

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



| DIMENSION |  Energy, Emissions & Climate Change |  Our Workplace & Communities |  Food Security, Product Stewardship, Nature & Biodiversity |  Ethics & Governance |
|----------------------------------|---|---|--|--|
| MATERIAL ISSUE GOAL | <ul style="list-style-type: none"> ▶ Reduce total Scope 1 CO2 - equivalent emissions by 25% per ton of product by 2030 (2015 baseline year). ▶ Reduce Scope 3 emissions by 10% by 2030 (2020 baseline year). ▶ Achieve net-zero Scope 1 and 2 GHG emissions by 2050. | <ul style="list-style-type: none"> ▶ Create additional pathways to long-term professional growth for traditionally underrepresented employee groups by the end of 2021 with the ultimate goal of increasing the hiring and promotion of underrepresented groups. ▶ Achieve 25% employee participation in Volunteer Time Off (VTO) program by the end of 2025. ▶ Increase and maintain ongoing engagement and support with our local communities with the expanded corporate giving philosophy that includes environmental sustainability, food access and security, STEM education and first responders within our local communities. ▶ Increase representation of females and persons of color in senior leadership roles (director level and above) to at least 30% by 2025. ▶ Achieve annual aggregated safety grades >80% for at least 95% of all employees at manufacturing and distribution sites. ▶ Close management of changes in current year within 90 days of pre-startup review. ▶ Complete safety critical equipment inspections per schedule. | <ul style="list-style-type: none"> ▶ Receive the IFA <i>Protect & Sustain</i> certification (or equivalent environmental/product stewardship certification) for 100% of our manufacturing sites by 2030. ▶ Expand partnerships to achieve 60 million acres of farmland using sustainable practices by 2030. ▶ Develop, implement, and maintain an integrated nature strategy based on the Company's material issues, including with respect to nutrient and water stewardship, soil health, and biodiversity. | <ul style="list-style-type: none"> ▶ 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. ▶ Train and certify compliance with the Environmental, Health, Safety, and Security Policy for all employees annually. ▶ Train on inclusion, diversity and equity matters for all employees annually. ▶ Train and certify compliance with the Code of Corporate Conduct for all employees annually. ▶ Train and certify compliance with the Anti-corruption Compliance Policy for all employees annually. |
| UN SUSTAINABLE DEVELOPMENT GOALS |  |  |  |  |