



Knowledge grows

2025 Modern Slavery Transparency Statement

Yara International ASA

1. About This Statement

Yara International ASA (Yara) 2025 Modern Slavery Transparency Statement (Statement) is for the financial year 1 January – 31 December 2025. The Statement is pursuant to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth) and the Canadian Act to enact the Fighting Against Forced Labor and Child Labor in Supply Chains Act 2022 (Canadian Modern Slavery Act).

Yara is managed and operates as an integrated group with overarching policies, systems and processes that apply across our controlled entities. Yara’s 2025 Statement has therefore been prepared as a joint statement that is valid for Yara International ASA and its subsidiaries. These include, but are not limited to, Yara UK Limited, Yara Australia Pty Ltd, Yara Pilbara Fertilisers Pty Ltd, Yara Canada Inc., Yara Belle Plaine Inc and Yara North America Inc. This Statement is also valid for Yara Pilbara Nitrates Pty Ltd, an entity that is not fully owned, but operated by Yara and falls under the reporting requirements of the Australian Modern Slavery Act 2018 (Cth). Yara Pilbara Nitrates Pty Ltd follows relevant Yara policies and procedures and utilizes Yara systems.

This Statement has been prepared by the Ethics and Compliance Department, which has overarching responsibility for human rights and modern slavery matters across the Group. The Statement is based on information gathered throughout the reporting period, including activities, initiatives, and risk management actions undertaken during the year. As part of the preparation process, all entities covered by this Statement were consulted. Each entity was invited to review the draft Statement and provide entity-specific input, updates, or clarifications where relevant. Feedback received from the entities was incorporated into the final Statement to ensure that it accurately reflects the activities and circumstances of all entities within scope.

The table below sets out the reporting requirements and recommendations pursuant to the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth) and the Canadian Modern Slavery Act 2022 and where these are addressed in this Statement.

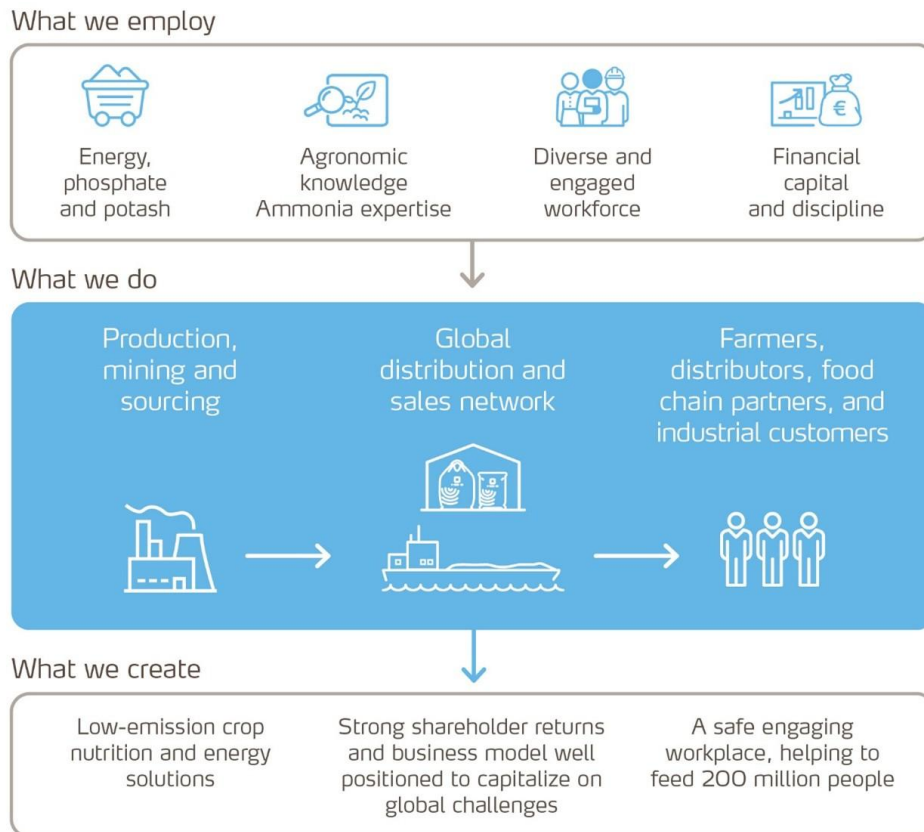
Australian Act requirements	UK Act Guidance	Canadian Act requirements	This Statement
Identify the reporting entity.		Reporting entity’s legal name and business number(s) if applicable.	1. About this statement, p.1
Describe the structure, operations and supply chain of the reporting entity.	Describe the organization’s structure, its business and its supply chain.	Describe the structure, activities and supply chains.	1. About this statement, p.1 2. Our business and value chain, p.3 6. Governance, p.8
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Describe the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Describe the parts of its business and supply chains that carry a risk of forced labor or child labor being used and the steps it has taken to assess and manage that risk.	5. Actions, p.6

Australian Act requirements	UK Act Guidance	Canadian Act requirements	This Statement
Describe the actions taken by the reporting entity and any entities that reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes.	Describe its policies in relation to slavery and human trafficking. Describe its due diligence processes in relation to slavery and human trafficking in its business and supply chain.	Describe its policies and its due diligence processes in relation to forced labor and child labor. Any measures taken to remediate any forced labor or child labor. Any measures taken to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains.	3. Policies and commitments, p.4 4. Human Rights Due Diligence, p.5 5.2. Identified adverse human rights impacts, p.6 8. Training and awareness, p.8
Describe how the reporting entity assesses the effectiveness of these actions.	Describe its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Describe how the entity assesses its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains.	9. Assessing Effectiveness, p.9
Describe the process of consultation with any entities the reporting entity owns or controls. In the case of a joint statement this must also describe consultation with the entity giving the statement.			1. About this statement, p.1
	Describe the training and capacity building about slavery and human trafficking available to its staff.	Describe the training provided to employees on forced labor and child labor.	8. Training and awareness, p.8
Any other relevant information.		Additional information on measures that entities may have taken to prevent and reduce risk of forced labor and child labor.	5. Actions, p.6

2. Our Business and Value Chain

Our business model

We transform energy and minerals into fertilizers and nitrogen products for industrial users. Our global and integrated business model is fit to address critical global needs, securing profitability and resilience against volatility.



Yara grows knowledge to responsibly feed the world and protect the planet. Supporting our vision of a *world without hunger and a planet respected*, we pursue a strategy of sustainable value growth, promoting climate-friendly crop nutrition and zero-emission energy solutions. Yara has a worldwide presence with approximately 17.000 employees and operations in more than 60 countries. Our business model combines production, sales and marketing in one global system. It enables us to deliver premium products, share knowledge, and develop innovative solutions to farmers, distributors and food value chains worldwide.

Our operations are based on the efficient conversion of energy, and of natural minerals and nitrogen from the air into essential products for agriculture and industry. As the leading global provider of nitrogen fertilizers and industrial applications, we leverage our experience and knowledge to tailor solutions to local needs. Yara's value chain starts with mining operations and the sourcing of raw materials and extends to the distribution of crop nutrition and industrial solutions to customers worldwide.

A large part of Yara's overall costs is variable and related to sourcing. We source a wide variety of goods and services from more than 30.000 suppliers worldwide. Sourcing of natural gas and nutrients are important elements of our purchases and operating expenses. Close to 80% of Yara's operating expenses are related to the purchase of raw materials, energy costs and freight expenses. We have developed strong relationships with key suppliers to ensure continuity and profitability in our business.

The main materials and services used in our value chain are:

- Feedstock and energy, mainly natural gas, and in some cases other forms of hydrocarbons, and electricity. These are produced in many regions across the world, for the production of nitrogen fertilizers and industrial products.
- Ammonia and Nitrogen-based products (N), which are produced in the same way as Yara produces these, in many regions across the world, especially in so-called low-gas cost regions. These are sourced as input for our production processes, in addition to the materials we produce ourselves.
- Phosphorus (P) occurs in natural geological deposits of phosphate rock, mined from the earth's crust. Yara sources P to produce granular and feed phosphates and NPK fertilizers, mainly from Morocco, South-Africa, Jordan and Peru. Our main sources of origin for phosphate based raw materials (e.g., MAP and DAP) are Morocco, Saudi-Arabia, and Brazil.
- Potassium salts, or potash (K), are mined from naturally occurring ore bodies that were formed as seawater evaporated. Yara sources mainly from countries with the largest deposits, such as Germany, Israel, Canada and Jordan.
- Logistics services, particularly related to maritime logistics and transportation by road of some of the raw materials to our production sites, and deliveries of finished goods to the markets where we operate. Road transport services are provided by local service providers in the markets, whereas maritime logistics are mostly provided by globally operating suppliers.

Yara also sources many other products and services, such as other crop nutrients; technical equipment for our production facilities; maintenance services; professional services; IT services and equipment; personal protective equipment (PPE) and safety equipment for site personnel; and packaging materials.

3. Policies and Commitments

Yara supports the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights and the core conventions of the International Labor Organization (ILO). As a signatory to the United Nations Global Compact, Yara is firmly committed to its ten core principles, which cover human rights, labor rights, environment, and anti-corruption.

Our key policy documents clearly state our commitment to living up to internationally recognized policies and principles. These policies apply to everyone working in and for Yara.

The key principles of Yara's Compliance Program are defined in the Code of Conduct, which outlines our position and commitments on a wide range of topics, and which expressly prohibits forced labor, child labor and human trafficking. The Code of Conduct applies to all Yara employees, whether full-time, part-time, permanent or temporary, and to the members of the Board of Directors. The document is translated into 16 languages and distributed globally to all employees. Yara's Code of Conduct is reviewed annually and is approved by the Board of Directors.

The Code of Conduct for Yara's Business Partners considers internationally recognized and endorsed standards in key areas such as human rights, business ethics and labor conditions. It states Yara's requirements to business partners and expectations. Yara expects its business partners to uphold similar standards as we apply to ourselves and to require the same from their own business partners, especially those that conduct business for Yara. The Code of Conduct for Yara's Business Partners shall be included in all material contracts.

Yara's Sustainable Procurement Policy, launched in June 2022, outlines how we intend to deliver sustainable value by promoting transparency and a higher standard of our suppliers' sustainability performance. It sets out Yara's expectation that suppliers respect the United Nations Guiding Principles on Business and Human Rights, and details how Yara will follow up on supplier sustainability compliance and performance management.

All policy documents are available on our website www.yara.com.

4. Human Rights Due Diligence

Yara’s approach to human rights due diligence follows the six steps and supporting measures set forth in the OECD Due Diligence Guidance for Responsible Business Conduct. The scope of our due diligence measures incorporates internationally recognized human rights, including child and forced labor.



Human rights are integrated in key policies and procedures, as well as in our Compliance Program and risk management processes. Our human rights and geopolitical risk assessments rank Yara’s countries of operation as well as the countries from which we source raw materials, in terms of their human rights risk exposure. This guides our focus on where to conduct targeted human rights impact assessments (HRIA) and internal human rights reviews, which are integral to fulfilling our due diligence obligations. HRIAs are performed by independent external subject matter experts at locations where our operations have the highest impact on human rights and where our leverage to remedy is considered highest. Findings from HRIAs are presented to Executive Management and the Board of Directors. Mitigating actions remains a local management responsibility, and the Ethics and Compliance Department monitors implementation and reports on progress.

Yara uses the Integrity Due Diligence (IDD) process along with our Sustainable Procurement Policy, Supplier Lifecycle Management Process (SLM) and Supplier Audit Procedure to identify our human rights risk exposure and manage compliance in the value chain. In addition, we assess our suppliers’ sustainability performance through the third-party sustainability rating platform, EcoVadis, which includes human and labor rights topics.

The IDD process includes identifying human rights risk exposure in our supply chain. On a risk-basis, certain business partners are selected for additional follow-up, including in-depth due diligence work, training and other communications efforts. Depending on the matter, this is conducted by either the Ethics & Compliance Department, other expert functions or the business line. Continued monitoring of business partner transactions is also part of the IDD process and consists of daily screening against sanctions and compliance databases as well as close cooperation between the business line and the Ethics and Compliance Department. Compliance with the Code of Conduct for Yara’s Business Partners is monitored by the business line, and by Procurement and HESQ functions.

Yara’s SLM Process offers a comprehensive framework for overseeing supplier performance and relationships throughout their lifecycle, from qualification and onboarding to contract termination. This process aligns with the standards set forth in the Code of Conduct for Yara’s Business Partners and the Sustainable Procurement Policy. The process details various sustainability due diligence activities, including supplier audits and third-party sustainability assessments. Utilizing a risk-based approach, the

SLM process aims to enable the procurement teams to meet the escalating internal and external due diligence and reporting requirements.

The global Supplier Audit Procedure and a corporate social audit program were established in 2023. Their primary objective is to guarantee that our suppliers comply with applicable laws and regulations and with Yara's requirements as outlined in the Code of Conduct for Business Partners, especially related to human rights and working conditions. The audits are conducted through documentation reviews, on-site inspections, and interviews with workers and other impacted stakeholders. Audit findings are communicated to the suppliers and translated into corrective action plans, facilitating continuous improvement, and ensuring compliance in Yara's supply chain.

Compliance requirements, particularly related to anti-corruption and human rights, are integral to Yara's decision-making process for allocating capital to major investment activities. Yara's Capital Value Process includes clear compliance requirements for all projects covered by the policy, including due diligence activities and verification by the Ethics & Compliance Department.

Our Stakeholder Management Procedure provides a structured approach to the way we consult, involve, and collaborate with stakeholders.

5. Actions

5.1 Risks of Modern Slavery in our Operations and Value Chain

Yara does not consider any of its employees or contracted labor at our fully owned operations to be at significant risk of child or forced labor. However, we recognize that we are likely exposed to these risks in our value chain given our presence in countries where these issues are prevalent, the complexity of our value chain, and the high number of business partners. We are committed to continuously monitoring our risk exposure and potential impact and ensure that we have adequate systems in place to identify, mitigate and remediate where relevant.

The risk of modern slavery in Yara's operations typically increases in geographic areas without strong labor laws and in circumstances where Yara subcontracts its workforce. For example, sectors with a traditionally transitory, highly casualized and/or subcontracted workforce like the construction industry, logistics or cleaning services, generally carry a higher risk of modern slavery, particularly when the people in these workforces are not engaged directly by Yara.

Work to further map human rights impacts and risks in our value chain, and to implement human rights considerations in our supplier compliance management process, is ongoing.

5.2 Identified Adverse Human Rights Impacts

Human Rights Impact Assessments

Between 2019 and 2024 Yara engaged external human rights experts to conduct HRIAs in India, the Philippines, Colombia, China, South Africa, Tanzania, Zambia, Brazil, and Mexico. In 2025, we continued our efforts to mitigate salient risks of adverse impacts consistently identified in HRIAs performed to date, as well as to close gaps identified through internal audits. These audits were carried out to verify the implementation and effectiveness of agreed actions from previously conducted HRIAs in India, Colombia and Brazil.

The scope of the HRIAs has primarily focused on Yara's sites, however, they have also identified risks within our supply chain, including third-party run warehouses and logistics providers. We recognize that contracted labor is a key driver of adverse human rights impacts for workers at Yara's sites and across our supply chain. Yara's ability and leverage to secure individual workers' labor rights, including fair wages, working hours, benefits, annual leave, work predictability, and a safe and healthy workplace

free from discrimination, is reduced when using contracted labor. Performing heavy manual labor is an additional health and safety risk when combined with high temperatures and humidity.

We recognize that the risk of child labor and labor rights violations in the agricultural sector is prevalent, and we continuously work to improve our due diligence processes to identify and mitigate human rights impacts and expect the same from our business partners. During the year, we conducted human rights reviews/inspections in Thailand, Indonesia, the Philippines and Vietnam. Forced and child labor were areas of focus, with particular attention to the presence of any of the ILO indicators of forced labor. At third-party operated warehouses, we found instances of excessive working hours, and gaps in employment documentation for contractors and sub-contractors. Mitigating actions have been agreed and are being implemented to address these potential adverse impacts, and we continue to monitor these sites closely to ensure progress and compliance. At one of the sites, it was suggested that recruitment fees may be charged to subcontracted workers by recruitment agencies. However, this has not been verified, and no supporting documentation has been provided. The matter remains unverified, and further monitoring and enquiries will continue in 2026.

Regarding child labor, all Yara sites maintain strict ID controls for age verification. These controls are consistently checked during HRIAs and human rights reviews/inspections to ensure that our processes and procedures are effectively implemented in practice. If a case of child labor is found in our operations, Yara will contribute to the transition from employment to education by, for example, collaborating with local communities and NGOs, providing suitable on the job training, or sponsoring educational opportunities.

Supplier Audits

In 2023, we established a global supplier audit procedure and a social audit program with a dedicated focus on human rights and working conditions, alongside the standard IDD process. Given the complexity of Yara's supply chain, we employed a risk-based approach to prioritize suppliers for social and human rights due diligence and audits. Supplier selection is based on a combination of geopolitical and industry risks, as well as their strategic importance to Yara's business. The industry risk assessment leverages internal experience and external resources, and ESG ratings to link procurement categories to their respective industries and assess inherent ESG risks, enabling us to focus on the sectors where the risks are perceived to be highest. This risk-based approach was applied in the 2025 supplier audit plan and will continue to guide the prioritization of social and human rights audits in 2026.

Key findings from supplier audits conducted in 2025 relate to the following areas:

- Forced and compulsory labor: foreign employees without up-to-date immigration documentation
- Wages and working hours: insufficient control measures to ensure compliance with fair wage practices and working hours regulations
- Occupational health and safety: deficiencies in essential practices, such as inadequate access to fire extinguishers, poor lighting, lack of a local permit required to operate the onsite health facility, and high noise levels in working environments
- Grievance mechanisms: ineffective grievance systems, including a lack of transparency in internal investigations and insufficient follow-up on reported grievances
- Sustainability in sub-suppliers: weak or absent oversight of sustainability practices in general, among the audited suppliers.

We have developed corrective action plans to address all identified findings.

No further significant breaches or human rights impacts related to modern slavery, child labor or forced labor were identified through our existing systems in 2025, either in our own operations or within our value chain.

6. Governance

Yara's Ethics and Compliance Department has organizational responsibility to provide a best-in-class ethics and compliance program. The department plays a key role in the management of all risks related to corruption, fraud, human rights and business partner integrity. Ethics training of employees is among the key performance indicators (KPIs) followed by Yara's Board of Directors.

The Ethics and Compliance Department consists of a corporate team in Oslo supported by Regional Compliance Managers who are responsible for implementing Yara's Compliance Program, including providing training and giving guidance in their respective regions.

Ethics and compliance matters, including human rights, are regularly and formally discussed at the highest levels in the organization. The Chief Compliance Officer reports administratively to the Executive Vice President and General Counsel, twice annually to the Board of Directors, quarterly to the Board Audit and Sustainability Committee and monthly or as needed to the CEO on matters relating to ethics and compliance, including human rights.

Yara has a Compliance Committee, chaired by the CEO and attended by Yara's Group Executive Board members. The Compliance Committee meets quarterly and acts as a focal point for these topics.

Representatives from our corporate functions: Sustainability Governance, Health, Environment, Safety and Quality (HESQ), Human Resources, Ethics and Compliance, Communications and Brand, Global Climate and Energy, Enterprise Risk Management and Procurement collaborate closely on monitoring, accountability, and ensuring processes and systems are in place for our ESG policies and non-financial performance indicators.

7. Grievance and Whistleblowing Channels

Yara's grievance channels help us identify and assess adverse human rights impacts. Many of Yara's production sites have established green lines or similar communication channels for neighbors and other stakeholders to call in questions, suggestions, and criticisms. Social media is also increasingly used to engage with local communities. Our local production units have systems in place to register and follow up complaints and other feedback from external stakeholders. Grievances related to our environmental performance are reported monthly to our central Corporate HESQ function. Several product quality complaint handling systems are also in place, each adapted to the various business models and operations throughout the world. Our country specific websites feature contact forms for anyone who wants to raise questions or provide feedback. Accessibility to grievance channels in local languages has been improved at assessed sites and awareness raising of grievance processes is a continuous effort both towards own employees and the supply chain.

Employees and business partners are expected to report suspected violations of the Code of Conduct, Yara's policies and procedures, and laws and regulations in our own operations and in our supply chain. For employees, the first point of contact should be the line manager. Alternatively, employees and external stakeholders may use the Ethics Hotline, available in 75 languages, 24 hours a day, 7 days a week. Our website and intranet also feature an option to contact the Ethics and Compliance Department directly at ethics@yara.com. Yara has an obligation to investigate all reports made, and all notifications are treated confidentially.

8. Training and Awareness

Human rights is included in all ethics and compliance training, including mandatory e-learning for new hires and face-to-face training programs. We also have additional e-learning modules covering topics from the Code of Conduct available to all Yara employees. This includes ethical conduct and reporting concerns, with a specific section on human rights, as well as a separate e-learning course, "Business and Human Rights", launched in 2022. The Ethics and Compliance training program is delivered by dedicated Regional Compliance Managers.

In 2025, 380 (2024: 667) employees received specific face-to-face human rights training. Yara's Human Rights Policy is included in our Code of Conduct. All employees receive regular training on the Code of Conduct, and the e-learning on Business and Human Rights has been completed by 304 employees. We will continue to improve our work on raising awareness on human rights in our organization through training, e-learning, communication, and knowledge sharing. Capacity building and awareness raising within the Procurement function was a priority in 2025 and will continue to be so in 2026. Ongoing activities, such as integrity due diligence and maintenance of grievance channels, will continue as usual.

9. Assessing Effectiveness

Yara International ASA has a dedicated Ethics & Compliance team to address the identification of human rights risks, including modern slavery, child labor and human trafficking at group level. The effectiveness of the Compliance Program is evaluated annually in the Business Plan Process, and an annual maturity assessment of the program is presented to the Board of Directors. Policies and procedures follow the established renewal cycle of three years on the Yara Steering System.

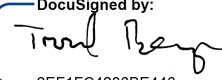
The Code of Conduct was reviewed according to established process and updated in 2025, valid from 1 January 2026. This includes the chapter on human rights in the Code of Conduct, which is approved by the Yara CEO and Board of Directors. The 2026 update reinforces our commitment to ethical business practices and responsible employment by clarifying expectations on psychological safety, inclusion, and harassment prevention, as well as strengthening guidance on conflict of interest, transparency, and donations. The updated Code of Conduct is available in 16 languages and supported by a mandatory e-learning course to ensure global awareness and compliance. No material changes were made to the Code of Conduct for Yara's Business Partners in 2025.

Where the risk of adverse human rights impacts from our operations has been identified, action plans are developed and regularly followed up until completion. Internal audits may be conducted to verify the implementation of agreed actions from previously conducted HRIAs, and the Ethics and Compliance Department are monitoring implementation. The aim is to assess whether implemented actions lead to intended results. The monitoring has shown that while most of the agreed actions have been implemented, some lack in effectiveness. Continuous follow-up will be performed until closure.


This highlights the importance of continued focus on measuring results and impacts from actions implemented to ensure actual improvements on human rights. This work will continue in 2026. We also continue to monitor the overall human rights risk exposure as part of our geopolitical risk assessment.

We continue our focus on salient risks of negative impacts consistently identified through human rights due diligence to date. Global initiatives to eliminate or minimize possible negative impact from Yara's operations on affected rights-holders' human rights are our main priority.

More information about our Sustainability and Human Rights performance can be found in Yara's 2025 Integrated Report, available on yara.com.

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Trond Berger, Chairman of the Board
Yara International ASA
Date 09 March 2026

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Chairperson of the Board
Yara Pilbara Nitrates Pty Ltd
Date

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Board Director
Yara Australia Pty Ltd
Date

Signed by:

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Board Director
Yara Pilbara Fertilisers Pty Ltd
Date

Signed by:

80BC1B2FE8D74FB...
Chairperson of the Board
Yara UK Limited
Date

Yara Belle Plaine Inc

"In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above."

- Full name: Curtis Banda
- Title: Plant Manager
- Date:
- Signature: "I have the authority to bind 'Yara Belle Plaine Inc.'"


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Yara Canada Inc.

"In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. This attestation is made based on information reasonably available to the entity within its scope of operational control, recognizing that the screening and due diligence processes are conducted centrally by Global Ethics and Compliance."

- Full name: Sabine Schroder
- Title: SVP North America
- Date:
- Signature: "I have the authority to bind 'Yara Canada Inc.'"

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Yara North America Inc.

“In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. This attestation is made based on information reasonably available to the entity within its scope of operational control, recognizing that the screening and due diligence processes are conducted centrally by Global Ethics and Compliance.”

- Full name: Sabine Schroder
- Title: SVP North America
- Date:
- Signature:

“I have the authority to bind ‘Yara North America Inc.’”

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