	63%	-	75%	79%		Our Governance & Ethics

## Board of Directors - ADAMA Ltd

Data Description	GRI	2018	2019	2020	2021	2022	Comments	Relevant Chapter
Total number of directors	405-1	6	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	6	0	3	5	0	According to Company Law of China, ADAMA Ltd. doesn't need to elect directors annually	Our Governance & Ethics
Average Age of Directors	405-1	56	57	58	59	60		Our Governance & Ethics
Women Directors	405-1	0	0	0	0	0		Our Governance & Ethics
Board meetings held	405-1	11	9	10	10	10		Our Governance & Ethics
Attendance rate - board meetings (%)	405-1	100%	100%	100%	100%	100%		Our Governance & Ethics



Data Description	GRI	2018	2019	2020	2021	2022	Comments	Relevant Chapter
Audit Committee - meetings held	405-1	6	5	5	6	5		Our Governance & Ethics
Audit Committee - attendance rate (%)	405-1	100%	100%	100%	100%	100%		Our Governance & Ethics
Nomination Committee - meetings held	405-1	2	-	5	1	1		Our Governance & Ethics
Nomination Committee - attendance rate (%)	405-1	100%	-	93%	100%	100%		Our Governance & Ethics
Compensation and Appraisal Committee - meetings held	405-1	2	2	3	2	2		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	2018	2019	2020	2021	2022	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	5	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	Yes	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	58	57	59	60	60		Our Governance & Ethics
Women Directors	405-1	1	1	1	1	1		Our Governance & Ethics

Data Description	GRI	2018	2019	2020	2021	2022	Comments	Relevant Chapter
Board meetings held	405-1	7	7	7	7	6		Our Governance & Ethics
Attendance rate - board meetings (%)	405-1	89%	80%	84%	76%	74%		Our Governance & Ethics
Audit Committee - meetings held	405-1	11	8	13	10	6		Our Governance & Ethics
Audit Committee - attendance rate (%)	405-1	93%	93%	92%	97%	83%		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	92%	100%	83%	92%	100%		Our Governance & Ethics
Remuneration Committee - meetings held	405-1	3	4	8	5	6		Our Governance & Ethics
Remuneration Committee - attendance rate (%)	405-1	78%	92%	92%	100%	83%		Our Governance & Ethics

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

Topic	Accounting metric	Category	Unit of measure	Code	2022 performance
<b>Sustainability Disclosure Topics &amp; Accounting Metrics</b>					
Greenhouse Gas Emissions	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	460,353 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; use hydrogen as substitute to 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)
Air Quality	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 tons (t)	RT-CH-120a.1	(1) NOx- 176 tonne (2) SOx- 60 tonne (3) VOCs- 99 tonne (4) HAPs- Not aggregated

Topic	Accounting metric	Category	Unit of measure	Code	2022 performance
<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) 12,804 TJ (2) 42% (3) 0.5% (4) Not aggregated
<b>Water Management</b>	(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 - 11,066,527 cubic meter (2) Water consumed- 11,066,527 cubic meter (3) 25.3%
	Number of incidents of non- compliance associated with water quality permits, standards, and regulations	Quantitative	Number	RT-CH-140a.2	4 (effluents discharge)
	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
<b>Hazardous Waste Management</b>	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	RT-CH-150a.1	(1) 143,752 tonne (2) 57%
<b>Community Relations</b>	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.

Topic	Accounting metric	Category	Unit of measure	Code	2022 performance
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	TRIR - 0.67 Fatality rate - 0
	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	See Our People and Communities chapter. We conduct regular measurements to check for abnormality but also to make sure there is no exposure that will lead to chronic diseases
Product Design for Use-phase Efficiency	Revenue from products designed for use phase resource efficiency	Quantitative	Reporting currency	RT-CH-410a.1	Not measured.
Safety & Environmental Stewardship of Chemicals	(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



Topic	Accounting metric	Category	Unit of measure	Code	2022 performance
<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 product contains 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
<b>Operational Safety, Emergency Preparedness &amp; Response</b>	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	We manage and monitor the field based on relevant reports from all sites with a monthly monitoring matrix. See more in Our People and Communities chapter
	Number of transport incidents	Quantitative	Number	RT-CH-540a.2	Total 12 travel accidents. There were no injuries as a result of travel accidents. Damage only





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