

SUSTAINABILITY SCORECARD FY2022

SAFE AND RESPONSIBLE BUSINESS

Key performance indicator	Unit of measure	FY2022 target	FY2022 performance		FY2023 target	Reference	
Workplace safety	Fatalities	Number	Zero fatalities – employees	1	Refer to the <i>Safe and Responsible</i> section of the <i>FY2022 Annual Report</i> for further detail.	Zero fatalities – employees	<i>FY2022 Annual Report</i> (page 41)
			Zero fatalities – contractors	1 ¹		Zero fatalities – contractors	<i>FY2022 Annual Report</i> (page 41)
	Serious Life Changing Injury Case Rate	Per 200,000 hours worked	0.06	0.017		0.010	<i>FY2022 Annual Report</i> (page 42)
	Serious Injury Case Rate	Per 200,000 hours worked	0.143	0.157		We achieved a reduction in our SICR compared to FY2021. Actions to avoid reoccurrence have been deployed through the Major Hazard Management (MHM) program.	0.143
Occupational illness/disease cases	Number of people	No target	0	Excludes COVID-19.	No target	ESG Data Centre	
Product security	Product security incidents (≥ severity 3)	Number of events	0	0	Maintained our target of 0 severity 3 or greater product security incidents.	0	<i>FY2022 Annual Report</i> (page 44)

PEOPLE

Key performance indicator	Unit of measure	FY2022 target	FY2022 performance		FY2023 target	Reference	
Our people	Female workforce participation ²	Percentage	20% by end of 2024	18.6		20% by end of 2024	ESG Data Centre
	Women in senior leadership ³	Percentage	35% by end of 2024	28.9	The percentage of women in senior leadership remained largely unchanged in FY2022, reflecting voluntary attrition in an extremely competitive talent market and a reduction in the senior leadership population (due to restructures and lateral movements). Significant progress is required if we are to address our current gender diversity gap.	35% by end of 2024	<i>FY2022 Annual Report</i> (page 36)
	Retention of senior leaders ³	Percentage	>90	93.3	Achieved FY2022 target.	>90	ESG Data Centre
	Inclusion index	Percentage	≥75% by end of 2024	86		≥75% by end of 2024	ESG Data Centre
	Board diversity ⁴	Percentage	≥30	33	Achieved FY2022 target.	≥30	ESG Data Centre

(1) This incident occurred in FY2021. See our *Safe and Responsible Business* Chapter of our *FY2022 Annual Report* for more information.

(2) Metric in line with 4th edition ASX Corporate Governance Council Principles and Recommendations.

(3) From FY2022, this definition is limited to CEO-2, Band D+ (excluding executive assistants). This includes the CEO, Executive Committee and their direct reports at Senior Manager level and above.

(4) This includes both Executive and Non-executive Directors.

SUSTAINABILITY SCORECARD FY2022 (CONTINUED)

CLIMATE AND THE NATURAL ENVIRONMENT

Key performance indicator	Unit of measure	FY2022 target	FY2022 performance	FY2023 target	Reference	
Climate resilient economic growth	Electricity from renewable sources	Percentage	No target	0.1%	100% by 2040 (interim 60% by 2030)	<i>FY2022 Annual Report</i> (page 73)
	Total greenhouse gas emissions intensity (Scope 1, 2 and 3) ⁵	tCO ₂ -e/t AN sold	≤ 1.7 by FY2022	1.38	Target achieved. Looking ahead, we will review our approach to operational and value chain metrics and targets.	No target <i>FY2022 Climate Action Report</i> (page 37)
	Reduction in global net Scope 1 & Scope 2 GHG emissions, from FY2019 levels	Percentage	At least 40% reduction by 2030, from FY2019 levels	-13.7	On track to meet 2030 target. Tertiary catalyst abatement installed at our Carseland facility in November 2021, abating 69 ktCO ₂ -e in Scope 1 emissions compared to FY2021. Tertiary abatement reactor installation commenced at Kooragang Island in September 2022.	At least 40% reduction by 2030, from FY2019 levels <i>FY2022 Annual Report</i> (page 69)
Stewarding natural resources	Environmental events (≥ severity 3)	Number of events	0	0	Continued focus on spill prevention contributed to achieving our target of zero severity+ environmental events. Also achieved a 50% reduction in severity 1+ environmental events and zero severity 2+ events.	0 ESG Data Centre
	Loss of Containment with water or soil impact (≥ severity 1)	Number of events	≤29	23	Continued focus on containment contributed to achieving target of less than 29 loss of containment events in FY2022.	22 <i>FY2022 Annual Report</i> (page 75)
	Potable water consumption intensity at Orica's material consumption sites	kL/tonne AN sold	≤ 0.67	0.61	Target discontinued in FY2023. Review of approach to water and new water-related target to be set in FY2023.	n/a <i>FY2022 Annual Report</i> (page 75)

COMMUNITIES

Key performance indicator	Unit of measure	FY2022 target	FY2022 performance	FY2023 target	Reference	
Community engagement	Stakeholder and community engagement plans current	Percentage	100	100	Target achieved. This metric will continue to be monitored internally, but removed from the Sustainability Scorecard.	100 n/a
Community investment	Total Community Investment	A\$ million	Invest ≥A\$15 million by FY2025	3.7	\$6.1 million cumulative investment since FY2021, on track to meet FY2025 target.	Invest ≥A\$15 million by FY2025 <i>FY2022 Annual Report</i> (page 81)

(5) Our target to maintain emissions intensity at or below 1.7 tCO₂-e/tonne AN sold by FY2022 does not account for our FY2021 expanded Scope 3 boundary. We maintained the current target, accounting for purchased AN and ammonia only, until its completion in FY2022.