

Description	SASB Reference	FY 18	FY 19	FY 20	FY 21	FY 22	FY 23
Period Ended On (MM/DD/YYYY)		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
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)		2.82	4.94	2.67	4.93	5.78	1.30
GHG - Scope 1 Direct by type (thousand tonnes N2O)		3.80	3.30	4.20	4.85	2.44	2.81
GHG Intensity - Scope 1 (company-wide) (tonnes CO2e per tonne product (weighted average))		0.53	0.53	0.52	0.52	0.51	0.48
Potash (tonnes CO2e per tonne KCl produced)		0.04	0.04	0.04	0.04	0.04	0.04
Nitrogen (tonnes CO2e per tonne NH3 produced)		1.53	1.45	1.48	1.58	1.52	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		27	27	26	28	28
GHG - Scope 2 Energy Indirect (million tonnes CO2e)		3.05	2.85	2.74	2.70	2.49	2.63
GHG Intensity - Scope 2 (company-wide) (tonnes CO2e per tonne product (weighted average))		0.14	0.15	0.14	0.13	0.12	0.13
Potash (tonnes CO2e per tonne KCl produced)		NPR	NPR	NPR	NPR	NPR	0.10
Nitrogen (tonnes CO2e per tonne NH3 produced)		NPR	NPR	NPR	NPR	NPR	0.19
Phosphate (tonnes CO2e per tonne P2O5 produced)		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)	EM-MM-120a.1	8.0	8.6	6.6	8.3	7.9	5.9
Oxides of nitrogen (thousand tonnes)	RT-CH-120a.1, EM-MM-120a.1	8.8	7.7	7.4	7.8	7.4	6.8
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)	RT-CH-120a.1, EM-MM-120a.1	1.6	1.5	2.2	2.0	2.0	1.8
Other Air Emissions (thousand tonnes)		11.7	10.2	10.1	9.7	9.1	9.4
Hazardous Air Pollutants (thousand tonnes)	RT-CH-120a.1		1.6	1.5	1.6	1.5	1.1
Energy							
Total Energy Use (petajoules)	RT-CH-130a.1, EM-MM-130a.1	290.7	283.9	279.2	281.1	273.3	260.8
Natural gas consumed as feedstock (petajoules)		156.9	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)		15.3	16.2	16.8	16.7	16.3	16.5
Imported steam (petajoules)		4.4	4.0	4.1	4.0	3.6	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))		13.7	14.3	13.9	13.2	13.6	13.2
Water							
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	47	58	46	52	51
Surface water (million m3)	EM-MM-140a.1	75	59	69	67	64	61
Industrial/municipal water (million m3)	EM-MM-140a.1	18	16	15	15	16	14
Non-freshwater intake, by source:							
Ocean water (million m3)		34	47	41	50	40	27
Water intake in regions with High or Extremely High Baseline Water Stress (million m3)	RT-CH-140a.1, EM-MM-140a.1	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 (%)	RT-CH-140a.1, EM-MM-140a.1	1.8	1.6	1.7	1.7	1.4	2.2
Total water consumed (million m3)	RT-CH-140a.1, EM-MM-140a.1			362	298	279	348
Water consumed in regions with High or Extremely High Baseline Water Stress (percent)	RT-CH-140a.1, EM-MM-140a.1			1.1	1.4	1.1	1.2
Freshwater consumption intensity (company-wide) (m3 per tonne product (weighted average))				18.0	13.9	13.9	17.6
Potash (m3 per tonne KCl produced)				0.7	0.6	0.4	0.5
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)		262	224	249	279	199	198
Surface water (million m3)		261	223	248	278	198	197
Municipal treatment (million m3)		1	1	1	1	1	1
Effluents and Waste							
Discharges to onsite disposal wells (million m3)		15	15	18	15	22	17
Total non-hazardous waste							
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)		90	123	119	113	97	164
Hazardous waste disposal (thousand tonnes)	RT-CH-150a.1	5	7	4	7	3	10
Recycled materials (thousand tonnes)		39	35	28	38	35	41
Environmental Incidents							
Total Loss of Containment ("LOC") Incidents (count)		NPR	29	36	31	44	23
Reportable Quantity ("RQ") Releases (count)		NPR	17	17	14	22	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)		NPR	0.96	1.60	1.16	1.66	1.25
Tier 1 Process Safety Total Incident Rate (incidents*200,000 hours/total actual hours worked)	RT-CH-540a.1		0.07	0.04	0.01	0.04	0.03
Tier 2 Process Safety Total Incident Rate (incidents*200,000 hours/total actual hours worked)	RT-CH-540a.1		0.27	0.12	0.12	0.05	0.03
Non-Accidental Ammonia Release Rate (releases per thousand railcar movements)		0.07	0.00	0.00	0.00	0.04	0.00
Environmental Remediation Liabilities (\$ million)		534	544	550	505	449	396
Internal SH&E Audits (count)		27	655	667	695	674	598
SOCIAL							
Workplace							
Total Employees (count)		22,060	22,540	25,600	25,600	26,800	26,200
Permanent Employees (count)		20,300	22,300	23,100	23,500	24,700	25,900
Temporary and Casual Employees (count)		1,760	240	2,500	2,100	2,100	2,300
Permanent Employees by Region							
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	3,900
Australia (count)		1,550	3,350	3,050	2,950	3,100	3,000
Europe (count)		50	50	50	50	50	50
Total Employee Turnover Rate (percent)		14	13	13	15	12	14
Voluntary Employee Turnover Rate (percent)		9	9	9	12	9	10
Involuntary Employee Turnover Rate (percent)		5	4	4	4	3	4
Employee Learning and Development							
Average learning and development spend per employee (\$ per employee)		300	435	380	517	838	814
Average hours of training per employee (hours per employee)			18	26	32	22	26
Employee Engagement (percent)		N/A	N/A	89	N/A	N/A	75
Total Employees Covered by Collective Bargaining (percent)	EM-MM-310a.1	16.5	16.7	19.3	20.1	20.5	24.4
Employees represented by third-party trade unions (percent)	EM-MM-310a.1			15.4	15.9	16.1	10.9
Employees represented by another form of collective bargaining (not involving third-party trade unions) (percent)	EM-MM-310a.1			34.5	34.3	34.4	48.8
Diversity							
Women at Various Levels							
Board (percent)		33	33	36	36	33	33
Vice President and above (percent)		19	25	25	23	21	22
Director and above (percent)		17	15	19	21	21	23
Non-senior Leaders (percent)		10	16	15	15	14	13
All Management (percent)		11	14	14	16	13	14
All Employees (percent)		17	19	20	20	21	20
Permanent Employee Age Profile							
Under 25 (percent)		6	5	5	5	7	6
25-34 (percent)		21	22	23	23	24	24
35-44 (percent)		23	24	25	25	25	26
45-54 (percent)		22	23	22	22	22	22
55-64 (percent)		22	21	20	19	18	17
Over 65 (percent)		6	5	5	4	4	5
Safety							
Total Recordable Injury Frequency (incidents*200,000 hours/total actual hours worked)	RT-CH-320a.1	1.38	1.29	1.13	1.11	1.16	1.01
Employee Recordable Injury Frequency (incidents*200,000 hours/total actual hours worked)		1.62	1.46	1.30	1.25	1.30	1.14
Contractor Recordable Injury Frequency (incidents*200,000 hours/total actual hours worked)		0.49	0.69	0.41	0.57	0.64	0.49
Total Lost-Time Injury Frequency (incidents*200,000 hours/total actual hours worked)		0.37	0.31	0.26	0.27	0.24	0.24
Employee Lost-Time Injury Frequency (incidents*200,000 hours/total actual hours worked)		0.44	0.38	0.30	0.31	0.26	0.28
Contractor Lost-Time Injury Frequency (incidents*200,000 hours/total actual hours worked)		0.08	0.07	0.09	0.11	0.14	0.09
Employee Lost-Time Days Rate (incidents*200,000 hours/total actual hours worked)		10.46	12.72	7.66	7.14	7.60	7.22
Serious Injury and Fatality Incidents (employee + contractor) (count)		2	1	1	0	5	5
Employee Fatalities (count)	RT-CH-320a.1, EM-MM-320a.1	0	1	0	0	0	1
Contractor Fatalities (count)	RT-CH-320a.1, EM-MM-320a.1	0	0	0	0	0	0
Stewardship of Chemicals							
Percentage of products by revenue that contain Globally Harmonized System of Classification and Labeling (GHS) hazard pictograms	RT-CH-410b.1		33	32	32	32	34

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Percentage of GHS Category 1 and 2 by revenue that have undergone a hazard assessm	RT-CH-410b.1		59	58	62	64	58
Percentage of products by total Nutrien revenue that contain genetically modified organi	RT-CH-410c.1	8	7	7	6	5	6
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	3
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	3
Participants in Online Cybersecurity Refresher (as part of Code of Conduct Training) (count)		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 Stakeholders (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							
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	52,500	17,000	40,250	117,250
Political Donations in Australia (AUD\$)					0	0	0
Number of Community Partners (count)		>2,500	>2,300	>2,500	>2,700	3,000	2,800
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							