



401-2

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES

In the United States and Canada, CF provides competitive compensation and bonus opportunities for jobs in all disciplines

at our sites based on company and individual performance. Benefits are not restricted to those who work full-time only, some are provided to those who work part-time as well. In addition, CF Industries contributes toward retirement plans, which include defined-benefit pension plans and defined-contribution plans. The majority of administrative, insurance and other costs associated with CF-sponsored health and welfare plans are borne by the company. Participation in the retirement plans is automatic in all countries.

Type of Benefit	U.S.	Canada
Health Care	x	x
Life Insurance	x	x
AD&D Insurance	x	x
Disability Coverage	x	x
Employee Assistance Program	x	x
Relocation Assistance	x	x
Defined-benefit Pension Plan	x	x
Defined-contribution Plan	x	x
Long Term Incentives	x	x
Short Term Incentive – Variable	x	x
Incentive Plan	x	x
Formal Wellness Plan	x	O
Maternity Leave	x	x
Paternity Leave	o	x
Sickness Leave	x	x
Deferred Bonus	x	o
Tuition Assistance/Education	x	x
Long Service Awards	x	x

In the U.K., CF Fertilisers provides competitive compensation and bonus opportunities for jobs in all disciplines at our sites based on company and individual performance. Benefits are not restricted to those who work full-time only; they are provided on an equal basis to those who work part-time too. In addition, CF Fertilisers contributes toward pension schemes, which include closed defined-benefit pension plans and open defined-contribution plans. The majority of administrative, insurance and other costs associated with CF-sponsored health and welfare plans is borne by the company. Participation in the pension scheme is subject to a minimum of auto-enrollment legislation in the U.K. The only group not entitled to all benefits are our apprentices. We have 14 apprentices out of a total workforce of 579 employees.

Type of Benefit (U.K.)	Apprentices	Regular Workforce
Private Medical Insurance	o	x
Life Insurance	x	x
Critical Illness Cover	x	x
Relocation Assistance	o	x
Long Term Incentive – Equity Program	o	x
Short Term Incentive – Variable Incentive Plan	o	x
Employee Assistance Program	x	x
Statutory Leave and Payment – Sickness, Maternity, Paternity and Adoption	x	x
Organizational Leave and Payment – Sickness, Maternity, Paternity and Adoption	o	x
Statutory Parental Leave	x	x
Holiday Leave and Pay	x	x
Pension Scheme	x	x
Long Service Awards	o	x

401-3

PARENTAL LEAVE

In the U.S., U.K. and Canada, CF offers a Parental Leave program for all employees. Our U.S. employees do not have a paternity leave program available to them, but we do offer one for our Canadian employees.

Data for the reporting period 2020	U.S.	Canada	U.K.
Total number of employees who were entitled to parental leave	291 females	56 females 332 males	60 females 523 males
Total number of employees who took parental leave	11 females took maternity leave	7 females tookmaternity leave and 10 males took paternity leave	1 female took maternity leave and 11 males took paternity leave
Total number of employees who returned to work in the reporting period after parental leave ended	9 females** (2 remain on leave)	2 females** 10 males (4 females remain on leave)	0 Females** 11 Males (1 female remains on leave)
Total number of employees who returned to work in the reporting period after parental leave ended who were still employed 12 months after their return to work	9 females** (2 remain on leave)	2 females** 10 males (4 females remain on leave)	0 Females** 11 Males (1 female remains on leave)
Return to work and retention rates of employees who took parental leave	81%	70%	92%

\*\*Does not include employees who started parental leave in 2021 and remain on leave in 2022. (Not Eligible to return just yet)