

# ESG Goals

## ENERGY, EMISSIONS & CLIMATE CHANGE

- ▶ During 2021, develop and prioritize a list of viable GHG reduction capital projects
- ▶ Reduce total CO<sub>2</sub> equivalent emissions by 25% per ton of product by 2030 (2015 baseline year)
- ▶ Reduce Scope 3 emissions by 10% by 2030 (new goal established in 2021)
- ▶ Achieve net-zero carbon emissions by 2050
- ▶ Begin to report and disclose Company data in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework for climate-related risks and opportunities, in addition to the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB)
- ▶ During 2021, identify and evaluate a list of viable water reuse/reduction projects
- ▶ Develop integrated water resource management plans to ensure sustainable withdrawals and discharges

## OUR WORKPLACES & COMMUNITIES

- ▶ At least 95% of the aggregated safety grades of all employees at manufacturing and distribution sites must be a “B” or better (>80%) for the year
- ▶ Safety critical equipment inspections completed per schedule
- ▶ Management of changes in current year closed within 90 days of pre-startup review
- ▶ Increase representation of females and persons of color in senior leadership roles (director level and above) to at least 30% by end of 2025
  - ▶ CF Industries is currently at 38% as of 12/31/2021
- ▶ Implement a program to create additional pathways to long-term professional growth for traditionally underrepresented employee groups by end of 2021 with the ultimate goal of increasing the hiring and promotion of minority and female candidates
- ▶ Increase engagement and support with our local communities and expand the corporate giving philosophy to include environmental sustainability, food access, and security, STEM education and first responders within our local communities
- ▶ Implement a Volunteer Time Off (“VTO”) program by the end of 2021 which provides paid time off for employees to volunteer in their communities with organizations that are part of the Company’s giving campaign. Achieve 25% employee participation in VTO program by the end of 2025

## FOOD SECURITY & PRODUCT STEWARDSHIP

- ▶ Reach 90,000 farmers with 4R Plus program by 2023
- ▶ Expand partnerships to achieve 60 million acres of farmland using sustainable practices by 2030
- ▶ Receive the “Protect & Sustain” certification (or equivalent environmental/product stewardship certification) for 100% of manufacturing sites by 2030

## ETHICS & GOVERNANCE

- ▶ Engage suppliers and service providers annually representing 50% of the Company’s total procurement and supply chain expenditures and assess their commitment to and performance in key ESG areas
- ▶ Annually require 100% of employees to be trained on and certify compliance with the Code of Corporate Conduct
- ▶ Annually require 100% of employees to be trained on and certify compliance with the Environmental, Health, Safety, and Security Policy
- ▶ Annually require 100% of employees to be trained on inclusion, diversity, and equity matters
- ▶ Annually require 100% of employees to be trained on and certify compliance with Anti-corruption Compliance Policy
- ▶ 2021 executive compensation tied to 1) identifying emission reduction projects, and 2) behavioral and process safety