Description Period Ended On (MM/DD/YYYY) Penetred Date (MM/DD/YYYY)	SASB Reference	FY 18 12/31/2018	FY 19 12/31/2019	FY 20 12/31/2020	FY 21 12/31/2021	FY 22 12/31/2022	FY 23 12/31/2023
Reported Date (MM/DD/YYYY)		04/18/2020	04/18/2020	02/17/2021	03/08/2022	03/07/2023	03/07/2024
ENVIRONMENT Emissions							
GHG - Total Scope 1 Direct (million tonnes CO2e)	RT-CH-110a.1, EM-MM-110a.1	11.19	10.40	10.43	11.05	10.27	9.54
GHG - Scope 1 Direct by type (million tonnes CO2)		9.99	9.30	9.11	9.48	9.40	8.73
GHG - Scope 1 Direct by type (thousand tonnes CH4) GHG - Scope 1 Direct by type (thousand tonnes N2O)		2.82 3.80	4.94 3.30	2.67 4.20	4.93 4.85	5.78 2.44	1.30 2.81
GHG Intensity - Scope 1 (company-wide) (tonnes CO2e per tonne product (weighted av	erage))	0.53	0.53	0.52	0.52	0.51	0.48
Potash (tonnes CO2e per tonne KCI produced) Nitrogen (tonnes CO2e per tonne NH3 produced)		0.04	0.04 1.45	0.04	0.04 1.58	0.04 1.52	0.04 1.50
Phosphate (tonnes CO2e per tonne P2O5 produced)		0.35	0.43	0.47	0.47	0.48	0.50
Scope 1 emissions covered under emissions-limiting regulations (percent)	RT-CH-110a.1, EM-MM-110a.1	3.05	27	27	26	28	28
GHG - Scope 2 Energy Indirect (million tonnes CO2e)  GHG Intensity - Scope 2 (company-wide) (tonnes CO2e per tonne product (weighted av	erage))	3.05 0.14	2.85 0.15	2.74	2.70 0.13	2.49 0.12	2.63 0.13
Potash (tonnes CO2e per tonne KCI produced)		NPR	NPR	NPR	NPR	NPR	0.10
Nitrogen (tonnes CO2e per tonne NH3 produced) Phosphate (tonnes CO2e per tonne P2O5 produced)		NPR NPR	NPR NPR	NPR NPR	NPR NPR	NPR NPR	0.19
CO2 Captured and Sold (million tonnes CO2e)		1.1	1.2	1.0	1.1	1.1	1.0
Criteria Air Contaminants							
Carbon monoxide (thousand tonnes)  Oxides of nitrogen (thousand tonnes)	EM-MM-120a.1 RT-CH-120a.1, EM-MM-120a.1	8.0 8.8	8.6 7.7	6.6 7.4	8.3 7.8	7.9	5.9
Sulfur dioxide (thousand tonnes)	RT-CH-120a.1, EM-MM-120a.1	6.9	3.4	3.6	3.8	3.4	3.2
Total particulate matter (thousand tonnes)	EM-MM-120a.1	8.3	7.0	7.7	7.4	7.3	7.0
Volatile organic compounds (thousand tonnes) Other Air Emissions (thousand tonnes)	RT-CH-120a.1, EM-MM-120a.1	1.6 11.7	1.5 10.2	2.2	2.0 9.7	2.0 9.1	1.8
Hazardous Air Pollutants (thousand tonnes)	RT-CH-120a.1		1.6	1.5	1.6	1.5	1.1
Energy Total Energy Use (notationles)	DT CH 120x 1 EM MM 120x 1	290.7	283.9	279.2	281.1	273.3	260.8
Total Energy Use (petajoules)  Natural gas consumed as feedstock (petajoules)	RT-CH-130a.1, EM-MM-130a.1	156.9	283.9 152.3	146.0	146.1	143.2	136.0
Fossil fuels consumed (petajoules)		114.1	111.5	112.3	114.3	110.1	102.8
Electricity purchased (petajoules)  Imported steam (petajoules)		15.3 4.4	16.2 4.0	16.8 4.1	16.7 4.0	16.3 3.6	16.5 4.2
Self-generated electricity (petajoules)	RT-CH-130a.1	1.3	1.3	1.3	1.3	1.3	1.3
Renewable energy (terajoules)	RT-CH-130a.1, EM-MM-130a.1		0.0	0.0	19.0	7.3	2.5
Energy Intensity (company-wide) (gigajoules per tonne of product (weighted average)) Water		13.7	14.3	13.9	13.2	13.6	13.2
Total water intake, by source (million m3)	RT-CH-140a.1	208	217	237	233	219	196
Freshwater intake, by source: Groundwater (million m3)	EM-MM-140a.1	33	48	55	55	46	42
Mine dewatering/depressurization (million m3)	EM-MM-140a.1	48	46	58	46	52	51
Surface water (million m3)	EM-MM-140a.1	75	59	69	67	64	61
Industrial/municipal water (million m3) Non-freshwater intake, by source:	EM-MM-140a.1	18	16	15	15	16	14
Ocean water (million m3)		34	47	41	50	40	27
Water intake in regions with High or Extremely High Baseline Water Stress (million m3)		3.8	3.4	4.0	4.0	3.1	4.3
Percentage water intake in regions with High or Extremely High Baseline Water Stress ( Total water consumed (million m3)	RT-CH-140a.1, EM-MM-140a.1 RT-CH-140a.1, EM-MM-140a.1	1.8	1.6	1.7	1.7	1.4	2.2
Water consumed in regions with High or Extremely High Baseline Water Stress (percent				1.1	1.4	1.1	1.2
Freshwater consumption intensity (company-wide) (m3 per tonne product (weighted av Potash (m3 per tonne KCI produced)	erage))			18.0	13.9	13.9	17.6
Nitrogen (m3 per tonne NH3 produced)				5.9	5.5	5.5	6.1
Phosphate (m3 per tonne P2O5 produced)				219	168	180	220
Total water discharge, by destination (million m3) Surface water (million m3)		262 261	224 223	249 248	279 278	199 198	198 197
Municipal treatment (million m3)		1	1	1	1	1	1
Effluents and Waste						22	17
Discharges to onsite disposal wells (million m3)  Total non-hazardous waste		15	15	18	15	22	17
Mining waste or byproducts disposed (million tonnes)	EM-MM-150a.1, EM-MM-150a.2	31	26	27	29	27	28
Non-mining waste disposed (thousand tonnes)  Hazardous waste disposal (thousand tonnes)	RT-CH-150a.1	90	123	119	113	97	164
Recycled materials (thousand tonnes)	KT CIT 2500.2	39	35	28	38	35	41
Environmental Incidents							
Total Loss of Containment ("LOC") Incidents (count)  Reportable Quantity ("RQ") Releases (count)		NPR NPR	29 17	36 17	31 14	22	23 10
Process Safety Management ("PSM") Events (count)		NPR	12	20	9	10	10
Level 2 Environmental Incidents (count)		NPR	8	2	2	2	2
Environmental Incident Frequency (LOC incidents*1,000,000/production) Tier 1 Process Safety Total Incident Rate (incidents*200,000 hours/total actual hours w	RT-CH-540a.1	NPR	0.96 0.07	1.60	1.16 0.01	1.66	1.25
Tier 2 Process Safety Total Incident Rate (incidents*200,000 hours/total actual hours w			0.27	0.12	0.12	0.05	0.03
Non-Accidental Ammonia Release Rate (releases per thousand railcar movements)  Environmental Remediation Liabilities (\$ million)		0.07 534	0.00 544	0.00	0.00	0.04	0.00 396
Internal SH&E Audits (count)		27	655	667	695		598
SOCIAL Workplace							
Total Employees (count)		22,060	22,540	25,600	25,600	26,800	28,200
Permanent Employees (count) Temporary and Casual Employees (count)		20,300 1,760	22,300 240	23,100 2,500	23,500 2,100	24,700 2,100	25,900 2,300
Permanent Employees by Region			240	2,500	2,100	2,100	2,300
North America (count)		17,750	17,700	18,000	18,050	18,750	19,000
South America (count)							
		950	1,200	2,000	2,450	2,800 3,100	3,900 3,000
Australia (count) Europe (count)		950 1,550 50	1,200 3,350 50	2,000 3,050 50	2,450 2,950 50	3,100 50	3,000 50
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)		950 1,550	1,200 3,350 50 13	2,000 3,050 50 13	2,450 2,950 50 15	3,100 50 12	3,000 50 14
Australia (count) Europe (count)		950 1,550 50 14	1,200 3,350 50	2,000 3,050 50	2,450 2,950 50	3,100 50	3,000 50
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Voluntary Employee Turnover Rate (percent)  Employee Learning and Development		950 1,550 50 14 9	1,200 3,350 50 13 9	2,000 3,050 50 13 9	2,450 2,950 50 15 12 4	3,100 50 12 9	3,000 50 14 10 4
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Voluntary Employee Turnover Rate (percent)  Innoluntary Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and development		950 1,550 50 14 9	1,200 3,350 50 13	2,000 3,050 50 13 9	2,450 2,950 50 15	3,100 50 12 9 3	3,000 50 14 10 4
Australia (count)  Europe (count)  Total Emolyoee Turnover Rate (percent)  Voluntary Employee Turnover Rate (percent)  Involuntary Employee Turnover Rate (percent)  Employee Earning and Development  Average learning and development spend per employee (5 per employee)  Average hours of training per employee (hours per employee)  Employee Engagement (percent)		950 1,550 50 14 9 5 300	1,200 3,350 50 13 9 4 4 435 18	2,000 3,050 50 13 9 4 380 26	2,450 2,950 50 15 12 4 517 32	3,100 50 12 9 3 3 838 22	3,000 50 14 10 4 814 26 75
Australia (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and Development (percent)  Employee Engagement (percent)  Employee Engagement (percent)  Total Employees Converd by Collective Bargaining (percent)	EM-MM-310s.1	950 1,550 50 14 9 5	1,200 3,350 50 13 9 4 435	2,000 3,050 13 9 4 380 26 89	2,450 2,950 50 15 12 4 517 32 N/A	3,100 50 122 9 3 838 22 N/A 20,5	3,000 50 14 10 4 814 26 75 24.4
Australia (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Tomoluntary Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and development spend per employee (\$ per employee)  Average hours of training per employee (hours per employee)  Employee Engagement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)	EM-MM-310a.1	950 1,550 50 14 9 5 300	1,200 3,350 50 13 9 4 4 435 18	2,000 3,050 50 13 9 4 380 26	2,450 2,950 50 15 12 4 517 32	3,100 50 12 9 3 3 838 22	3,000 50 14 10 4 814 26 75
Australia (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Learning and Development  Average Learning and Development spend per employee (5 per employee)  Average hours of training per employee (hours per employee)  Total Employees Engagement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-par Deversity)	EM-MM-310a.1	950 1,550 50 14 9 5 300	1,200 3,350 50 13 9 4 4 435 18	2,000 3,050 50 13 9 4 380 26 89 19,3	2,450 2,950 50 15 12 4 517 32 N/A 20.1	3,100 50 122 9 3 838 222 N/A 20.5	3,000 50 14 10 4 814 26 75 24.4
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Tomolutary Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and development spent per employee (§ per employee)  Average hours of training per employee (flours per employee)  Total Employee Engapement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-par Diversity  Women at Various Levels	EM-MM-310a.1	950 1,550 50 14 9 5 300 N/A 16.5	1,200 3,350 50 13 9 4 4 435 18 N/A 16,7	2,000 3,050 13 9 4 380 26 89 19.3 15.4	2,459 2,950 15 12 4 517 32 N/A 20.1 15.9	3,100 50 12 9 3 838 22 N/A 20,5 16,1 34,4	3,000 50 14 10 4 814 26 75 24,4 10,9
Australia (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Learning and Development  Average Learning and Development spend per employee (5 per employee)  Average hours of training per employee (hours per employee)  Total Employees Engagement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-par Deversity)	EM-MM-310a.1	950 1,550 50 14 9 5 300	1,200 3,350 50 13 9 4 4 435 18	2,000 3,050 50 13 9 4 380 26 89 19,3	2,450 2,950 50 15 12 4 517 32 N/A 20.1	3,100 59 12 9 3 638 22 N/A 20,5 16,1 34,4	3,000 50 14 10 4 814 26 75 24.4
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and Development Spend per employee (5 per employee)  Average hours of training per employee (hours per employee)  Employee Engagement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-par)  Diversity  Women at Various Levels  Board (percent)  Ticker President and above (percent)	EM-MM-310a.1	950 1,550 50 14 9 5 300 N/A 16.5	1,200 3,350 50 13 9 4 4 435 18 N/A 16.7	2,000 3,050 13 9 4 380 26 89 19,3 15,4 34,5	2,459, 2,950 155 172 122 144 1517 132 183 183 183 183 183 183 183 183 183 183	3,100 50 12 9 3 838 22 N/A 20,5 16,1 34,4	3,000 500 144 10 4 814 265 75 244 10,9 48,8
Australia (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Turnoultars/ Employee Turnover Rate (percent)  Employee Learning and Development  Average Learning and Development spend per employee (5 per employee)  Average hours of training per employee (hours per employee)  Total Employees Engagement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-par Diversity  Women at Various Levels  Board (percent)  Vice President and above (percent)  Director and above (percent)  Director and above (percent)	EM-MM-310a.1	950 1,550 50 14 9 5 300 N/A 16,5	1,200 3,350 50 13 9 4 4 435 18 NA 16.7	2,000 3,050 13 9 4 380 26 99 19,3,3 15,4 24,5 25 19	2,459 2,950 15 2,950 15 2,950 15 22 3,950 15 22 3,950 15 2,950 15	3,100 50 12 9 3 838 22 N/A 20,5 16,1 34,4 33 21 21	3,000 50 14 10 4 814 26 75 24,4 10,9 48,8 33 22 23
Australia (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Timolutary Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and Development spend per employee (5 per employee)  Average hours of training per employee (flours per employee)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by bard-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-par)  Vice President and above (percent)  Floretor and above (percent)  Non-senior Leaders (percent)  All Management (percent)  All Employees (percent)	EM-MM-310a.1	950 1,550 50 14 9 5 300 N/A 16.5	1,200 3,350 50 13 9 4 4 435 18 N/A 16.7	2,000 3,050 13 9 4 380 26 89 19,3 15,4 34,5	2,459, 2,950 155 172 122 144 1517 132 183 183 183 183 183 183 183 183 183 183	3,100 50 12 9 3 838 22 N/A 20.5 16.1 34.4 33 21 21 21	3,000 500 144 10 4 814 265 75 244 10,9 48,8
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and development spend per employee (§ per employee)  Average hours of training per employee (nours per employee)  Total Employee Engagement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-part)  Diversity  Women at Various Levels  Board (percent)  Diversity  Diversity  Diversity  All Management (percent)  All Management (percent)  All Employees (percent)	EM-MM-310a.1	950 1,550 50 14 9 5 50 300 N/A 16.5 16.5 11 17	1,200 3,350 50 13 9 4 4 435 18 N/A 16.7 25 15 16 14 19	2,000 3,050 13 9 4 4 380 26 89 19.3, 15.4 34.5 25 19 19 15 15 15 16 25 19 20 20 20 20 20 20 20 20 20 20 20 20 20	2,459 2,950 15 12 4 4 517 32 N/A 20.1 15,9 34.3 36 22 21 15 16 20	3,100 50 12 9 3 838 22 N/A 20,5 16.1 34.4 33 21 21 14	3,000 50 14 10 4 814 26 75 24.4 10.9 48.8 33 22 23 31 14 20
Australia (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Timolutary Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and Development spend per employee (5 per employee)  Average hours of training per employee (flours per employee)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by bard-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-par)  Vice President and above (percent)  Floretor and above (percent)  Non-senior Leaders (percent)  All Management (percent)  All Employees (percent)	EM-MM-310a.1	950 1,550 50 14 9 5 50 300 N/A 16.5	1,200 3,350 50 13 9 4 4 435 18 N/A 16.7	2,000 3,050 13 9 4 4 380 26 89 19.3 15.4 36 25 19 19 15	2,459 2,950 15 12 4 517 32 N/A 20.1 15.9 3-4.3 36 2.2 21 15	3,100 50 12 9 3 838 22 N/A 20.5 16.1 34.4 33 21 21 21	3,000 50 14 10 4 814 26 75 24.4 10.9 48.8 33 22 23 13 14
Australia (count) Europe (count) Total Employee Turnover Rate (percent) Voluntary Employee Turnover Rate (percent) Unoutraty Employee Turnover Rate (percent) Employee Learning and Development Average learning and Development Average learning and development spend per employee (5 per employee) Employee Engagement (percent) Total Employees Covered by Collective Bargaining (percent) Employees represented by third-party trade unions (percent) Employees represented by another form of collective Bargaining (not involving third-part) Diversity Women at Various Levels Board (percent) Vice President and above (percent) Divector and above (percent) All Employees (percent) All Employees (percent) All Employees (percent) All Employees (percent) 25-34 (percent) 25-34 (percent) 35-34 (percent)	EM-MM-310a.1	950 1,550 50 14 9 5 50 300 N/A 16.5  33 19 17 10 11 17 6 21 23	1,200 3,350 13 9 4 4 435 18 N/A 16.7  33 25 15 16 14 19 5	2,000 3,050 13 9 4 4 380 26 89 19.3,3 15.4 36,5 25 19 11 14 20	2,459 2,950 15 16 17 21 4 517 32 N/A 20.1. 15.9 34.3 26 21 21 20 20 5	3,100 50 12 9 3 888 22 N/A 20,5 16,1 34,4 13 21 14 13 21 7 7 24 4 25	3,000 50 14 10 4 814 266 75 24.4 10.9 48.8 33 22 23 13 14 20 6 6 24 26 26
Australia (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Timolutary Employee Turnover Rate (percent)  Employee Learning and Development  Average Learning and Development spend per employee (5 per employee)  Average hours of training per employee (flours per employee)  Total Employees Covered by Collective Bargaining (percent)  Employees represented by third-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-part)  Women at Various Levels  Board (percent)  Vice President and above (percent)  Non-senior Leaders (percent)  All Management (percent)  All Employees (percent)  Permanent Employee Age Profile  Under 25 (percent)  25-34 (percent)  35-44 (percent)  45-54 (percent)	EM-MM-310a.1	950 1,550 14 9 5 300 N/A 16.5 19 17 10 11 17 6 21 23	1,200 3,350 50 13 9 4 4 435 18 NA 16.7 25 15 16 14 19 5 22 24	2,000 3,050 13 9 4 4 380 26 99 19.3 15.4 25 19 15 14 20 20 5 5	2,459 2,950 151 22 22 2,950 155 2,950 155 2,950 155 2,950 155 2,950 2,95	3,100 50 12 9 3 638 22 N/A 20,5 16.1 34.4 13 21 21 21 7 24 25 24	3,000 50 14 14 10 4 814 26 75 24,4 10,9 48,8 33 22 23 11 14 20 6 24 26
Australia (count) Europe (count) Total Employee Turnover Rate (percent) Voluntary Employee Turnover Rate (percent) Unoutraty Employee Turnover Rate (percent) Employee Learning and Development Average learning and Development Average learning and development spend per employee (5 per employee) Employee Engagement (percent) Total Employees Covered by Collective Bargaining (percent) Employees represented by third-party trade unions (percent) Employees represented by another form of collective Bargaining (not involving third-part) Diversity Women at Various Levels Board (percent) Vice President and above (percent) Divector and above (percent) All Employees (percent) All Employees (percent) All Employees (percent) All Employees (percent) 25-34 (percent) 25-34 (percent) 35-34 (percent)	EM-MM-310a.1	950 1,550 50 14 9 5 50 300 N/A 16.5  33 19 17 10 11 17 6 21 23	1,200 3,350 13 9 4 4 435 18 N/A 16.7  33 25 15 16 14 19 5	2,000 3,050 13 9 4 4 380 26 89 19.3,3 15.4 36,5 25 19 11 14 20	2,459 2,950 151 22 22 2,950 155 2,950 155 2,950 155 2,950 155 2,950 2,95	3,100 50 12 9 3 888 22 N/A 20,5 16,1 34,4 13 21 14 13 21 7 7 24 4 25	3,000 50 14 10 4 814 26 75 24.4 10,9 48.8 33 22 23 11 14 20 6 24 26 24
Australia (count) Europe (count) Total Employee Turnover Rate (percent) Voluntary Employee Turnover Rate (percent) Unoutraty Employee Turnover Rate (percent) Employee Learning and Development Average learning and development spend per employee (5 per employee) Employee Englosement (percent) Total Employees Coyeened by Collective Bargaining (percent) Employees Englosement (percent) Total Employees Coyeened by Collective Bargaining (percent) Employees Englosered by March (party trade unions (percent) Employees (percented by hint-party trade unions (percent) Diversity Women at Various Levels Board (percent) University University University All Management (percent) All Management (percent) All Management (percent) Side (percent)	EM-MM-310a.1 EM-MM-310a.1	950 1,550 14 9 5 300 N/A 16.5 16.5 17 10 11 17 6 21 23 22 26	1,200 3,350 50 13 9 4 4 435 18 N/A 16.7  15 16 14 19 5 22 24 23 21	2,000 3,050 13 9 4 4 380 26 89 19,3 36,5 15,4 25,5 19 11,4 20 5 22,2 22,2 20 5	2,459 2,950 151 22 4 4 517 32 N/A 20.1 15,9 34.3 36 22 21 15 16 20 5 22 22 22 22 21 19	3,100 S9 12 9 3 838 22 N/A 20,5 16,1 34,4  13 21 21 21 21 21 22 14 13 21 7 24 25 22 18	3,000 59 14 10 4 814 26 75 24.4 10.9 48.8 33 22 23 13 14 20 6 24 26 26 27 17
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and Development Spend (percent)  Employee Learning and Development Spend (percent)  Employee Engosement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees persected by third-party trade unions (percent)  Employees represented by third-party trade unions (percent)  Employees represented by another form of collective bargaining (not involving third-part)  Women at Yatious Levels  Board (percent)  Vice President and above (percent)  Hond-send bardow (percent)  All Employees (percent)  All Employees (percent)  All Employees (percent)  Permanent Employee Age Profile  Under 25 (percent)  52-34 (percent)  45-54 (percent)  45-54 (percent)  Vere F5 (percent)	EH-MM-310a.1 EH-MM-310a.1 RT-CH-320a.1	950 1,550 50 14 9 5 300 N/A 16.5  33 19 17 10 6 21 23 22 26 6	1,200 3,350 13 9 4 4 435 116,7 16,7 16,7 16,7 16,7 16,7 16,7 16,	2,000 3,050 13 9 4 300 26 89 19,3 15,4 34,5 25 19 19 20 5 23 22 20 25	2,450 2,950 350 15 12 4 517 32 N/A 261 159 34.3 26 27 26 27 20 20 20 4	3,100 50 12 9 3 888 222 NA 20,5 16.1 34.4 131 21 14 21 7 24 25 22 18 4 4 1.16	3,000 50 50 14 10 4 814 26 75 54,4 10,9 48,8 33 22 23 13 41 20 6 24 25 26 27 17 5
Australia (count) Europe (count) Total Employee Turnover Rate (percent) Voluntary Employee Turnover Rate (percent) Unoutraty Employee Turnover Rate (percent) Employee Learning and Development Average learning and development spend per employee (5 per employee) Employee Englosement (percent) Total Employees Coyeened by Collective Bargaining (percent) Employees Englosement (percent) Total Employees Coyeened by Collective Bargaining (percent) Employees Englosered by March (party trade unions (percent) Employees (percented by hint-party trade unions (percent) Diversity Women at Various Levels Board (percent) University University University All Management (percent) All Management (percent) All Management (percent) Side (percent)	EH-MM-310a.1 EH-MM-310a.1 RT-CH-320a.1	950 1,550 14 9 5 300 N/A 16.5 16.5 17 10 11 17 6 21 23 22 26	1,200 3,350 50 13 9 4 4 435 18 N/A 16.7  15 16 14 19 5 22 24 23 21	2,000 3,050 13 9 4 4 380 26 89 19,3 36,5 15,4 25,5 19 11,4 20 5 22,2 22,2 20 5	2,459 2,950 151 22 4 4 517 32 N/A 20.1 15,9 34.3 36 22 21 15 16 20 5 22 22 22 22 21 19	3,100 S9 12 9 3 838 22 N/A 20,5 16,1 34,4  13 21 21 21 21 21 22 14 13 21 7 24 25 22 18	3,000 50 14 10 4 814 26 75 24.4 10.9 48.8 33 22 23 13 14 20 6 24 26 22 17 5
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Expanse Turnover Rate (percent)  Employee Learning and Development  Average learning and development spend per employee (§ per employee)  Average hours of training per employee (flours per employee)  Employee Engagement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees Covered by Collective Bargaining (percent)  Employees represented by another form of collective bargaining (not involving third-par Diversity  Women at Various Levels  Board (percent)  Vice President and above (percent)  Directory  All Management (percent)  All Management (percent)  Permanent Employees (percent)  13-44 (percent)  53-46 (percent)  53-46 (percent)  55-46 (percent)  55-46 (percent)  55-46 (percent)  55-46 (percent)  56-46 (p	EH-MM-310a.1 EH-MM-310a.1 RT-CH-320a.1	950 1,550 14 9 5 300 N/A 16.5 331 19 17 10 21 22 22 26 6 1.1.88 1.62 0.49 0.37	1,200 3,350 13 9 4 4 435 18 N/A 16.7  33 25 15 16 14 19 5 22 24 21 5 15 15 16 14 19 19 15 22 24 21 21 5 15 6 6 6 9 14 6 6 9 0 6 9 14 6 6 6 9 0 0 31	2,000 3,050 313 9 4 380 26 89 19,3,3 15,4 24,5 25 29 20 5 1,13 1,30 6,44 6,026	2,459 2,950 151 22 23 25 22 22 19 4 4 1.111 1.25 0.57 750 20 7.27 7.00 2.27	3,100 S 50 12 9 3 638 22 N/A 20,5 16,1 34,4 33 21 21 21 24 25 26 24 25 22 18 4 1,15 1,15 0,04	3,000 50 14 10 4 814 26 75 24.4 10,9 48.8 33 22 23 11 14 20 6 24 26 22 17 5
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and Development (percent)  Employee Engalement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employee Engalement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees Covered by Collective Bargaining (percent)  Employees (percented by morther form of collective bargaining (not involving third-par Diversity  Women at Various Levels  Board (percent)  Vice President and above (percent)  Diversity  Hon-seinor Leaders (percent)  All Employees (percent)  All Employees (percent)  All Employees (percent)  52-34 (percent)  53-54 (percent)  55-64 (percent)  55-64 (percent)  Vour 65 (percent)  Total Recordable Injury Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpuly Frequency (incidents*200,000 hours/total actual hours worked Total Lord Inpulser Actual Lord Inpulser Actual Lord Inpulser Scancer Lord I	EH-MM-310a.1 EM-MM-310a.1 RT-CH-320a.1 keel)	950 1,550 14 9 5 300 N/A 16.5 33 19 17 10 11 17 6 21 23 22 6 1,38 1,62 0,49 0,37 0,44	1,200 3,350 13 9 4 4 435 18 N/A 16.7  15 16 14 19 5 22 24 21 5 1.29 1.46 0.69 0.31	2,000 3,050 13 9 4 380 26 89 19.3, 15.4 34.5 25 19 16 20 5 22 20 5 1.13 1.13 0.44 0.26 6 0.30	2,459 2,950 151 22 4 4 517 32 N/A 20.1 15.9 34.3 36 22 21 15.5 20 5 22 21 19 4 1.11 1.125 0.57 0.27	3,100 S9 S9 S12 S8 888 22 N/A 20.5 16.1 34.4 S1 S2 S2 S2 S3 S2 S3 S2 S3 S3 S2 S3 S3 S2 S3	3,000 50 14 10 4 814 26 75 24.4 10.9 48.8 33 22 23 13 14 20 6 24 26 22 17 5 1.00 1.114 0.49 0.24
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Expanse Turnover Rate (percent)  Employee Learning and Development  Average learning and development spend per employee (§ per employee)  Average hours of training per employee (flours per employee)  Employee Engagement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees Covered by Collective Bargaining (percent)  Employees represented by another form of collective bargaining (not involving third-par Diversity  Women at Various Levels  Board (percent)  Vice President and above (percent)  Directory  All Management (percent)  All Management (percent)  Permanent Employees (percent)  13-44 (percent)  53-46 (percent)  53-46 (percent)  55-46 (percent)  55-46 (percent)  55-46 (percent)  55-46 (percent)  56-46 (p	EH-MM-310a.1 EM-MM-310a.1 RT-CH-320a.1 keel)	950 1,550 14 9 5 300 N/A 16.5 331 19 17 10 21 22 22 26 6 1.1.88 1.62 0.49 0.37	1,200 3,350 13 9 4 4 435 18 N/A 16.7  33 25 15 16 14 19 5 22 24 21 5 15 15 16 14 19 19 15 22 24 21 21 5 15 6 6 6 9 14 6 6 9 0 6 9 14 6 6 6 9 0 0 31	2,000 3,050 313 9 4 380 26 89 19,3,3 15,4 24,5 25 29 20 5 1,13 1,30 6,44 6,026	2,459 2,950 151 22 23 25 22 22 19 4 4 1.111 1.25 0.57 750 20 7.27 7.00 2.27	3,100 S 50 12 9 3 638 22 N/A 20,5 16,1 34,4 33 21 21 21 24 25 26 24 25 22 18 4 1,15 1,15 0,04	3,000 50 14 10 4 814 26 75 24,4 10,9 48,8 33 22 23 13 14 20 6 24 26 22 17 5 1.01 1.14 0.49 0.24 0.28
Australia (count) Europe (count) Total Employee Turnover Rate (percent) Total Employee Turnover Rate (percent) Total Employee Turnover Rate (percent) Turnoulirate, Findhoyee Turnover Rate (percent) Employee Learning and Development Average learning and Development Average learning and development spend per employee (5 per employee) Findhoyee Engagement (percent) Total Employees Covered by Collective Bargaining (percent) Employee represented by third-party trade unions (percent) Employees represented by third-party trade unions (percent) Employees represented by another form of collective bargaining (not involving third-part) Vice President and above (percent) Findhoyees (percent) Vice President and above (percent) Non-senior Leaders (percent) All Employees (percent) All Employees (percent) All Employees (percent) 45-34 (percent) 45-34 (percent) 45-35 (percent)  45-36 (percent)  75-36 (percent)  75-36 (percent)  Total Recordable Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Recordable Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked) Employee Lost-Time Injury Frequency (Incidents*200,000 hours/total actual hours worked)	EH-MM-310a.1  EH-MM-310a.1  RT-CH-320a.1  ked)	950 1,550 50 14 9 5 300 N/A 16.5  333 19 17 10 6 21 17 22 22 26 6 1.38 1.62 0.49 0.37 0.44 0.08 10.46	1,200 3,330 50 13 9 4 4 435 116,7 16,7 16,7 16,7 17,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7	2,000 3,050 13 9 4 300 12 30 15 15 15 16 25 27 20 20 5 1.13 1.30 0.41 0.26 0.99 7.66 1	2,459 2,950 3,50 15 12 4 4 517 32 N/A 20.1 15,9 34.3 22 21 15 20 22 22 23 24 1.11 1.25 4 1.11 1.25 0.27 0.27 0.21	3,100 50 12 9 3 888 822 N/A 20,5 16,1 34,4  21 21 21 21 24 25 22 18 4 1,10 0,0,4 0,2,4 0,2,6 0,14 7,600 5 5	3,000 50 14 10 4 814 266 75 24.4 10.9 48.8 33 32 22 33 13 14 20 6 24 22 17 5 101 1.14 0.49 0.24 0.09 7.22 5
Australia (count)  Europe (count)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Total Employee Turnover Rate (percent)  Employee Learning and Development  Average learning and Development Spend per employee (§ per employee)  Average Learning and Development Spend per employee (§ per employee)  Average Learning and Development Spend per employee (§ per employee)  Employee Engolement (percent)  Total Employees Covered by Collective Bargaining (percent)  Employees Covered by Collective Bargaining (percent)  Employees represented by hint-party trade unions (percent)  Employees (percent by another form of collective bargaining (not involving third-part)  Diversity  Women at Various Levels  Board (percent)  Diversity  All Management (percent)  All Management (percent)  All Management (percent)  All Employees (percent)  Permanent Employee Age Profile  Under 25 (percent)  35-44 (percent)  45-54 (percent)  55-54 (percent)  Total Recent)  Total Recent (Percent)  Total Recent (Perc	EH-MM-310a.1 EH-MM-310a.1 RT-CH-320a.1 keel)	950 1,550 14 9 5 300 N/A 16,5 333 19 17 10 11 17 6 21 23 22 22 24 6 1.38 1.62 0.49 0.37 0.44 0.08 10.46	1,200 3,350 13 3 4 4 435 18 N/A 16.7 33 25 15 16 14 19 5 22 24 23 21 5 1.29 1.46 0.69 0.91 0.31 0.38	2,000 3,050 313 9 4 4 380 26 89 19.3 315.4 34.5 35 25 29 20 5 1.13 1.13 0.41 0.26 0.30 0.099	2,459 2,950 151 22 4 4 517 32 N/A 20.1. 15.9 34.3 36 22 21 15 16 20 5 22 22 29 19 4 1.11 1.25 0.57 0.27 0.27	3,100 S9 12 9 3 838 22 N/A 20,5 16,1 34,4 13 21 21 24 25 22 24 25 22 22 24 11,10 0,04 0,04 0,04 0,04 0,04 0,04 0,	3,000 50 14 10 4 814 26 75 24,4 10,9 48,8 33 22 23 33 13 4 20 6 24 26 27 27 3 10,11 11,14 0,49 0,24 0,029

Description	SASB Reference	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23
Period Ended On (MM/DD/YYYY)	SASS RETERENCE	12/31/2018	12/31/2019	12/31/2020	12/31/2021	12/31/2022	12/31/2023
Reported Date (MM/DD/YYYY)		04/18/2020	04/18/2020	02/17/2021	03/08/2022	03/07/2023	03/07/2024
Percentage of GHS Category 1 and 2 by revenue that have undergone a hazard assessm	RT-CH-410b.1	1,10,1010	59	58	62	64	58
Percentage of products by total Nutrien revenue that contain genetically modified organic	RT-CH-410c.1	8	7	7	6	5	6
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GOVERNANCE							
Integrity							
Net production in countries with high levels of corruption risk (tonnes, saleable)	EM-MM-510a.2	0	0	0	0	0	0
Total Compliance Reporting Rate (reports per 100 employees)		0.71	0.66	0.67	0.74	0.77	1.11
Total Compliance Reports (count)		156	164	172	190	207	320
Business Practices(count)		11	6	9	36	20	42
Discrimination (count)		21	22	24	14	20	22
Environmental (count)					0	0	
Financial matters (count)		3	2	12	30	15	36
Harassment (count)		14	32	25	24	27	44
Labor and Employment (count)					12	11	14
Retaliation (count)					2	6	9
Worker Safety and Health (count)					22	16	19
Workplace Conduct (count)					46	79	117
Other (count)		11	19	14	4	13	17
Participants in Anti-Corruption Training							
Live (count)		580	1,010	390	200	320	470
Online course (count)		30	130	40	40	100	1,710
Online refresher (count)		19,120	20,770	3,930	22,850	5,030	27,630
Participants in Fair Competition Training							
Live (count)		500	610	410	305	400	500
Online course (count)						0	2,370
Online refresher (count)			20,770	3,930	22,850	5,030	27,630
Participants in Data Privacy Training:							
Online refresher (as part of Code of Conduct training) (count)			20,770	3,930	22,850	25,740	27,630
Cybersecurity							
Tabletop exercises to practice responding to cybersecurity events (count)		1	3	2	2	3	
Participants in Online Cybersecurity Refresher (as part of Code of Conduct Training) (cour	nt)	19,120	20,770	23,900	22,850	25,740	27,630
Participants in focused cybersecurity training for higher risk business areas (count)		6,700	7,900	8,750	8,310	24,600	26,810
Cybersecurity Education and Training Sessions Held for Our Community Partners and Sta	keholders (count)				5	5	5
ECONOMIC							
Economic Value Generated							
Sales (\$ million)		19,636	20,084	20,908	27,712	37,884	29,056
Economic Value Distributed		15,030	20,004	20,500	27,722	37,004	25,050
Operating Costs (\$ million)		13,355	15,547	15,911	19,426	24,240	22,862
Wages and Benefits (\$ million)		1,949	2,205	2,455	3,007	2,968	2,858
Interest Payments, Dividends Declared and Share Repurchases (\$ million)		3,663	3,186	1,709	2,764	6,078	2,843
Taxes and Royalties Paid (\$ million)		1,614	628	286	1,776	3,914	1,375
Community Investments (\$ million)		17	17	18	19	33	23
Coverage of Defined Benefit Retirement Obligations (percent)		79	79	83	87	89	92
Employees who are active members of defined benefit pension plans (percent)		22	19	13	14	9	9
Political Donations in Canada (CAD\$)		14,450	8,000	6,000	11,500	10,500	1,000
Political Donations in U.S. (USD\$)		34,250	0,000	52,500	17,000	40,250	117,250
Political Donations in 4.3. (030\$)  Political Donations in Australia (AUD\$)		54,230		32,300	17,000	40,230	117,230
Number of Community Partners (count)		>2,500	>2,300	>2,500	>2,700	3,000	2,800
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COMPANY CONTEXT							
Potash production (KCI thousand tonnes produced)		12,842	11,700	12,595	13,790	13,007	12,998
Nitrogen production (NH3 thousand tonnes produced)		6,372	6,164	6,063	5,996	5,759	5,357
Phosphate production (P2O5 thousand tonnes produced)		1,551	1,514	1,444	1,518	1,351	1,406
NPR: not previously reported							
N/A: not applicable							