



Bloomberg Gender-Equality Index (GEI) Survey

Reporting Year 2022

Survey date 2023





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Creating impact for a sustainable future

We are a leading global specialty minerals company that creates impactful solutions for humanity's sustainability challenges in the global food, agriculture, and industrial markets.



Bloomberg Gender-Equality Index Survey 2023



ICL is proud to be one of the 484 global companies listed in Bloomberg's Gender-Equality Index (GEI) 2023.

Since 2020, Bloomberg has recognized ICL for demonstrating a high level of disclosure and overall performance across five dimensions: Leadership & talent pipeline, Equal pay & gender pay parity, Inclusive culture, Anti-sexual harassment policies and External brand.



Leadership

Question	Answer	Supplementary Information
Percentage of women on company board	33%	https://icl-group-sustainability.com/reports/governance/
Chairperson is a woman	No	
Gender balance in board leadership	75%	75% of the committees is chaired by women. (Compensation committee, Audit and Accounting, Climate, Sustainability and Community relations (CSC), Finance. Only the finance is chaired by a man). https://s27.q4cdn.com/112109382/files/doc_downloads/immediate_reports/2023/03/2023-Proxy-Statement-Final.pdf page 26.
Chief executive officer (CEO) is a woman	No	
Woman chief financial officer (CFO) or equivalent	No	
Percentage of women executive officers	33%	
Chief diversity officer (CDO)	Yes	



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Talent Pipeline

Question	Answer	Supplementary Information
Percentage of women in total management	24,55%	Q4 '22. Work level 15 and above + Career stream management, Executive and Professional- Excluding T100
Percentage of women in senior management	23%	23% (Q4 '22) T100 https://icl-group-sustainability.com/reports/hiring-the-best/
Percentage of women in middle management	18,24%	18,24% (Q4 '22) Level 17 and up, career stream management Executive and Professional - Excluding T100
Percentage of women in non-managerial positions	16,85%	16,85% (Q4 '22). Total ICL minus all managerial positions.
Percentage of women in total workforce	19,77%	19,77% (Q4 '22) Women in the Overall Workforce
Percentage of women total promotions	29,67%	In 2022 there have been 364 promotions in total. 108 females
Percentage of Women IT/Engineering	26,30%	% Females in Job family IT, digital, Engineering and R&D
Percentage of new hires are women	28,15%	New hires total: 1844. Females 519, Males 1325.
Percentage of women attrition	28,24%	Attrition total: 1236. Females 349, Males 887.
Time-bound action plan with targets to increase the representation of women in leadership positions	Yes	Time-bound action plan with targets to increase the representation of women in leadership positions. https://icl-group-sustainability.com/reports/hiring-the-best/
Time-bound action plan with targets to increase the representation of women in the company	Yes	ICL implemented gender slate for the level 19 and above and aims to expand this for the level 15 and above to increase the representation of women on all levels in the company. https://icl-group-sustainability.com/reports/hiring-the-best/



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Pay

Question	Answer	Supplementary Information
Adjusted mean gender pay gap	4.63	A percentage that quantifies the difference in average earning (annual guaranteed base pay) between men and women in ICL, considering location with at least 30 FTEs. ICL aims to add additional factors to this calculation in the upcoming year.
Global mean (average) raw gender pay gap	4.63	A percentage that quantifies the difference in average earning (annual guaranteed base pay) between men and women in ICL. This statistical measure provides an overall view on the disparity in earnings; however, it does not consider the various factors that may contribute to pay differences such as job function, level, and experience. ICL aims for at least 80% coverage representing all ICL countries with more than 30 FTE (excluding interim: students, scholarship employees, etc).
Time-bound action plan to close its gender pay gap	Yes	ICL Implemented action plans in certain locations in accordance with local law and aims to expand this as a global initiative in 2024-25. As an example, attached is a public report on the gender pay gap in one of ICL's main subsidiaries (Israel): דוחות-פומביים-שכר-שווה-לעובדות-1-ועובד-1.pdf (icl-group.com)



Pay continued

Question	Answer	Supplementary Information
Executive compensation linked to gender diversity or diversity, equity, and inclusion (DEI)	Yes	<p>Commencing in 2021, our HR & Compensation Committee and Board of Directors determined to include ESG performance targets as part of the annual short term incentive plan of all executive officers, to reflect our commitment to create impactful solutions for humanity's greatest sustainability challenges. Accordingly, for the years 2022 and 2023, our HR & Compensation Committee and Board of Directors set annual key performance indicators ("KPIs") for our executive management, that incorporate improvement of specific ESG targets, including: health & safety performance (IR improvement targets), environmental performance (water savings, waste reduction, greenhouse gas ("GHG") emissions reduction targets, aimed to eventually achieve science based targets, as further detailed in "Item 4 – Information On The Company – B. Business Overview – Task Force on Climate-related Financial Disclosures (TCFD)" of the 2022 Annual Report), suppliers sustainability performance (related to TfS / Ecovadis assessments), climate-change and climate related disclosures and rankings, diversity and gender equality improvement targets, energy efficiency, green products, product carbon footprints calculations, and more</p> <p>https://icl-group-sustainability.com/reports/governance/</p>



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Inclusive Culture

Question	Answer	Supplementary Information
Number of weeks of fully paid primary parental leave offered	6 weeks	The minimum globally applied
Number of weeks of fully paid secondary parental leave offered	2 weeks	The minimum globally applied
Parental leave retention rate	89%	<p>Percentage of women employees that remained employed by the company, 12 months after their return from maternity leave out of all women employees that used maternity leave during previous fiscal year. We have taken the data from the year 2022 and checked for the continuous presence of those females in October 2023.</p> <p>In 2022 we had 100 female employees who have been on maternity leave in 2022. Of those women 11 females no longer remain employed by the company on November 1st, 2023. In other words, left the company within a year (11 months) after maternity leave return. $11/100=11\%$</p>
Back-up family care services or subsidies through the company	Yes	ICL cares for its employees. In more than 50% of the countries we operate in we have an extension of insurance for family members. In general, the family care is part of the social benefit packages provided by ICL to its employees.
Flexible working policy	Yes	Not all positions within ICL are suitable for flexible working agreements (f.e. plant operators). We do have a global policy for the positions that permit hybrid working models. Mainly, throughout the company, the model one fix and one flexible working day has been adopted.
Employee resource groups for women	Yes	There are several ERG's. The Diversity, Inclusion and Belonging at ICL ERG (DIB@ICL Ambassadors) and Female Leadership ERG, Women's ERG.



Inclusive Culture continued

Question	Answer	Supplementary Information
Unconscious bias training	Yes	Various virtual learning offerings are available throughout the year: Negotiation strategies for women, Allyship (the art of speaking up), Leadership skills for women, Unconscious bias, Understanding privilege, Cultural awareness (understanding your ICL colleague), Being an inclusive leader https://icl-group-sustainability.com/reports/hiring-the-best/
Annual anti-sexual harassment training	Yes	ICL has zero tolerance for harassment or discrimination of any form in the workplace. ICL is committed to providing all individuals with a work environment that is safe, productive, respectful, and free from harassment or discrimination. https://icl-group-sustainability.com/reports/fair-responsible-employment/