

ICL Group Water Management Policy

1. Purpose

Water is a vital and shared resource that humanity is reliant on. ICL and its subsidiaries (ICL) acknowledge that access to safe and clean water is a basic human right and water scarcity is increasingly becoming an alarming issue, further exacerbated by climate change. The industries that ICL is a part of, such as agriculture, are especially dependent on water, and the world's ability to manage water resources sustainably.

Water plays a significant role in ICL's business operation. Both as a crucial component of our products, and as a resource that our customers, and the industries we operate within, are dependent on. As water is an integral part of our operations, ICL recognizes its direct and indirect impacts on water resources. As a leading global minerals company, with operations in various locations, some in water-stressed areas and by the Dead Sea, a rare natural resource, ICL and its subsidiaries are committed to the sustainable management of water resources across all operations. As water is a shared global resource, ICL believes that promoting sustainable water management should be a collective effort. ICL recognizes its unique position, and promotes water efficiency through its products and partnerships, aiming to assist its customers and business partners with their water-saving goals.

Our water stewardship approach is driven by our general approach of doing the right thing, in the right way, every day, by embracing the UN Sustainable Development Goals (SDG's) as our guiding principles and implementing them in everything we do. Our efforts on water management support the following SDG's:



ICL is dedicated to the conservation of water resources and recognizes the importance of effective water management for the preservation of unique natural ecosystems and for the prosperity of the communities in which we operate. Therefore, ICL integrates comprehensive water management practices to address the specific needs of such ecosystems, including in the Dead Sea. The company invests in managing its evaporation pools effectively, as well as in reducing its freshwater use and protecting natural resources.

As part of ICL's process of physical climate risk assessment of all its operations, and its reassessment conducted periodically, ICL has identified and evaluated several water related risks and their impact on its business and operational processes. This risk identification process has deepened ICL's understanding of its business dependency on water resources, and therefore the importance of sustainably managing these resources.

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This water management policy outlines ICL's proactive approach and vast efforts to enhance its water efficiency, reduce impact on water sources, and advance innovative solutions to water usage and wastewater disposal challenges in the areas in which it operates.

2. Scope

This water management policy was developed in alignment with ICL's business strategy and corporate culture and is a part of ICL's sustainability vision. It covers all sources and byproducts of water, including freshwater, desalinated water, seawater, brine, brackish water, and wastewater which are involved in ICL's core operations. The policy covers all of ICL's operations and production sites across all territories.

3. Governance

The governance structure of our management of the water resource, and the relating risks, embodies a robust framework aligned with the company's general governance of ESG risks.

At its apex stands our board and board committee for Climate, Sustainability and Community Relations (**CSC committee**), that has oversight on ICL's activities as they relate to maintaining the appropriate policies, systems and personnel, to support safe and sustainable operation and long-term viability of the Company, including with regards to water management, strategy, performance, and stewardship. The CSC Committee is chaired by an accomplished environmental expert board member, who ensures focused attention and expertise in this critical domain, and reports directly to our board of directors.

The Management's Global Executive Committee (**GEC**), appointed the GEC's Sustainability Committee for the on-going oversight and management of the Company's ESG risks, including management, strategy, performance, and stewardship of the water resource and related risks. ICL's Potash & EHS President, an executive manager and member of ICL's GEC forum, is responsible for ICL's overall water management and cascading it top-down. Each ICL business unit is responsible for managing water resources in accordance with ICL's water values, through dedicated, site specific, water efficiency committees, and to meet the KPIs set by the GEC, CSC Committee and the Board.

This layered governance model ensures a holistic, systematic, and proactive approach to water risk management, firmly rooted in our commitment to sustainability across all operational levels. We strive to integrate the water risk management (as well as all other ESG considerations) into key decision-making processes and strategies where applicable, and view it as a valuable influencer on our ability to deliver on our strategy.

ICL water management policy will be reviewed annually and updated as needed.

4. ICL Water and Wastewater Management

ICL is committed to increasing water efficiency, sourcing water responsibly, and constantly improving water conservation practices. The company is committed to reducing, recovering, recycling, and reusing water. As part of its strategy, the company is committed to increasing the use of alternative water sources. This policy aims to enhance the efficient use of natural resources and to implement the concept of circular economy while carrying out core operational activities.

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Data and progress on all aspects of water and wastewater management are to be disclosed to the public in ICL annual ESG report, or similar manner.

5. Water Stewardship

5.1. Driving Water Efficiency

ICL utilizes water to various levels in its direct operations on a daily basis. ICL uses seawater for the extraction of raw materials by evaporation, e.g., potash, bromine, sodium chloride, and more, and uses water for various operational purposes in some of its production processes. Therefore, ICL strives to optimize its use of water resources, and there are different active initiatives throughout ICL to enhance water efficiency.

For this purpose, necessary data and measurement infrastructures have been created and placed, enabling monitoring of ICL’s water management. This monitoring mechanism allows ICL to set a baseline and to allow proper data-driven decision-making processes. ICL’s water measurements are being verified annually by external third parties to ensure the data is reliable and accurate. ICL monitors, tracks, evaluates, and implements company-wide water use a multi-year reduction programs, and strategies and sets water efficiency KPIs and targets for all facilities. The KPIs are evaluated annually by the senior management.

5.2. Preserving the Dead-Sea Resource

As part of ICL’s operations, aiming to comply with ICL’s concession and applicable laws, ICL channels brine from the Northern Basin of the Dead Sea, into the evaporation ponds in the Southern Basin to produce minerals and returns brine to the Northern Basin upon the process's conclusion.

ICL is committed to responsible resource management of the Dead Sea and is dedicated to using brine responsibly and efficiently in sustainable processes that prioritize best practices to minimize environmental impact.

5.3. Developing and Implementing Innovative Solutions

As part of its commitment to ensuring effective water management, ICL is using and developing technological tools and frameworks which foster robust data management infrastructures for monitoring and analyzing water usage data in real-time. Among the technological solutions used by ICL in this regard are advanced water usage and water utility monitoring systems; closed-loop systems to increase water efficient by reuse and recycle water for production processes; and desalination units that enable the use of alternative desalinated brackish water rather than freshwater.

In addition, ICL implements site-specific initiatives, focusing on wastewater treatment, wastewater recycling, and restoration of wastewater ponds.

5.4. Safeguarding Water Quality through a Robust Effluents Management System

ICL strives to manage, prevent, and minimize any potential adverse impacts of its operations on the quality, availability, and accessibility of natural water sources. Such impacts could result from ICL’s water management (which ICL acts to reduce and manage effectively), or from its wastewater discharge. ICL perceives effluents as water's “end of life”, and as part of its approach to circular economy, it acts to enable reuse of its effluents.

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A robust water quality management system and high standards are implemented by ICL to ensure the responsible and safe use of the discharge of wastewater. For its required production facilities, ICL operates water treatment processes to ensure wastewater is safely discharged in line with local regulations or further reused for other needs, both internally and externally. Other production facilities are treated by third parties at wastewater treatment plants.

As part of ICL water effluent monitoring efforts, wastewater quality monitoring is conducted at each point of use and water effluent levels are monitored on a regular basis. All of ICL’s facilities report their wastewater discharged information according to local regulations and disclosed in ICL’s annual ESG Report.

5.5. Working with Our Stakeholders

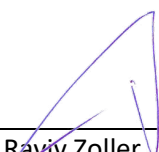
As a leading global company, ICL recognizes its unique position working with others to promote sustainable water management. ICL is committed to working closely with its employees, business partners, customers, and local communities to promote sustainable water management.

As a global company with multiple operational sites, compliance with laws, regulations and standards is a top priority for ICL and is part of the EHS policy. ICL works closely with local regulators and governmental agencies to ensure compliance with relevant regulations and holds all applicable permits and licenses required for extracting groundwater and seawater, as well as for discharging water and wastewater to sources such as rivers and the sea. As a way of ensuring transparency to our stakeholders, ICL’s water management teams submit all required audits and reports to the relevant regulatory entities, which publish main data concerning water and wastewater publicly. In addition, ICL is engaged in multiple sustainability rankings.

Across all its global operations and sites, ICL provides access to water, sanitation, and hygiene (WASH) for employees and contractors as an elementary basic human right of adequate working conditions.

6. Speak-Up

ICL promotes a culture of Speak Up that sees great importance in allowing ICL employees and external stakeholders to raise their voices and speak up without any fear of retaliation. Accordingly, ICL requests anyone who knows, or suspects, any violation is taking place of this Policy, ICL's Code of Conduct, or any other potential misconduct – to speak up and report it. By speaking up, our stakeholders give ICL the opportunity to address the issue, improve and do the right thing, in the right way, every day. Reports can be made through any of ICL’s speak up channels, including via the ICL’s anonymous and confidential Speak Up line. ICL will never retaliate against anyone who submitted a report or concern, in good faith, through any of our reporting channels.



 Raviv Zoller
 ICL CEO & President



 Meir Mergi
 ICL’s Potash Division & EHS
 President

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