

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



DIMENSION	 <b>Energy, Emissions &amp; Climate Change</b>	 <b>Our Workplaces &amp; Communities</b>	 <b>Food Security &amp; Product Stewardship</b>	 <b>Ethics &amp; Governance</b>
MATERIAL ISSUE GOAL	<ul style="list-style-type: none"> <li>▶ During 2021, develop and prioritize a list of viable GHG reduction capital projects</li> <li>▶ Reduce total CO<sub>2</sub> equivalent emissions by 25% per ton of product by 2030</li> <li>▶ Achieve net-zero carbon emissions by 2050</li> <li>▶ Report and disclose data in accordance with the Task Force on Climate-related Financial Disclosures framework</li> <li>▶ During 2021, identify and evaluate a list of viable water reuse/reduction projects</li> <li>▶ Develop integrated water resource management plans to ensure sustainable withdrawals and discharges</li> <li>▶ Reduce Scope 3 emissions by 10% by 2030</li> </ul>	<ul style="list-style-type: none"> <li>▶ At least 95% of manufacturing and distribution sites must score a "B" (&gt;80%) or better for the year</li> <li>▶ Safety critical equipment inspections completed per schedule</li> <li>▶ Management of changes in current year closed within 90 days of pre-startup review</li> <li>▶ Increase representation of females and persons of color in senior leadership roles (director level and above) to at least 30% by end of 2025                             <ul style="list-style-type: none"> <li>• CF Industries is currently at 38% as of 12/31/2021</li> </ul> </li> <li>▶ 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</li> <li>▶ Increase engagement and support with local communities and expand the corporate giving philosophy to include environmental sustainability, food access and security, STEM education, and first responders</li> <li>▶ Implement a Volunteer Time Off ("VTO") program by the end of 2021 that provides employees with paid time off to volunteer in their communities with organizations that are part of the Company's giving campaign, with the ultimate goal of achieving 25% employee participation by 2025</li> </ul>	<ul style="list-style-type: none"> <li>▶ Reach 90,000 farmers with 4R Plus program by 2023</li> <li>▶ Expand partnerships to achieve 60 million acres of farmland using sustainable practices by 2030</li> <li>▶ Receive the "Protect &amp; Sustain" certification (or equivalent environmental/product stewardship certification) for 100% of manufacturing sites by 2030</li> </ul>	<ul style="list-style-type: none"> <li>▶ Engage suppliers and service providers that annually represent 50% of the Company's total procurement and supply chain expenditures and assess their ESG performance and commitment</li> <li>▶ Annually require 100% of employees to be trained on and certify compliance with the Code of Corporate Conduct</li> <li>▶ Annually require 100% of employees to be trained on and certify compliance with the Environmental, Health, Safety, and Security Policy</li> <li>▶ Annually require 100% of employees to be trained on inclusion, diversity, and equity matters</li> <li>▶ Annually require 100% of employees to be trained on and certify compliance with Anti-corruption Compliance Policy</li> <li>▶ 2021 executive compensation tied to ability to identify emissions reduction projects and maintain behavioral and process safety</li> </ul>
UN SUSTAINABLE DEVELOPMENT GOALS				