

CF's ESG Goals

CF is taking actions to lay the groundwork for the company's enhanced commitment to sustainability

- CF has set new ESG goals covering: emissions reductions, water management, behavioral safety, diversity and inclusion, community involvement, product stewardship and responsible usage, and ethics and compliance
- CF's Board of Directors has established a new Environmental Sustainability and Community Committee and is aligning executive compensation directly to ESG objectives

Goals aligned with material ESG issues

Dimension	Material Issue Goal	UN Sustainable Development Goals
Energy, Emissions and Climate Change	GHG Emissions; Energy Management; Climate Change Reduce carbon emissions <ul style="list-style-type: none"> • During 2021, develop and prioritize a list of viable GHG reduction capital projects • Reduce total CO2 equivalent emissions by 25% per ton of product by 2030 (2015 baseline year) • Achieve net-zero carbon emissions by 2050 	
	Climate Change 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)	
	Water Management Ensure sustainable management of water (availability, use, and discharge) for all manufacturing operations: <ul style="list-style-type: none"> • 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 and Communities	Workforce Health & Safety Strengthen and improve behavioral safety practices that support the commitment to safety excellence <ul style="list-style-type: none"> • At least 95% of the aggregated safety grades of all employees at manufacturing and distribution sites must be a "B" or better for the year • Safety critical equipment inspections completed per schedule • Management of changes in current year closed within 90 days of pre-startup review 	
	Diversity & Inclusion Continue to improve the inclusiveness and diversity of the Company and the Culture <ul style="list-style-type: none"> • Increase representation of females and persons of color in senior leadership roles (director level and above) to at least 30% by end of 2025 • 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 	
	Community Relations 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 and Product Stewardship	Food Security; Environmental Compliance Be a driving force to increase adoption of enhanced conservation practices and nutrient management practices that promote sustainable agriculture <ul style="list-style-type: none"> • Reach 90,000 farmers with 4R Plus program by 2023 • Expand partnerships to achieve 60 million acres of farmland using sustainable practices by 2030 	
	Safety & Environmental Stewardship of Chemicals Receive the "Protect & Sustain" certification (or equivalent environmental/product stewardship certification) for 100% of manufacturing sites by 2030	
Ethics and Governance	Management of Legal & Regulatory Environment 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	
	Ethics <ul style="list-style-type: none"> • 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 diversity and inclusion matters • Annually require 100% of employees to be trained on and certify compliance with Anti-corruption Compliance Policy 	