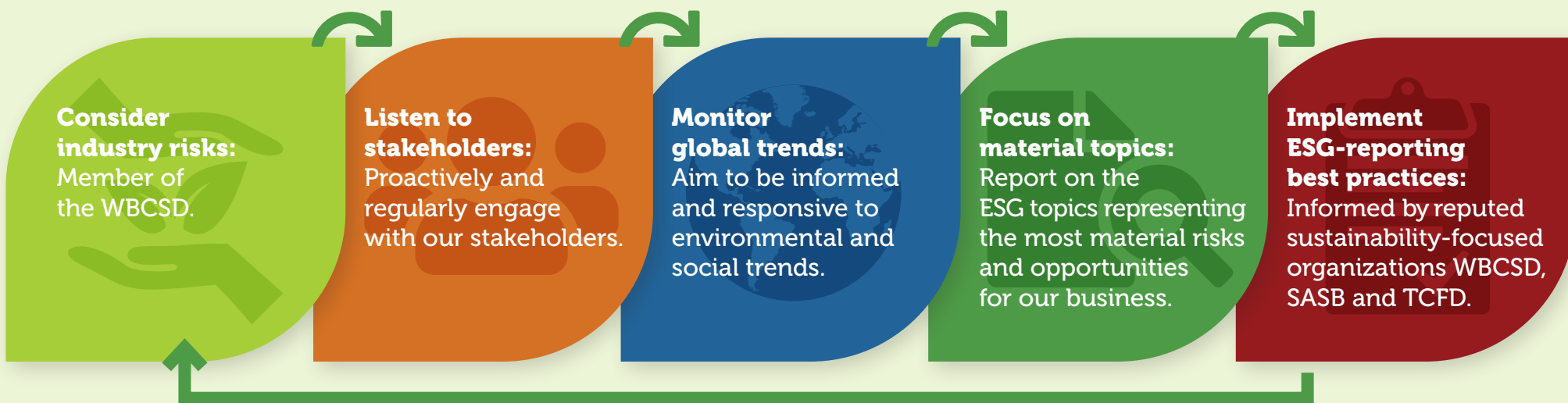


United by our purpose to grow our world from the ground up, Nutrien is committed to supporting growers across the globe in producing more high-quality food in a sustainable manner.

As the largest fertilizer producer in the world and the global leader in ag retail, we take our role in this challenge extremely seriously.

## Our Approach to ESG

WBCSD – World Business Council for Sustainable Development  
SASB – Sustainability Accounting Standards Board  
TCFD – Task Force on Climate-related Financial Disclosures



We believe that managing environmental, social and governance impacts contributes to long-term value creation, protects our reputation and enhances our resilience. We intend to continually improve our reporting and will strive to share targets and mitigation strategies as they are developed.

Find out more about our ESG strategy, disclosure and access our data tool at [www.nutrien.com/sustainability](http://www.nutrien.com/sustainability)

# Key Material Topics

Nutrien took great care in identifying material ESG topics through engagement with stakeholders, sourcing topics from reporting frameworks and in-depth research on risk, reputation management, and megatrends.

## E Environmental

**~250Kmt** **>5,000** **>9,500**

PER YEAR OF CO<sub>2</sub> TO BE CAPTURED AND INJECTED VIA THE ALBERTA CARBON TRUNK LINE

ACRES IN PILOT PROJECTS FOCUSED ON NITROGEN USE REDUCTION

NORTH AMERICAN GROWERS BENEFITED FROM OUR PRECISION AGRICULTURE SERVICES

We are committed to reducing the environmental impacts of our operations on air, land and water, and developing products and innovative solutions that help growers tackle the environmental challenges facing the agriculture industry.

### Key Material Topics

- GHG emissions and energy use
- Climate-related risks
- Climate-related opportunities
- Water
- Waste and tailings

**6%**

Reduction in scope 1 and 2 carbon dioxide equivalent (CO<sub>2</sub>e) associated with crop input production

**14%**

Reduction in total waste and byproducts disposed

## S Social

**>1,100** **25%** **>600**

RETAIL EMPLOYEES RECEIVED SAFE DRIVING TRAINING

OF LEADERSHIP POSITIONS (VICE PRESIDENT AND UP) ARE HELD BY WOMEN

EMPLOYEES RECEIVED UNCONSCIOUS BIAS TRAINING

As part of Nutrien's purpose-driven culture, we intend to develop respectful and positive relationships with our employees, contractors, suppliers, customers, and local communities, and to contribute positively to society as a whole.

### Key Material Topics

- Safety
- Human capital
- Community and Indigenous relations
- Responsible supply chain
- Product responsibility

**0.34**

Total lost-time injuries per 200,000 hours worked

**48%**

Increase in procurement from Aboriginal businesses

## G Governance

**33%** **88.45%** **1,200**

OF BOARD MEMBERS ARE WOMEN

OF SHAREHOLDERS APPROVED OUR "SAY ON PAY" EXECUTIVE COMPENSATION APPROACH

EMPLOYEES ATTENDED ONLINE TRAINING ON CYBERSECURITY RISKS

We embed strong corporate governance systems and principles in our business through a diverse and independent Board of Directors, strong ethical principles that inform our activities, and rigorous systems for cybersecurity and data privacy.

### Key Material Topics

- Corporate governance
- Governance of ESG and climate-related risks
- Ethics and anti-corruption
- Cybersecurity and data privacy

**100%**

of employees received ethics and anti-corruption training