



ICL's Social Investment (Impact) and Community Relations Policy

Introduction

ICL's mission is to create impactful solutions for humanity's sustainability challenges, by leveraging our unique resources and our technological ingenuity.

Our core values:

- **Ingenuity** – Our innovations is created by our passionate employees, unparalleled R&D infrastructure, and multiple partners, all forming a unique ecosystem.
- **Care** – Care means doing the right thing for our employees, business partners, stakeholders, communities, and the environment.
- **Leadership** – We are leaders in innovation, cost efficiency and sustainability thanks to our performance-driven, can-do mindset and our winning spirit.

Our mission and values act as a beacon, lead our social investment and community relations policy and inspiring our employees and management.

Responsibility & Governance Model

1. ICL's Board of Directors, through its Climate, Sustainability and Social Affairs Committee oversees all of ICL's social investment activities, including setting of goals and principals, approval of strategy, approval of annual workplans and flagship programs and receiving periodical reports.
2. Our Global Executive Committee members (ICL's leadership) is committed to our social investment and community relations activities, including goals setting, strategy, policies and procedures approval, annual workplan and budget approval.
3. ICL's EVP Chief People Officer is responsible for the company's social investment activities and leads ICL efforts to create a positive social impact.
4. ICL Global Social Impact Committee act as a steering committee, recommend upon strategy and goal setting, reviews and approves all workplans and donations.
5. Local social impact and community relations teams, supported by the Human Resources Organization are responsible for implementation at a country and site level.

Our Social Investment Strategy

Our mission: we aim to create sustainable partnerships based on shared-value creation, which deliver measurable social impact.

ICL's Social Investment Strategy focuses our efforts across three main pillars:

- **Education** *is the primary means of enabling sustainable social mobility and economic development. We focus on the promotion of STEM education, educational excellence, and innovation.*
- **Local Communities** – *we act to empower our local communities, support DIE (Diversity, Inclusion and Equity), promote social entrepreneurship and social innovation, by focusing on specific local needs.*



- **Food Security** - *We are focused on using our resources, products and expertise to increase food security by improving sustainable agriculture, creating innovative new agricultural techniques, supporting small and local farmers, expanding the use of community gardens and urban agriculture and minimizing food insecurity within our communities through the support of local foodbanks.*

Social investment actions

ICL management has set targets for community activities and allocates an annual social investment budget that amount to 1% of ICL's pre-tax profit.

In accordance with the Social Investment Strategy pillars, our investment range, in these types of actions:

1. **Employee volunteering** – we encourage our employees to invest time and effort into supporting their local communities and causes of their choosing, and to share their knowledge and skills, during both workhours and their free time.
We encourage our employees to become more engaged and involved in our various social investment programs and to suggest their own initiatives and ways to utilize our resources for the benefit of the local communities.
we have a global volunteering support policy encouraging our employees to invest time and effort in community volunteering, which details the ways we support our employees' social impact, including monetary donations to the organizations our employees choose to support.
2. **Social Impact Partnerships** – we encourage our social impact teams to develop, implement and leverage flagship projects with local or global non-profit partners, based on shared value creation, designed to align our mission, values and social impact pillars, and aimed to create sustainable, measurable social impact.
3. **Grant Making** – we understand that as a leading global company our resources can make a difference. Therefore, we encourage local non-profit organizations and charities, as well as our local social impact teams, to submit requests for donations, both monetary and in-kind. This includes support for local, regional or national non-profit organizations as well as immediate disaster relief.
As part of our Grants programs, we also initiate local and global employee donations matching campaign.

We do not support, fund, donate to, or engage in political or religious actions, activities or causes.

Effective social investment

We emphasize creation of measurable social impact, and we work, with our social partners, to promote measurement and evaluation of our strategic programs' impact, to ensure it meets its goals.

we work to assess projects according to its short-term outputs and long-term impact. Our internal guidelines support decision making and ensures we maximize our social investment impact.



We work to create and improve, an effective social investment goals setting methodology at the region, country, and site level to ensure ongoing monitoring, evaluation and improvement.

Compliance

We manage our impact while adhering all local laws, regulation, and compliance guidelines. All our social investments comply with all applicable laws and regulations in the countries where we operate.

- Each investment is monitored by our legal & compliance teams.
- We operate a governance model that ensure each decision is reviewed and monitored.
- We comply with all relevant laws and regulations as well as internal procedures and guidelines.
- Approval authority is set to the relevant internal approvers by the investment sum.
- ICL's Global Social Impact Committee oversees and monitor all social investments.
- We aim to prevent any conflict of interest in our social investment activities.
- We donate only to registered non-profit organization which comply with local laws and regulations.

Community Relations

We believe in creating long-term and sustainable partnerships, with all relevant parties, based on shared-value creation.

With our pro-active approach, addressing the local community needs and challenges, we build a long-term relationship using the following measures:

1. Identify and consult with local community leaders, stakeholders, and residents.
2. Initiate and participate in community advisory panels (CAP).
3. Dedicated contact person, at site level, responsible to check and respond to all public complaints (Global EHS responsibility).
4. Hotline, through which any stakeholder or person can report anonymously any issue or event. Hotline reports are monitored by ICL's Internal Audit and Compliance.
5. Joining local and national civic and professional organizations, as active members.

We welcome an open dialogue with our local communities' stakeholders, aiming to increase transparency, address community needs and improve our social footprint.