



Notice of Annual Meeting of Shareholders and Management Proxy Circular

Annual Meeting of Shareholders
Tuesday, May 2, 2017



Agrium[®]

Voting Instructions

TO BE COUNTED PROXIES MUST BE RECEIVED NO LATER THAN 11:00 a.m. (CALGARY TIME) ON FRIDAY, APRIL 28, 2017

In order to ensure that your proxy is received in time for Agrium Inc.'s Annual Meeting of Shareholders to be held on Tuesday, May 2, 2017, we recommend that you vote in the following ways:

VOTING
METHOD



INTERNET



TELEPHONE



FACSIMILE



MAIL

BENEFICIAL SHAREHOLDERS

If your shares are held with a broker, bank or other intermediary

Go to www.proxyvote.com and enter your 16-digit control number located on your voting instruction form.

Canadian:

Call **1-800-474-7493**

U.S.:

Call **1-800-454-8683** and provide your 16-digit control number located on your voting instruction form. If you vote by telephone, you cannot appoint anyone other than the appointees named on your voting instruction form as your proxyholder.

Canadian:

Fax your voting instruction form to **1-905-507-7793** or toll-free to **1-866-623-5305** in order to ensure that your vote is received before the deadline.

U.S.:

N/A

Complete, sign and date your voting instruction form and return it in the envelope provided.

REGISTERED SHAREHOLDERS

If your shares are held in your name and represented by a physical certificate

Go to www.cstvotemyproxy.com and follow the instructions. You will need your 13-digit control number, which is on your proxy form.

Call **1-888-489-5760** (toll-free in North America) from a touch-tone phone and follow the voice instructions. You will need your 13-digit control number, which is on your proxy form. If you vote by telephone, you cannot appoint anyone other than the appointees named on your proxy form as your proxyholder.

Complete, sign and date your proxy form and send it by fax to CST Trust Company at **1-866-781-3111** (toll-free in North America) or **1-416-368-2502** (outside North America).

Complete, sign and date your proxy form and return it in the envelope provided.

Notice of Meeting

The Annual Meeting of Shareholders (the "meeting") of Agrium Inc. (the "Corporation") will be held:

Where:
Agrium Place
Main Floor Rotunda
13131 Lake Fraser Drive S.E.
Calgary, Alberta T2J 7E8

When:
Tuesday, May 2, 2017
11:00 a.m. (Calgary time)

ITEMS OF BUSINESS

The following items of business will be covered, as more fully described in the attached management proxy circular:

1. receive our audited consolidated financial statements and the auditor's report thereon for the 2016 financial year;
2. elect the directors;
3. appoint the auditors for the 2017 financial year;
4. vote, on a non-binding advisory basis, on a resolution to accept the Corporation's approach to executive compensation; and
5. transact any other business as may properly be brought before the meeting or any adjournment or postponement of the meeting.

Who has the right to vote

You are entitled to receive notice of, and to vote, at the meeting or any adjournment or postponement of the meeting if you are a shareholder of record at the close of business on March 9, 2017.

Your vote is important

The attached management proxy circular includes important information about the meeting and the voting process. Please read it carefully and remember to vote.

To be used at the meeting, completed proxies must be returned to CST Trust Company, Attention: Proxy Department, P.O. Box 721, Agincourt, Ontario M1S 0A1 so that they arrive by 11:00 a.m. (Calgary time) on Friday, April 28, 2017, or, if the meeting is adjourned or postponed, by not less than 48 hours (excluding Saturdays, Sundays and holidays) before the time and date of the adjourned or postponed meeting. Late proxies may be accepted or rejected by the Chair of the meeting at his or her discretion, and the Chair of the meeting is under no obligation to accept or reject any particular late proxy. The Chair of the meeting may waive or extend the proxy cut-off without notice.

Non-registered (beneficial) shareholders should follow the instructions on the voting instruction form or other form of proxy provided by their intermediaries with respect to the procedures to be followed for voting.

Questions

If you have any questions or need assistance to vote, please contact our strategic shareholder advisor and proxy solicitation agent, Kingsdale Advisors, by toll-free telephone in North America at **1-855-682-9437** or collect call at **1-416-867-2272** outside North America, or by email at contactus@kingsdaleadvisors.com.

By Order of the Board of Directors



Gary J. Daniel
Corporate Secretary

March 10, 2017

Message from the Board Chair and from the Chief Executive Officer

Dear Shareholder:

The annual meeting of shareholders (the “**meeting**”) of Agrium Inc. (the “**Corporation**”) will be held on Tuesday, May 2, 2017, at Agrium Place, Main Floor Rotunda, 13131 Lake Fraser Drive S.E., Calgary, Alberta, at 11:00 a.m. (Calgary time).

The items of business to be considered at this meeting are described in the Notice of Annual Meeting of Shareholders of the Corporation and the accompanying Management Proxy Circular. The Board of Directors of the Corporation (the “**Board**”) has approved the contents and the dissemination of the Management Proxy Circular.

We encourage you to vote on the items of business to be conducted at the meeting, which can easily be done by following the instructions enclosed with this Management Proxy Circular. Following the formal portion of the meeting, Management will review the Corporation’s operational and financial performance during 2016 and provide an outlook on priorities for 2017.

In November 2016, Agrium’s and PotashCorp’s shareholders overwhelmingly voted in support of the merger of the two companies to form a new company (**New Parent**). The Board and Management believe this merger will unlock significant value for Agrium’s shareholders.

New Parent’s asset base, market coverage and product mix will uniquely enable the company to generate stable cash flow and take advantage of growth opportunities related to increases in demand for nutrients, expansion of New Parent’s Retail network and introduction of new proprietary products and services.

In accordance with the terms of the Arrangement Agreement, New Parent will establish a 16 member board of directors prior to the close of the transaction, of which half of the members will be selected from Agrium’s current Board. We would like to thank all our Board members for their wisdom and dedicated service to Agrium in the past, and in particular, we extend our gratitude to Dr. Henry and Mr. Zaleschuk, both of whom retired in 2016, for their support.

As exciting as the future appears, over the near term, we still need to govern and manage Agrium’s day-to-day operations in a safe, focused and profitable manner. Agrium’s existing Board is comprised of highly qualified directors from varied backgrounds. 60% of our directors are under the age of 60, 30% reside outside of Canada and 30% are women. In addition, all of our nominees come from diverse educational and professional backgrounds as detailed in the biographies beginning on page 8. This talent, in conjunction with our highly developed governance practices, enables the Board to provide Management oversight and ensure that shareholders’ interests are served.

Your vote is important. Whether or not you plan to attend the annual meeting of shareholders in person, we encourage you to vote promptly. Shareholder participation provides meaningful input regarding the governance of Agrium’s business and we hope to continue to hear from you.

The balance of this document discusses Agrium’s existing policies and practices, as well as the Board’s and Management’s perspective on governance activities and business performance during 2016.

Many of our public documents, including our 2016 annual report, are available on our website under “Investors” at www.agrium.com. We encourage you to visit our website for information about your company, including news releases pertaining to the merger. To ensure you receive all the latest news on the Corporation, you can use the ‘email alerts’ subscribe feature on the Corporation’s website. Additional information relating to the Corporation is available on SEDAR at www.sedar.com or EDGAR at www.sec.gov/edgar.shtml.

You can confidentially contact the Chair of Agrium’s Board, or the independent directors as a group, by writing to them at Agrium’s corporate office. These envelopes will be delivered unopened. Please send the sealed envelope to our corporate head office, marked as follows:

Private and Strictly Confidential
Agrium Inc.
13131 Lake Fraser Drive S.E.
Calgary, Alberta T2J 7E8
Attention: Chair of the Board of Directors

If you want to confidentially contact Agrium's Chair of the Audit Committee, please send your sealed envelope to the same address, marked as follows:

Private and Strictly Confidential

Attention: Chair of the Audit Committee

You can also contact Agrium's Board through our Corporate Secretary by sending an email to corporatesecretary@agrium.com.

We thank you for your ongoing support of Agrium.

Yours sincerely,



Derek G. Pannell
Board Chair
March 10, 2017



Chuck V. Magro
President & Chief Executive Officer
March 10, 2017

Management Proxy Circular

This circular, dated March 10, 2017, solicits proxies by or on behalf of Management of Agrium Inc. for use at the annual meeting of shareholders to be held on Tuesday, May 2, 2017, or any adjournment or postponement thereof, at Agrium Place, Main Floor Rotunda, 13131 Lake Fraser Drive S.E., Calgary, Alberta, at 11:00 a.m. (Calgary time) for the purposes set forth in the accompanying notice of meeting.

In this circular, unless the context requires otherwise:

- “*Agrium*”, the “*Corporation*”, “*our*” or “*we*” means Agrium Inc.;
- “*circular*” means this management proxy circular, including the schedules to this circular;
- “*common shares*” means common shares of Agrium Inc.;
- “*meeting*” means the annual meeting of shareholders to be held on Tuesday, May 2, 2017, or any adjournment or postponement thereof; and
- “*shareholders*” or “*you*” means the holders of common shares of Agrium Inc.

Additional terms used in this circular are defined in Schedule A – Certain Definitions.

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Section One: General Information

Voting Shares and Principal Shareholders

Who Can Vote

You are entitled to one vote per common share held on March 9, 2017, the record date. A simple majority of votes (50% plus one vote) cast at the meeting in person or by proxy is required to approve all matters.

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Principal Shareholders

As of the record date, to the knowledge of Agrium's directors and executive officers, there are no shareholders that beneficially own or control or direct, directly or indirectly, common shares carrying more than 10% of the votes attached to the common shares that may be voted at the meeting.

Outstanding common shares

138,176,000 on March 9, 2017, the record date.

Quorum

A quorum for the transaction of business at the meeting is two shareholders present in person, or a duly appointed proxyholder or representative for such shareholder, together holding or representing not less than 25% of the votes attached to the common shares that may be voted at the meeting. If a quorum is present at the opening of the meeting, shareholders present may proceed with the business of the meeting even if a quorum is not present throughout the meeting. If a quorum is not present at the opening of the meeting, shareholders present may adjourn the meeting to a fixed time and place but may not transact any other business.

How to Vote

How you vote depends on whether you are a non-registered (beneficial) or registered shareholder. You are a non-registered (beneficial) shareholder if the shares you own are registered for you in the name of an intermediary such as a bank, trust company, securities broker or other nominee. You are a registered shareholder if the shares you own are registered directly in your name and you have a share certificate. You can vote in person or you can appoint someone to attend the meeting and vote your shares for you (called *voting by proxy*). Please read these instructions carefully.

| | Non-registered (beneficial) shareholders | Registered shareholders |
|---|---|--|
| Are you a registered or beneficial shareholder? | Your intermediary has sent you a voting instruction form with this package. We may not have records of your shareholdings as a non-registered (beneficial) shareholder, so you must follow the instructions from your intermediary to vote. | We have sent you a proxy form with this package. A proxy is a document that authorizes someone else to attend the meeting and vote for you. |
| If you want to come to the meeting and vote in person | Follow the instructions on the voting instruction form. In most cases, you will simply print your name in the space provided for appointing a proxyholder and return the voting instruction form as instructed by your intermediary. Your intermediary may also allow you to do this online. Do not complete the voting section of the voting instruction form, because you will be voting at the meeting. Please register with CST Trust Company when you arrive at the meeting. | Do not complete the proxy form or return it to us. Simply bring it with you to the meeting. Please register with CST Trust Company when you arrive at the meeting. |

| | Non-registered (beneficial) shareholders | Registered shareholders |
|--|---|--|
| If you do not plan to attend the meeting | <p>Complete the voting instruction form and return it to your intermediary.</p> <p>You can either mark your voting instructions on the voting instruction form or you can appoint another person (called a <i>proxyholder</i>) to attend the meeting and vote your shares for you.</p> | <p>You can either mark your voting instructions on the proxy form and return it to CST Trust Company using one of the methods outlined below or you can appoint another person (called a <i>proxyholder</i>) to attend the meeting and vote your shares for you.</p> |
| Returning the form | <p>The voting instruction form tells you how to return it to your intermediary.</p> <p>Remember that your intermediary must receive your voting instructions in sufficient time to act on them, generally one day before the proxy deadline below.</p> <p>CST Trust Company must receive your voting instructions from your intermediary by no later than the proxy deadline, which is 11:00 a.m. (Calgary time) on Friday, April 28, 2017.</p> | <p>The enclosed proxy form tells you how to submit your voting instructions.</p> <p>CST Trust Company must receive your proxy, including any amended proxy, by no later than the proxy deadline which is 11:00 a.m. (Calgary time) on Friday, April 28, 2017.</p> <p>You may return your proxy in one of the following ways:</p> <ul style="list-style-type: none"> by mail, in the envelope provided by fax, to 1-866-781-3111 (toll-free in North America) or 1-416-368-2502 (outside North America) using the internet, at <u>www.cstvotemyproxy.com</u> and follow the instructions online by telephone call, 1-888-489-5760 (toll-free in North America) from a touch-tone phone and follow the voice instructions. If you vote by telephone, you cannot appoint anyone other than the appointees named on your proxy form as your proxyholder. |
| Changing your mind | <p>If you have provided voting instructions to your intermediary and change your mind about how you want to vote, or you decide to attend the meeting and vote in person, contact your intermediary to find out what to do.</p> | <p>If you want to revoke your proxy, you must deliver a signed written notice specifying your instructions to one of the following:</p> <ul style="list-style-type: none"> our Corporate Secretary, by depositing an instrument in writing at our head office at the following address any time up to May 1, 2017, or if the meeting is adjourned or postponed, up to and including the last business day before the meeting: Agrium Inc. 13131 Lake Fraser Drive S.E. Calgary, Alberta T2J 7E8 Attention: Corporate Secretary Email: <u>corporatesecretary@agrium.com</u> the Chairman of the meeting, before the meeting starts or any adjourned meeting reconvenes. <p>The instrument in writing can be from you or your attorney, if he or she has your written authorization. If the common shares are owned by a corporation, the instrument in writing must be from its authorized officer or attorney. You can also revoke your proxy in any other way permitted by law.</p> |

Questions

If you have any questions or need assistance to vote, please contact our strategic shareholder advisor and proxy solicitation agent, Kingsdale Advisors by toll-free telephone in North America at **1-855-682-9437** or collect call at **1-416-867-2272** outside North America, or by email at contactus@kingsdaleadvisors.com.

Proxies

Persons Making the Solicitation

This solicitation is made on behalf of the Management of the Corporation. In addition to soliciting proxies by mailing this circular, directors, officers, employees and agents of the Corporation may solicit proxies personally, by telephone or by other means of communication. All costs of soliciting, preparing and mailing of the form of proxy (in the form accompanying this circular), notice of meeting and this circular will be borne by us. We are not sending proxy-related materials using notice and access. We will pay for our proxy-related materials to be sent indirectly to all non-registered (beneficial) shareholders.

Voting by Proxy

The persons named in the enclosed proxy are directors or executive officers of the Corporation. You have the right to appoint another person or company (who need not be a shareholder) to represent you at the meeting. To do so, insert the name of that person in the space provided in the proxy and strike out the other names, or complete and submit another appropriate form of proxy, and in either case deposit such proxy with the Corporation at the place and within the time specified below for the deposit of proxies. If you appoint a non-management proxyholder, please make them aware and ensure they will attend the meeting for your vote to count.

Shareholders who want to vote by proxy must ensure that their proxy is returned so that it arrives by 11:00 a.m. (Calgary time) on Friday, April 28, 2017 or, if the meeting is adjourned or postponed, by not less than 48 hours (excluding Saturdays, Sundays and holidays) before the time and date at which the meeting is reconvened. Late proxies may be accepted or rejected by the Chair of the meeting at his or her discretion and the Chair of the meeting is under no obligation to accept or reject any particular late proxy. The Chair of the meeting may waive or extend the proxy cut-off without notice.

Exercise of Discretion by Proxyholder

The persons named in the enclosed proxy must vote or withhold from voting in accordance with your instructions on the proxy and if you specify a choice with respect to any matter to be voted upon, your common shares will be voted accordingly. The persons named in the enclosed proxy will have discretionary authority with respect to any amendments or variations of the matters of business to be acted on at the meeting or any other matters properly brought before the meeting or any adjournment or postponement thereof, in each instance, to the extent permitted by law, whether or not the amendment, variation or other matter that comes before the meeting is routine and whether or not the amendment, variation or other matter that comes before the meeting is contested. The persons named in the enclosed proxy will vote on such matters in accordance with their best judgment. As at the time this circular was printed, the Corporation did not know of any such amendment, variation or other matter.

If you appoint the proxyholders named in the enclosed proxy, but do not tell them how you want to vote your common shares, your shares will be voted:

- **FOR** electing each nominated director;
- **FOR** appointing KPMG LLP, chartered accountants, as auditors of the Corporation; and
- **FOR** the non-binding advisory vote on our approach to executive compensation.

About our Strategic Shareholder Advisor and Proxy Solicitation Agent

Kingsdale Advisors has been retained by the Corporation as our strategic shareholder advisor and proxy solicitation agent in connection with the solicitation of proxies for the meeting. Kingsdale Advisors will receive a fixed fee of CAD\$18,150, plus disbursements and a telephone call fee from the Corporation for its solicitation services. Kingsdale Advisors may also receive additional fees from the Corporation for their other services. The contact information for Kingsdale Advisors is set out on the last page of this circular.

Other Information

Additional Information

Financial information for the Corporation is provided in our comparative financial statements and MD&A for our most recently completed financial year.

Additional information relating to the Corporation is available under Agrium's profile on SEDAR at www.sedar.com and on EDGAR at www.sec.gov/edgar.shtml. Any shareholder wishing to receive a copy of this circular, our 2016 Annual Report (including our consolidated annual financial statements and MD&A for our most recently completed financial year) and our Annual Information Form dated February 22, 2017 may do so free of charge by contacting our head office at the following address:

Agrium Inc.
13131 Lake Fraser Drive S.E.
Calgary, Alberta T2J 7E8
Attention: Corporate Secretary
Email: corporatesecretary@agrium.com

A reference made in this circular to other documents or to information or documents available on a website does not constitute the incorporation by reference into this circular of such other documents or such information or documents available on such website unless otherwise stated.

Currency

Unless otherwise specified, all dollar amounts are expressed in U.S. dollars.

Date of Information

Unless otherwise specified, the information contained in this circular is given as of March 10, 2017.

Section Two: Business of the Meeting

Matters to be Voted On

You will be asked to vote on the following items of business:

1. the election of each director;
2. the appointment of auditors;
3. our approach to executive compensation, on a non-binding advisory basis; and
4. such other business as may properly be brought before the meeting.

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Election of Directors

Our articles require us to have between three and fifteen directors on our Board. Subject to our articles, the Board is entitled to determine the number of directors from time to time.

Our nominees for election as directors are set out below. Mr. Simon, who is a current member of our Board, will not be standing for election at the meeting. Each of the Board's nominees is currently a member of the Board and is standing for election. If elected, each of the nominees will serve until the earlier of our next annual meeting or his or her resignation.

| | |
|--------------------|------------------|
| Maura J. Clark | Chuck V. Magro |
| David C. Everitt | A. Anne McLellan |
| Russell K. Girling | Derek G. Pannell |
| Russell J. Horner | Mayo M. Schmidt |
| Miranda C. Hubbs | |

Agrium's Board has a proven track record of effective corporate governance and value creation. We believe we continue to have an outstanding group of directors with the right mix of skills, perspectives, experience and expertise to oversee Agrium's strategy and the continued creation of shareholder value.

See "Section Three: About Agrium's Nominees" for information relating to each of the directors nominated by Agrium.

The enclosed proxy permits you to vote in respect of each individual nominee thus allowing you to vote in favour of some nominees and withhold votes for other nominees. Unless instructed otherwise, persons named in the enclosed proxy will vote FOR the election of all of our nominees as directors.

Majority Voting Policy

Under Agrium's Director Majority Voting Policy, other than at a "contested meeting", if a director standing for election or re-election does not receive the support of a majority of the votes cast at a meeting in his or her favour, he or she must immediately tender his or her resignation to the Board Chair, to be effective upon acceptance by the Board. In such case, the Corporate Governance & Nominating Committee will recommend to the Board whether to accept or reject the resignation, and the Board shall accept the resignation absent exceptional circumstances. The Board will make its decision within 90 days following the shareholders' meeting and will promptly announce its decision in a press release, including the reasons for rejecting the resignation, if applicable. The nominee will not participate in the decision to accept or reject the resignation. This policy can be found on our website under "Governance" at www.agrium.com. This policy does not apply in circumstances involving contested director elections. Pursuant to the policies of the TSX, a "contested meeting" is defined as a meeting at which the number of directors nominated for election is greater than the number of seats available on the Board.

Financial Statements

Our audited consolidated financial statements as at and for the year ended December 31, 2016 and the auditor's report for the 2016 financial year will be placed before the meeting. These audited consolidated financial statements form part of our 2016 Annual Report. Copies of the 2016 Annual Report may be obtained from the Corporate Secretary upon request and will be available at the meeting. The full text of the 2016 Annual Report is available on our website at www.agrium.com and has been filed with the Canadian Securities Administrators under Agrium's profile on SEDAR at www.sedar.com and with the U.S. Securities and Exchange Commission on EDGAR at www.sec.gov/edgar.shtml.

Appointment of Auditors

KPMG LLP have been our auditors since 1993. At our 2016 Annual Meeting, the re-appointment of KPMG LLP as our auditors was approved by shareholders. 103,979,494 (or approximately 97.5%) of votes cast were FOR the re-appointment of KPMG LLP as our auditors and 2,643,198 (or approximately 2.5%) of votes cast were WITHHELD. The voting results have been filed under Agrium's profile on SEDAR at www.sedar.com.

The Board unanimously recommends that the shareholders vote FOR the re-appointment of KPMG LLP, Chartered Accountants, of Calgary, Alberta, as our auditors, to hold office until our next annual meeting. Unless instructed otherwise, the persons named in the enclosed proxy will vote FOR the re-appointment of KPMG LLP.

External Audit Service Fees (By Category)

The Audit Committee has implemented a Pre-Approval Policy for Audit and Non-Audit Services for the pre-approval of services performed by our auditors. The objective of the Policy is to specify the scope of services permitted to be performed by our auditors and to ensure that the independence of our auditors is not compromised through engaging them for other services. Our Audit Committee pre-approves all audit services and all permitted non-audit services provided by KPMG LLP and on a quarterly basis reviews whether these services affect KPMG LLP's independence. All services performed by our auditors in 2016 complied with the Pre-Approval Policy for Audit and Non-Audit Services, and professional standards and securities regulations governing auditor independence. The following table sets out the fees billed to us by KPMG LLP and its affiliates for professional services in each of the years ended December 31, 2016 and 2015. During these years, KPMG LLP was the Corporation's only external auditor.

| Category | Year Ended December 31 | |
|-----------------------------------|------------------------|--------------|
| | 2016 (CAD\$) | 2015 (CAD\$) |
| Audit Fees ⁽¹⁾ | \$4,855,700 | \$4,590,700 |
| Audit-Related Fees ⁽²⁾ | \$ 9,000 | \$ 14,000 |
| Tax Fees ⁽³⁾ | \$ 215,800 | \$ 198,500 |
| All Other Fees | \$ 0 | \$ 0 |
| Total | \$5,080,500 | \$4,803,200 |

Notes:

- ⁽¹⁾ For professional services rendered by KPMG LLP for the audit and review of the Corporation's financial statements or services that are normally provided by KPMG LLP in connection with statutory and regulatory filings or engagements.
- ⁽²⁾ For professional services rendered by KPMG LLP for specified audit procedures regarding financial assurances issued to certain government agencies, and services which are reasonably related to the performance of the audit of the Corporation's financial statements.
- ⁽³⁾ For professional services rendered by KPMG LLP for tax compliance, tax advice and tax planning with respect to Canadian, U.S. and key international jurisdictions; review of tax filings; assistance with the preparation of tax filings; tax advice relating to potential asset and business acquisitions/combinations; and other tax planning, compliance, and transaction services. These amounts include fees paid to KPMG LLP specifically for tax compliance and preparation services rendered in 2016 and 2015 in the amounts of \$93,000 and \$88,000, respectively.

Advisory Vote on Executive Compensation

The Board governs executive compensation by means of carefully considered principles, programs and policies, in conjunction with a rigorous compensation decision process. The Board believes it is essential for shareholders to be well informed of the Corporation's approach to executive compensation and strives to communicate our approach in a manner that is easily understood by shareholders. The Board also believes in shareholder engagement and offers shareholders a non-binding advisory vote on executive compensation as part of the Corporation's out-reach strategy. Accordingly, the Board has determined to again provide shareholders with the opportunity to vote **FOR** or **AGAINST** our approach to executive compensation through the following resolution:

"RESOLVED, on an advisory basis and not to diminish the role and responsibilities of the Board of Directors, that the shareholders accept the approach to executive compensation disclosed in the management proxy circular delivered in advance of the 2017 annual meeting of the shareholders of the Corporation."

This resolution conforms to the form of resolution recommended by the Canadian Coalition for Good Governance and is in the same form as our "Say on Pay" resolution that was approved by shareholders at the 2016 Annual Meeting. As this is an advisory vote, the results will not be binding upon the Board. However, the Board will consider the outcome of the vote as part of its ongoing review of executive compensation and, if there is a significant proportion of votes against the "Say on Pay" resolution, the Board will take steps to better understand any shareholder concerns that might have influenced the voting.

The Board unanimously recommends that the shareholders vote FOR the approach to executive compensation as described in this circular. Unless instructed otherwise, the persons named in the enclosed proxy will vote FOR the approach to executive compensation as described in this circular.

At our 2016 Annual Meeting, the “Say on Pay” resolution was approved by shareholders. 99,455,354 (or approximately 97.5%) of votes cast were for the approach to executive compensation and 2,585,667 (or approximately 2.5%) of votes cast were against the approach to executive compensation. The voting results have been filed under Agrium’s profile on SEDAR at www.sedar.com.

Section Three: About Agrium’s Nominees

All of our nominees proposed for election to the Board are currently directors of the Corporation. We believe that each nominee will be able to continue to serve as a director. If, for any reason, any nominee is unavailable to serve, the persons named in the enclosed proxy will be able to vote, in their discretion, for any substitute nominee or nominees. Each nominee will hold office until the earlier of his or her resignation or our next meeting at which directors are elected unless a director ceases to hold office pursuant to the provisions of the *Canada Business Corporations Act*.

Voting results from our 2016 Annual Meeting are also provided below in respect of each director who was a nominee and elected at such meeting.



Ms. Maura J. Clark

Age: 58

New York, New York, United States

Director Since: 2016

Independent

Key skills and experience

- Finance
- Mergers & Acquisitions
- Mining, Energy & Exploration
- Strategy

Current Board/Committee Membership

- Board of Directors
- Audit Committee (Chair)
- HR&C Committee

Current Public Company Directorships

- Fortis Inc., a North American electric and gas utility company (TSX)

MAURA J. CLARK, B.A. (Economics). Ms. Clark is a Corporate Director and the former President of Direct Energy Business, the commercial and industry energy business unit of Direct Energy L.P., a North American energy and energy-related services provider from 2007 to 2014. Previously Ms. Clark was Executive Vice President of North American Strategy and Mergers and Acquisitions for Direct Energy.

Ms. Clark holds a Bachelor of Arts degree from Queen's University and a Chartered Professional Accountant designation.

DIRECTORS' EQUITY OWNERSHIP INTEREST

| Equity Ownership as at March 9, 2016 | | Equity Ownership as at March 9, 2017 | | Net Change in Equity Ownership | | Ownership Guideline Compliance | Directors' Equity Amount (U.S.\$) ⁽¹⁾ | Equity Multiple of Annual Retainer ⁽²⁾ |
|---|------|---|-------|-----------------------------------|-------|--------------------------------------|--|--|
| Common Shares | DSUs | Common Shares | DSUs | Common Shares | DSUs | | | |
| 1,000 | 0 | 1,000 | 1,211 | 0 | 1,211 | ✓ | \$214,732 | 1.02 |

Value of Total Compensation Received In Fiscal 2016

\$223,716 (\$112,573 in DSUs)⁽³⁾

2016 Annual Meeting Voting Results

Votes For: 101,556,792 (99.60%)
Votes Withheld: 410,884 (0.40%)



Mr. David C. Everitt

Age: 64

Marco Island, Florida, United States

Director Since: 2013

Independent

Key skills and experience

- Retail Business Experience
- Agri-Business Experience
- International Business Experience
- Innovation & Technology

Current Board/Committee Membership

- Board of Directors
- Audit Committee
- HR&C Committee (Chair)
- Special Committee⁽⁴⁾

Current Public Company Directorships

- Harsco Corporation, a worldwide industrial company (NYSE)
- Brunswick Corporation, a worldwide manufacturing company (NYSE)
- Allison Transmission Holdings, Inc., a worldwide manufacturing company (NYSE)

DAVID C. EVERITT, B.Sc. (Engineering). Mr. Everitt is a Corporate Director and the Chair of the Board and former interim chief executive officer of Harsco Corporation, a worldwide industrial company. Mr. Everitt is the former President, Agriculture and Turf Division – North America, Asia, Australia, and Sub-Saharan and South Africa, and Global Tractor and Turf Products of Deere & Company, a farm equipment manufacturer. Mr. Everitt also serves on the Board of the National Business Aviation Association located in Washington, D.C.

DIRECTORS' EQUITY OWNERSHIP INTEREST

| Equity Ownership as at March 9, 2016 | | Equity Ownership as at March 9, 2017 | | Net Change in Equity Ownership | | Ownership Guideline Compliance | Directors' Equity Amount (U.S.\$) ⁽¹⁾ | Equity Multiple of Annual Retainer ⁽²⁾ |
|---|-------|---|-------|-----------------------------------|-------|--------------------------------------|--|--|
| Common Shares | DSUs | Common Shares | DSUs | Common Shares | DSUs | | | |
| 2,500 | 4,548 | 2,871 | 6,077 | 371 | 1,529 | ✓ | \$869,030 | 4.14 |

Value of Total Compensation Received In Fiscal 2016

\$385,518 (\$248,768 in DSUs)⁽³⁾

2016 Annual Meeting Voting Results

Votes For: 100,722,001 (98.78%)
Votes Withheld: 1,245,675 (1.22%)



Mr. Russell K. Girling

Age: 54

Calgary, Alberta, Canada

Director Since: 2006

Independent

Key skills and experience

- Current Chief Executive Officer
- Mergers & Acquisitions
- Distribution
- Strategy
- Public Policy & Government Relations

Current Board/Committee Membership

- Board of Directors
- Audit Committee
- CG&N Committee
- Special Committee⁽⁴⁾

Current Public Company Directorships

- TransCanada Corporation, a diversified energy and pipeline company (TSX, NYSE)

RUSSELL K. GIRLING, B.Comm., M.B.A. (Finance), ICD.D. Mr. Girling has been the President and Chief Executive Officer of TransCanada Corporation and TransCanada PipeLines Limited since July 1, 2010. Mr. Girling is a member of the Canadian Council of Chief Executives, U.S. National Petroleum Council, the U.S. Business Roundtable and a member of the Board of Directors of the American Petroleum Institute. Mr. Girling has a Bachelor of Commerce degree and a Master of Business Administration in Finance from the University of Calgary.

DIRECTORS' EQUITY OWNERSHIP INTEREST

| Equity Ownership as at March 9, 2016 | | Equity Ownership as at March 9, 2017 | | Net Change in Equity Ownership | | Ownership Guideline Compliance | Directors' Equity Amount (U.S.\$) ⁽¹⁾ | Equity Multiple of Annual Retainer ⁽²⁾ |
|---|--------|---|--------|-----------------------------------|-------|--------------------------------------|--|--|
| Common Shares | DSUs | Common Shares | DSUs | Common Shares | DSUs | | | |
| 6,000 | 31,105 | 6,000 | 34,825 | 0 | 3,720 | ✓ | \$3,964,924 | 18.88 |

Value of Total Compensation Received In Fiscal 2016

\$341,510 (\$341,510 in DSUs)⁽³⁾

2016 Annual General Meeting Voting Results

Votes For: 101,519,236 (99.56%)
 Votes Withheld: 448,440 (0.44%)



Mr. Russell J. Horner

Age: 67

Vancouver, British Columbia, Canada

Director Since: 2004

Independent

Key skills and experience

- Mergers & Acquisitions
- International Business Experience
- Operations
- Strategy

Current Board/Committee Membership

- Board of Directors
- Audit Committee
- HR&C Committee

Current Public Company Directorships

- None

RUSSELL J. HORNER, B.Sc. (Chemistry). Mr. Horner is a Corporate Director and the former President and Chief Executive Officer of Catalyst Paper Corporation (a forest products and paper company), former Chief Operating Officer, Australasia, Fletcher Challenge Paper Division, Fletcher Challenge Limited (a forest products and paper company), and former Managing Director of Australian Newsprint Mills Ltd. (a newsprint company). Mr. Horner has attended the Advanced Management Programs at Harvard Business School and at Auckland University.

DIRECTORS' EQUITY OWNERSHIP INTEREST

| Equity Ownership as at March 9, 2016 | | Equity Ownership as at March 9, 2017 | | Net Change in Equity Ownership | | Ownership Guideline Compliance | Directors' Equity Amount (U.S.\$) ⁽¹⁾ | Equity Multiple of Annual Retainer ⁽²⁾ |
|---|--------|---|--------|-----------------------------------|-------|--------------------------------------|--|--|
| Common Shares | DSUs | Common Shares | DSUs | Common Shares | DSUs | | | |
| 1,000 | 26,043 | 1,000 | 27,567 | 0 | 1,524 | ✓ | \$2,774,427 | 13.21 |

Value of Total Compensation Received In Fiscal 2016

\$357,085 (\$154,955 in DSUs)⁽³⁾

2016 Annual Meeting Voting Results

Votes For: 100,951,715 (99.00%)
 Votes Withheld: 1,015,961 (1.00%)



Ms. Miranda C. Hubbs

Age: 50

Toronto, Ontario, Canada

Director Since: 2016

Independent

Key skills and experience

- Finance
- International Business Experience
- Strategy
- Mergers & Acquisitions

Current Board/Committee Membership

- Board of Directors
- CG&N Committee
- EHS&S Committee
- Special Committee⁽⁴⁾

Current Public Company Directorships

None

MIRANDA C. HUBBS, B.Sc. (Biology), M.B.A., CFA. Ms. Hubbs is a Corporate Director and the former Executive Vice President and Managing Director of McLean Budden Limited, one of Canada's largest institutional asset managers, from 2002 to 2011. Ms. Hubbs is a Chartered Financial Analyst (CFA) and a National Association of Corporate Directors (NACD) Governance Fellow and received a Master of Business Administration from York University and a Bachelor of Science degree from University of Western Ontario.

DIRECTORS' EQUITY OWNERSHIP INTEREST

| Equity Ownership as at March 9, 2016 | | Equity Ownership as at March 9, 2017 | | Net Change in Equity Ownership | | Ownership Guideline Compliance | Directors' Equity Amount (U.S.\$) ⁽¹⁾ | Equity Multiple of Annual Retainer ⁽²⁾ |
|---|------|---|-------|-----------------------------------|-------|--------------------------------------|--|--|
| Common Shares | DSUs | Common Shares | DSUs | Common Shares | DSUs | | | |
| 1,000 | 0 | 1,000 | 2,615 | 0 | 2,615 | ✓ | \$351,089 | 1.67 |

Value of Total Compensation Received In Fiscal 2016

\$242,487 (\$242,487 in DSUs)⁽³⁾

2016 Annual Meeting Voting Results

Votes For: 101,561,271 (99.60%)
 Votes Withheld: 406,405 (0.40%)



Mr. Chuck V. Magro

Age: 47

DeWinton, Alberta, Canada

Director Since: 2013

Non-Independent

Key skills and experience

- Current Chief Executive Officer
- Agri-Business Experience
- Mergers & Acquisitions
- Operations
- Strategy

Current Board/Committee Membership

- Board of Directors

Current Public Company Directorships

None

CHUCK V. MAGRO, B.Sc. (Chemistry), M.B.A. Mr. Magro joined Agrium in November 2009 as Vice-President, Manufacturing. Mr. Magro was promoted to various executive positions during his tenure with Agrium and was most recently appointed President & Chief Executive Officer of Agrium on January 1, 2014.

Mr. Magro is a director of each of Canpotex Limited (a potash export company), the International Fertilizer Association (IFA) and the International Plant Nutrition Institute (IPNI), and Chair of each of The Fertilizer Institute (TFI) and Nutrients for Life Foundation (NFLF).

Mr. Magro joined Agrium following an extensive career with Nova Chemicals, a major petrochemical manufacturer, most recently as Vice President, Investor Relations between 2007 and 2009.

DIRECTORS' EQUITY OWNERSHIP INTEREST

N/A. For details regarding Mr. Magro's equity ownership, see "Section Six: Executive Compensation Governance – Compensation Discussion & Analysis – Compensation Decisions – NEO Compensation Summaries – Chuck Magro."

Value of Total Compensation Received In Fiscal 2016

N/A⁽⁵⁾

2016 Annual Meeting Voting Results

Votes For: 101,766,568 (99.80%)
 Votes Withheld: 201,108 (0.20%)



Ms. A. Anne McLellan

Age: 66

Edmonton, Alberta, Canada

Director Since: 2006

Independent

Key skills and experience

- Public Policy & Government Relations
- Strategy
- International Business Experience
- Human Resources

Current Board/Committee Membership

- Board of Directors
- EHS&S Committee (Chair)
- HR&C Committee

Current Public Company Directorships

- Cameco Corporation, a uranium company (TSX, NYSE)

ANNE MCLELLAN, B.A., LL.B., LL.M, ICD.D. Ms. McLellan is a Corporate Director and a Senior Advisor with Bennett Jones LLP (a Canadian law firm). Ms. McLellan is a former four-term Member of Parliament for Edmonton Centre from October 25, 1993 to January 23, 2006. She served as Deputy Prime Minister from December 2003 to January 2006 and throughout her career has held numerous ministerial posts. Ms. McLellan holds a Bachelor of Arts and a Bachelor of Laws degree from Dalhousie University and a Masters of Law degree from King's College, University of London.

DIRECTORS' EQUITY OWNERSHIP INTEREST

| Equity Ownership as at March 9, 2016 | | Equity Ownership as at March 9, 2017 | | Net Change in Equity Ownership | | Ownership Guideline Compliance | Directors' Equity Amount (U.S.\$) ⁽¹⁾ | Equity Multiple of Annual Retainer ⁽²⁾ |
|---|--------|---|--------|-----------------------------------|-------|--------------------------------------|--|--|
| Common Shares | DSUs | Common Shares | DSUs | Common Shares | DSUs | | | |
| 200 | 19,671 | 200 | 21,668 | 0 | 1,997 | ✓ | \$2,123,820 | 10.11 |

Value of Total Compensation Received In Fiscal 2016

\$316,717 (\$193,675 in DSUs)⁽³⁾

2016 Annual Meeting Voting Results

Votes For: 101,364,396 (99.41%)
 Votes Withheld: 603,280 (0.59%)



Mr. Derek G. Pannell

Age: 70

Saint John, New Brunswick, Canada

Director Since: 2008

Independent

Key skills and experience

- Mergers & Acquisitions
- Strategy
- Distribution
- Mining, Energy & Exploration

Current Board/Committee Membership

- Board of Directors (Chair)
- Special Committee⁽⁴⁾

Current Public Company Directorships

- Brookfield Infrastructure Partners Limited, the general partner of Brookfield Infrastructure Partners L.P., an infrastructure asset operating company (TSX, NYSE)

DEREK G. PANNELL, B.Sc. (Engineering), P. Eng., FCAE. Mr. Pannell is a Corporate Director and the Board Chair of Brookfield Infrastructure Partners Limited (an asset management company). He was President and Chief Executive Officer of Noranda Inc. and Falconbridge Limited from 2001 to August 2006 and Vice President, Operations of Compania Minera Antamina from 1998 to 2001. Mr. Pannell is a graduate of Imperial College in London, England and the Royal School of Mines, London, England (ARSM) and an engineer registered in Québec and Peru. He also serves as a Commissioner on the Board of Commissioners of Saint John Energy in Saint John, New Brunswick.

DIRECTORS' EQUITY OWNERSHIP INTEREST

| Equity Ownership as at March 9, 2016 | | Equity Ownership as at March 9, 2017 | | Net Change in Equity Ownership | | Ownership Guideline Compliance | Directors' Equity Amount (U.S.\$) ⁽¹⁾ | Equity Multiple of Annual Retainer ⁽²⁾ |
|---|--------|---|--------|-----------------------------------|-------|--------------------------------------|--|--|
| Common Shares | DSUs | Common Shares | DSUs | Common Shares | DSUs | | | |
| 2,500 | 18,675 | 3,302 | 21,276 | 802 | 2,601 | ✓ | \$2,387,015 | 5.43 |

Value of Total Compensation Received In Fiscal 2016

\$467,155 (\$267,141 in DSUs)⁽³⁾

2016 Annual Meeting Voting Results

Votes For: 101,765,050 (99.80%)
 Votes Withheld: 202,626 (0.20%)



Mr. Mayo M. Schmidt

Age: 59

Toronto, Ontario, Canada

Director Since: 2013

Independent

Key skills and experience

- Current Chief Executive Officer
- Agri-Business Experience
- Mergers & Acquisitions
- International Business Experience
- Strategy

Current Board/Committee Membership

- Board of Directors
- CG&N Committee (Chair)
- EHS&S Committee
- Special Committee (Chair)⁽⁴⁾

Current Public Company Directorships

- Hydro One Limited, an electricity transmission and distribution company (TSX)

MAYO M. SCHMIDT, B.B.A. Mr. Schmidt is a Corporate Director and the President and Chief Executive Officer of Hydro One Limited, an electricity transmission and distribution company. Previously Mr. Schmidt was a Director and the President and Chief Executive Officer of Viterra Inc., a global agri-business company, from 2000 until 2012. Mr. Schmidt holds a Bachelor of Business Administration and an Honorary Doctorate of Commerce degree from Washburn University of Kansas, and is a member of Washburn University's Board of Trustees and the Lincoln Society.

DIRECTORS' EQUITY OWNERSHIP INTEREST

| Equity Ownership as at March 9, 2016 | | Equity Ownership as at March 9, 2017 | | Net Change in Equity Ownership | | Ownership Guideline Compliance | Directors' Equity Amount (U.S.\$) ⁽¹⁾ | Equity Multiple of Annual Retainer ⁽²⁾ |
|---|-------|---|-------|-----------------------------------|-------|--------------------------------------|--|--|
| Common Shares | DSUs | Common Shares | DSUs | Common Shares | DSUs | | | |
| 1,500 | 2,474 | 1,500 | 5,285 | 0 | 2,811 | ✓ | \$658,959 | 3.14 |

Value of Total Compensation Received In Fiscal 2016

\$285,558 (\$285,558 in DSUs)⁽³⁾

2016 Annual Meeting Voting Results

Votes For: 101,456,560 (99.50%)
Votes Withheld: 511,116 (0.50%)

Notes:

- (1) The Directors' Equity Amount is calculated as of March 9, 2017 based on the closing price of the common shares on the NYSE of U.S.\$97.12 on March 9, 2017.
- (2) The Equity Multiple of Annual Retainer is calculated by dividing the Directors' Equity Amount by the amount of the annual retainer, such annual retainer being \$210,000 for all directors (other than the Board Chair) and \$440,000 for the Board Chair. Independent directors are required to maintain a minimum equity ownership in Agrium equal in value to approximately three times the value of his or her annual retainer within five years of joining the Board.
- (3) Amount includes DSUs credited as dividend equivalents.
- (4) On August 3, 2016, a special committee of the Board (the "Special Committee") was established with a mandate to provide oversight, and to review and assess a proposed merger with Potash Corporation of Saskatchewan Inc. The Special Committee is comprised of the following independent members of the Board: Ms. Hubbs and Messrs. Everitt, Girling, Pannell and Schmidt.
- (5) For the value of total compensation received by Mr. Magro in fiscal 2016, please see "Section Six: Executive Compensation Governance – 2016 Executive Compensation – Summary Compensation Table".

Cease Trade Orders, Bankruptcies, Penalties or Sanctions

In May 2004, Saskatchewan Wheat Pool Inc. ("SWP"), the predecessor of Viterra, disposed of its hog operations, which had been carried on through certain of its subsidiaries, through a court-supervised process under the *Companies' Creditors Arrangement Act* (Canada). On April 12, 2005, the Saskatchewan Financial Services Commission issued a cease trade order against four of these subsidiaries of SWP for failing to file the required annual continuous disclosure documents. The cease trade order was revoked on October 18, 2010 pursuant to Viterra's application to effect a reorganization of the entities in question. Mr. Schmidt served as an officer and/or director of these entities.

Section Four: Director Compensation Governance

Director Compensation Program

Philosophy and Objectives

The director compensation program is designed to:

- attract and retain individuals with necessary experience and abilities;
- provide appropriate compensation to reflect the responsibilities, commitments and risks that accompany Board membership; and
- align the interests of non-executive (independent) directors with those of shareholders, by requiring our independent directors to maintain a significant equity ownership in Agrium.

Director compensation is paid in the form of an annual retainer and fees, payable in cash and/or deferred share units (“**DSUs**”), under the Directors’ Consolidated DSU Plan. The director compensation program is distinct from the executive compensation program and non-executive directors are not eligible to receive pensions, benefits or perks or to participate in the Corporation’s performance-based annual or long-term incentive programs.

About DSUs

DSUs are notional units that have the same value as common shares, and therefore have the same upside and downside risk. This serves to align the interests of non-executive directors with those of shareholders.

Directors can redeem their DSUs for cash only when they leave the Board. Their redemption value is equal to the market value of our common shares at the time of redemption.

DSUs earn dividend equivalents in the form of additional DSUs at the same rate as dividends are paid on our common shares, but do not give the holder voting or other shareholder rights.

Director compensation delivered in the form of DSUs also helps non-executive directors meet their mandatory equity ownership requirement under our Corporate Governance Guidelines.

WHERE TO FIND IT

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Compensation Decisions

The CG&N Committee annually reviews director compensation using the same peer group as used to benchmark Named Executive Officer (“**NEO**”) compensation, based on advice of its independent compensation consultant, Towers Watson Canada Inc. (“**Towers Watson**”). Director compensation is generally targeted near the median of our Compensation Peer Group.

See “Section Six: Executive Compensation Governance – Compensation Discussion & Analysis – Compensation Framework – Compensation Peer Group” for more information about our Compensation Peer Group.

Fees and Retainers

Non-executive (independent) director compensation is comprised of an annual retainer and fees, payable in cash and/or DSUs. The compensation arrangements for non-executive directors in 2016 were as follows:

| Type of Fee | Amount (U.S.\$) |
|--|------------------------|
| ANNUAL RETAINER | |
| Board Chair Annual Retainer (inclusive of all meeting fees) | \$ 440,000 |
| Board Members Annual Retainer | \$ 210,000 |
| Committee Annual Retainer | \$ 3,500 per committee |
| Committee Chair Annual Retainer (except Audit and HR&C Committee Chairs) | \$ 9,000 |
| Audit Committee Chair Annual Retainer | \$ 20,000 |
| HR&C Committee Chair Annual Retainer | \$ 15,000 |
| ATTENDANCE FEES | |
| Board and Committee Meetings (except Audit) | \$ 1,000 per meeting |
| Audit Committee Meetings | \$ 1,500 per meeting |
| Travel Allowance ⁽¹⁾ | \$ 1,000 |

Our Chief Executive Officer is not entitled to additional compensation for performance of director duties.

Note:

⁽¹⁾ A travel allowance of U.S.\$1,000 is paid to each non-executive director who travels out of his or her province or state of residence to a meeting site.

Each year, the Board sets a mandatory percentage of the Board member and Board Chair annual retainers that must be taken in DSUs. For 2016, the Board determined that a minimum of 30% of the Board member and Board Chair annual retainers must be taken in DSUs. Board members may choose to take a greater percentage of their annual retainer and fees in the form of DSUs.

Directors' Equity Ownership Interests

Beginning in 2016, all non-executive directors were expected to hold three times their annual retainer in common shares and/or DSUs within five years of joining the Board. All of our non-executive directors are in compliance with their directors' equity ownership requirements. See "Section Three: About Agrium's Nominees" for the equity ownership interests of each of the directors nominated by Agrium.

2016 Summary of Director Compensation

A number of changes were made to the composition of Agrium's Board in 2016; Ms. Clark, Ms. Hubbs and Mr. Simon were appointed to the Board in February 2016 and Mr. Zaleschuk and Dr. Henry did not stand for re-election at the 2016 Annual Meeting.

Director Compensation Table

The following Director Compensation Table sets out the compensation earned by each of the Corporation's directors in respect of service provided during the year ended December 31, 2016:

| Director | Fees Earned ⁽¹⁾⁽²⁾ (U.S.\$) | All other Compensation ⁽³⁾ (U.S.\$) | Total (U.S.\$) |
|-----------|---|--|-------------------|
| Clark | \$222,286 | \$ 1,430 | \$223,716 |
| Everitt | \$273,500 | \$112,018 | \$385,518 |
| Girling | \$257,181 | \$ 84,329 | \$341,510 |
| Henry | \$103,875 | \$203,392 | \$307,267 |
| Horner | \$265,130 | \$ 91,955 | \$357,085 |
| Hubbs | \$239,417 | \$ 3,070 | \$242,487 |
| Magro | N/A | N/A | N/A |
| McLellan | \$246,084 | \$ 70,633 | \$316,717 |
| Pannell | \$400,028 | \$ 67,127 | \$467,155 |
| Schmidt | \$274,000 | \$ 11,558 | \$285,558 |
| Simon | \$213,916 | \$ 1,436 | \$215,352 |
| Zaleschuk | \$154,806 | \$107,664 | \$262,470 |

Notes:

- (1) Includes the directors' annual retainers, attendance fees and travel allowances paid in cash and the grant date fair value paid in DSUs.
- (2) The number of DSUs granted is calculated by dividing the cash value of the retainer to be exchanged for DSUs by the grant date fair value of the common shares on the date such cash value is converted into DSUs (generally, the last business day of each quarter). The grant date fair value is the average closing price of a common share on the NYSE over the ten trading days prior to the conversion date. For the 2016 grants, the DSU grant date fair value was U.S.\$90.65 (Q1), U.S.\$92.37 (Q2), U.S.\$90.94 (Q3) and U.S.\$100.67 (Q4). The amounts reported exclude DSUs credited as dividend equivalents.
- (3) Amounts reported consist of DSUs credited as dividend equivalents that were not factored into grant date fair value.

The following table provides a breakdown of the annual retainers and fees paid to directors in respect of service provided in 2016 as identified in the "Fees Earned" column of the Director Compensation Table (above):

| Director | Board, Committee and Chair Retainers (U.S.\$) | Board and Committee Attendance Fees (U.S.\$) | Travel Allowance (U.S.\$) | Total Payable (U.S.\$) | Percentage of Fees and Retainers Taken in DSUs | Total Fees and Retainers Taken in Cash (U.S.\$) | Grant Date Fair Value of Total Fees and Retainers taken in DSUs ⁽¹⁾⁽²⁾ (U.S.\$) |
|-----------|--|--|---------------------------------|---------------------------|---|--|--|
| Clark | \$199,786 | \$18,500 | \$4,000 | \$222,286 | 50% | \$111,143 | \$111,143 |
| Everitt | \$247,000 | \$21,500 | \$5,000 | \$273,500 | 50% | \$136,750 | \$136,750 |
| Girling | \$234,181 | \$22,000 | \$1,000 | \$257,181 | 100% | \$ 0 | \$257,181 |
| Henry | \$ 91,875 | \$10,000 | \$2,000 | \$103,875 | 30% | \$ 77,625 | \$ 26,250 |
| Horner | \$236,130 | \$23,000 | \$6,000 | \$265,130 | 30% | \$202,130 | \$ 63,000 |
| Hubbs | \$213,917 | \$20,500 | \$5,000 | \$239,417 | 100% | \$ 0 | \$239,417 |
| McLellan | \$226,584 | \$18,500 | \$1,000 | \$246,084 | 50% | \$123,042 | \$123,042 |
| Pannell | \$385,028 | \$ 9,000 | \$6,000 | \$400,028 | 50% | \$200,014 | \$200,014 |
| Schmidt | \$251,000 | \$18,000 | \$5,000 | \$274,000 | 100% | \$ 0 | \$274,000 |
| Simon | \$198,916 | \$12,000 | \$3,000 | \$213,916 | 50% | \$106,958 | \$106,958 |
| Zaleschuk | \$153,806 | \$ 0 | \$1,000 | \$154,806 | 100% | \$ 0 | \$154,806 |

Notes:

- (1) Amounts reported are the grant date fair value of the total fees and retainers taken as DSUs. See note (2) to the Director Compensation Table for a description of the calculation of grant date fair values.
- (2) Amounts reported exclude DSUs credited as dividend equivalents.

Directors' Compensation Plan

DSU Plan

The following is a summary of the DSU Plan:

| | |
|------------------------------|--|
| Eligible Participants | <p>The DSU Plan:</p> <ul style="list-style-type: none"> authorizes the Board to grant such number of DSUs to non-executive directors as it may determine; and allows non-executive directors to elect to receive a portion of their remuneration in the form of DSUs, over and above the minimum set by the Board. |
| Credit to DSU Account | <ul style="list-style-type: none"> DSUs granted to a non-executive director are credited into his or her DSU account. For the portion of a director's remuneration elected to be received in the form of DSUs, the number of DSUs to be issued is calculated by dividing the electing director's portion of the remuneration by the average closing price of the common shares on the NYSE on the ten trading days prior to the date such cash portion is converted into DSUs (generally, the last business day of each quarter). Whenever cash dividends are paid on the common shares, equivalent DSUs are credited to holders. |
| Vesting | <ul style="list-style-type: none"> DSUs fully vest upon grant. |
| Redemption | <ul style="list-style-type: none"> Payouts of DSUs are made after the date on which the holder ceases to be a director of the Corporation for any reason including retirement or death. DSU payouts are equal to the market value of the redeemed DSUs on the date of redemption elected by the director or mandated by the DSU Plan (less withholdings). |

Outstanding DSUs

The following table provides details regarding the aggregate value as at December 31, 2016, of DSUs granted to individuals who served as directors during 2016:

| Director | Number of Unredeemed DSUs ⁽¹⁾ (#) | Market Value of Unredeemed DSUs ⁽²⁾⁽³⁾ (U.S.\$) |
|-----------|---|---|
| Clark | 1,201 | \$ 120,762 |
| Everitt | 6,026 | \$ 605,931 |
| Girling | 34,534 | \$3,472,382 |
| Henry | 33,303 | \$3,348,591 |
| Horner | 27,336 | \$2,748,680 |
| Hubbs | 2,594 | \$ 260,787 |
| McLellan | 21,488 | \$2,160,579 |
| Pannell | 21,098 | \$2,121,419 |
| Schmidt | 5,241 | \$ 527,021 |
| Simon | 1,159 | \$ 116,536 |
| Zaleschuk | 0 | \$ 0 |

We discontinued granting Stock Options to our non-executive directors in 2002. None of our non-executive directors participate in the Stock Option Plan or the SAR Plan, and none of them hold any Stock Options or SARs.

Notes:

- (1) All DSUs vest on the date of grant. The amounts reported include DSUs credited as dividend equivalents.
- (2) The amounts reported represent DSUs which were vested but not redeemed as of December 31, 2016 and include DSUs credited as dividend equivalents.
- (3) Market value of unredeemed DSUs was determined by reference to the closing price of common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share.

DSU Awards – Value Vested or Redeemable During the Year

The following table provides details regarding the outstanding DSUs that vested and were redeemed or redeemable during the year ended December 31, 2016. DSUs are only redeemable when the Board member leaves the Board.

| Director | DSUs – Value vested and earned during the year ⁽¹⁾⁽²⁾ (U.S.\$) | DSUs – Value redeemed or redeemable during the year ⁽³⁾ (U.S.\$) |
|-----------|---|--|
| Clark | \$120,762 | \$ 0 |
| Everitt | \$167,218 | \$ 0 |
| Girling | \$404,733 | \$ 0 |
| Henry | \$261,075 | \$6,470,863 |
| Horner | \$172,524 | \$ 0 |
| Hubbs | \$260,787 | \$ 0 |
| Lesar | \$ 0 | \$ 374,793 |
| Lowe | \$ 0 | \$ 988,105 |
| McLellan | \$212,915 | \$ 0 |
| Pannell | \$290,799 | \$ 0 |
| Schmidt | \$308,651 | \$ 0 |
| Simon | \$116,536 | \$ 0 |
| Zaleschuk | \$294,081 | \$3,965,681 |

Notes:

- (1) Value of DSUs was determined by reference to the closing price of the common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share.
- (2) The amounts reported represent the value of all DSUs granted in 2016 and include DSUs credited as dividend equivalents.
- (3) Value of DSUs was determined by reference to (a) the value redeemed for those DSUs redeemed during 2016 and (b) the closing price of the common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share for those DSUs that were redeemable but not redeemed during 2016. In both instances, the amounts reported include DSUs credited as dividend equivalents.

Section Five: Corporate Governance

Our Corporate Governance

The Board and Management are committed to best practices in corporate governance and have been consistently recognized for excellence in this respect. Our corporate governance systems and principles of conduct are engrained in our business operations and culture and play an important role in promoting appropriate oversight and consistent governance practices throughout our organization.

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Governance Highlights

Corporate Governance

- ✓ Eight independent director nominees
- ✓ Separate Chair and CEO
- ✓ Strong risk oversight
- ✓ Board diversity policy
- ✓ All Committees independent
- ✓ Board, Committee and director evaluations annually
- ✓ Board orientation and education program
- ✓ Code of business conduct
- ✓ Supplier code of conduct
- ✓ *In camera* sessions at every regular Board and Committee meeting

Shareholder Rights

- ✓ Annual election of directors
- ✓ Individual director elections
- ✓ Director majority voting policy
- ✓ Active shareholder engagement
- ✓ Annual “Say on Pay”

Compensation

- ✓ Clawback policy
- ✓ Independent advice
- ✓ Prohibition on hedging
- ✓ Director equity ownership requirement of 3x the annual retainer
- ✓ Executive equity ownership requirement:
 - 1x base salary (Senior Vice Presidents and Vice Presidents)
 - 2x base salary (President, Retail, President, Wholesale, CFO, and Executive Vice President)
 - 4x base salary (CEO)
- ✓ Post-termination equity ownership retention requirements

Corporate Governance Guidelines and Framework

The Board has adopted a variety of policies and programs in the establishment of Agrium’s governance framework, many of which are available in the governance section of Agrium’s website www.agrium.com.

Corporate Governance Guidelines

The Board is committed to setting a high ethical tone for Agrium as a whole and fostering a culture of integrity throughout the Corporation. The Corporate Governance Guidelines (the “**Guidelines**”) provide a framework of authority and accountability, enabling the Board and Management to make timely and effective decisions that promote:

- shareholder value while complying with applicable laws; and
- Agrium’s commitment to ethical conduct, integrity and transparency.

Board and Committee Charters

For further information about our Board Committees and the Board Committee mandates, please see “Section Five: Corporate Governance – Committees of the Board of Directors”.

Written Position Descriptions

Agrium has developed written position descriptions (or terms of reference) for the following positions:

- the Chair of the Board;
- the Chair of each Committee of the Board;
- the individual directors; and
- the Chief Executive Officer.

Equity Ownership Requirement

All non-executive directors and executive officers are expected to maintain a meaningful equity ownership in the Corporation in order to align their interests with those of shareholders.

Executive Officers' Equity Retention Post-Employment

The NEOs and other participants have an on-going interest in Agrium's share performance post-retirement as share-based incentives continue to vest in the normal course post-retirement. Also, the CEO (and any other designated executive officers) must hold common shares or Performance Share Units ("PSUs") in an amount equal to the common share component of their equity ownership requirement until the first anniversary following the date of cessation of employment.

Executive Compensation Clawback Policy

Agrium has implemented an Executive Compensation Clawback Policy concerning awards made under the Corporation's annual and long-term incentive programs to our current and former executive officers. This policy permits the Board, in instances where it determines it is in the Corporation's best interests to do so, to require executive officers to reimburse all or a portion of awards made under those plans where the individual engaged in intentional misconduct or fraud that resulted in a material restatement of financial results which would have impacted decisions made at the time the awards were granted.

Prohibition on Hedging and Equity Monetization

Agrium's prohibition on hedging and equity monetization, as found in our Securities Trading and Reporting Policy, prohibits directors and officers from purchasing financial instruments (including prepaid variable forward contracts, equity swaps, collars and units of exchange funds) or engaging in any other activities that are designed to hedge or offset a decrease in the market value of Agrium's securities granted as compensation or held, directly or indirectly, by such directors and officers. Such arrangements would reduce the risks and rewards of equity ownership by directors and officers and negate the alignment of interests of directors and officers with those of shareholders.

Code of Business Conduct and Ethics

Agrium's directors, officers and other employees, regardless of geographic location and job position, are expected to comply with our Code of Business Conduct and Ethics (the "**Code**"), which contains principles and guidelines for business conduct and ethics in the following areas:

- complying with applicable laws (including health, safety, environmental, anti-corruption and anti-bribery, anti-trust and competition, trade and sanctions compliance, fraud, securities disclosure and insider trading laws) and company policy;
- conflicts of interest;
- protection of corporate assets and corporate opportunities;
- confidentiality;
- treatment of our customers, suppliers, employees and others;
- serving the interests of our shareholders with integrity and loyalty;
- financial reporting and accountability;
- environmental stewardship;
- identifying illegal or unethical behaviour; and
- reporting violations of the Code or other company policies.

The Board and the CG&N Committee have discretion to waive provisions of the Code for directors and officers, provided such waivers are appropriately disclosed. Senior management has the same latitude as it pertains to employees.

Compliance with the Code is monitored by the Board, the CG&N Committee and the Audit Committee. Directors, officers and most employees of the Corporation (excluding certain unionized employees, as well as casual or seasonal workers) are required to certify compliance with the Code every year.

Audit Committee Whistleblower Procedures

Agrium has whistleblower procedures to permit employees to anonymously report concerns regarding compliance with corporate policies and applicable laws, as well as any concerns regarding auditing, internal control and accounting matters. These procedures are designed to ensure that employee reports are treated as confidential, to the extent permitted and subject to local law.

Disclosure Policy

Agrium's Disclosure Policy covers the confidentiality of business information and the timely reporting of material information in accordance with applicable laws and rules.

Securities Trading and Reporting Policy

Agrium's Securities Trading and Reporting Policy is intended to help safeguard against insider trading and the appearance of insider trading.

Corporate Social Responsibility (CSR) Policy

Agrium's Corporate Social Responsibility (CSR) Policy shows Agrium's commitment to working with stakeholders to enhance economic, environmental and social sustainability, in support of which we strive to:

- conduct our business with integrity, and in an open, honest, and ethical manner;
- engage local stakeholders in our planning and operations through timely, transparent and collaborative dialogue;
- promote business practices that respect the value of human life and that minimize environmental impacts;
- respect the diverse cultures and perspectives of all people;
- not knowingly take part in human rights abuse, or be complicit in any activity that solicits or encourages human rights abuse; and
- support the communities in which we operate through financial and/or non-financial contributions.

Board Diversity Policy

Agrium's Board Diversity Policy sets out a framework to promote diversity on the Board.

Supplier Code of Conduct

Agrium's Supplier Code of Conduct articulates the integrity and ethical behaviours that Agrium expects and encourages of its material global suppliers.

Shareholder Engagement and Say on Pay Policy

Agrium adopted its Shareholder Engagement and "Say on Pay" Policy to ensure an appropriate level of accountability to shareholders by the Board for compensation decisions and to encourage constructive engagement with shareholders on governance matters.

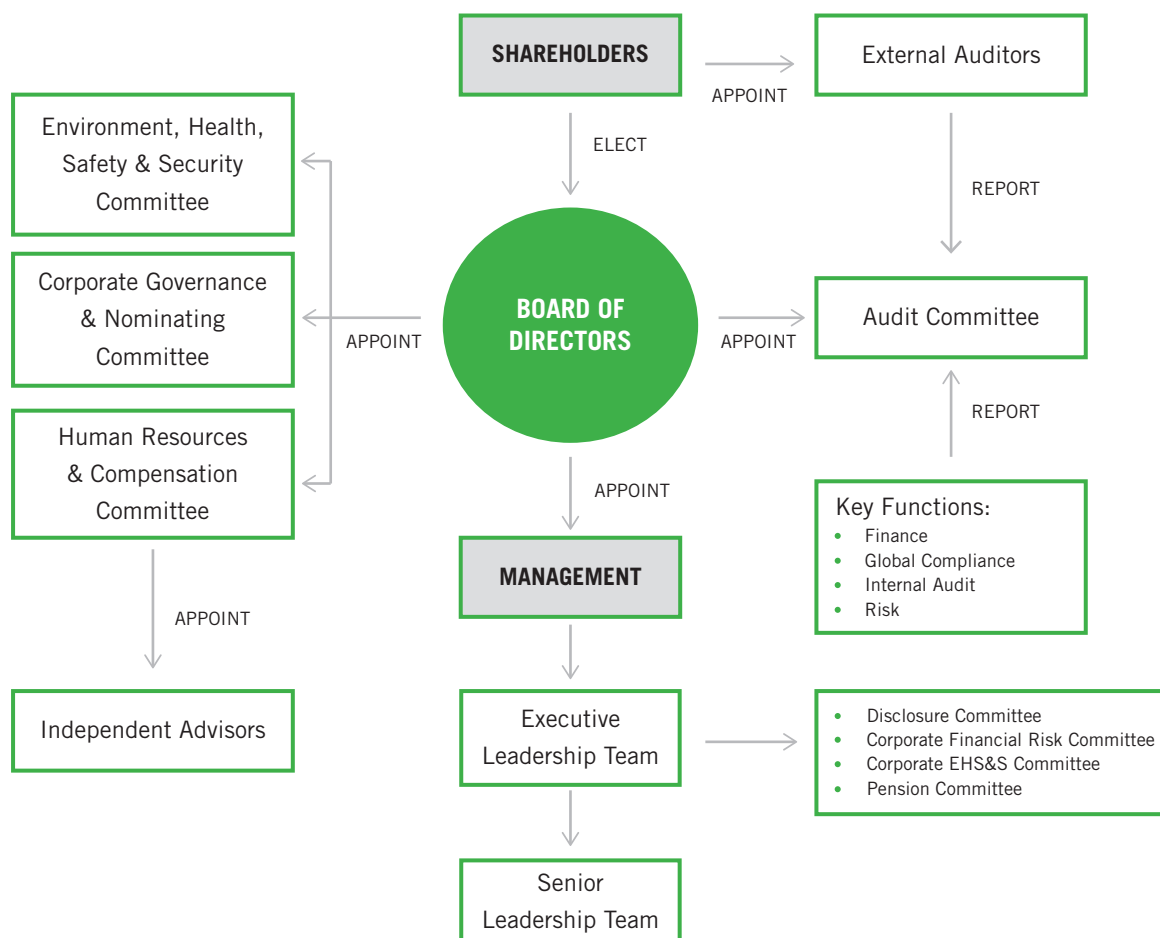
Overboarding Policy

Agrium's policy on overboarding, as contained in the Guidelines, provides that no director is permitted to serve on the board of directors of more than four other public companies, or groups of public companies that are wholly-owned or controlled by the same parent entity, unless the Board determines that such simultaneous service would not impair the ability of such director to effectively serve on the Board.

In addition, no member of Agrium's Audit Committee is permitted to serve on the audit committee of more than two other public companies, unless the Board determines that such simultaneous service would not impair the ability of such member to serve effectively on the Audit Committee and discloses such determination in the Corporation's management proxy circular.

Our Board

The Board is responsible for the stewardship of Agrium, ensuring effective leadership, and providing oversight, as illustrated below:



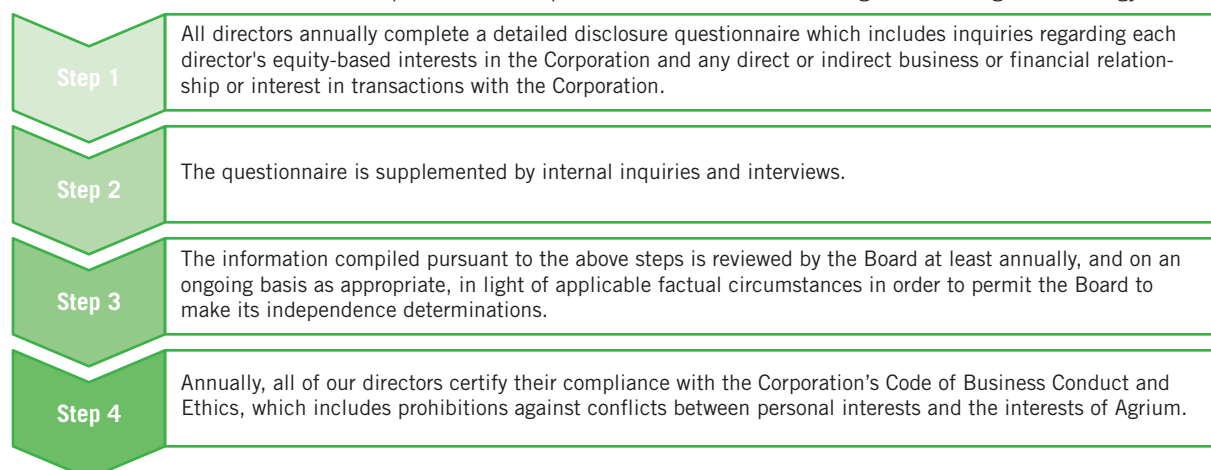
Board Independence

Independence of directors is assessed annually. The Board has determined that all of the proposed nominees, with the exception of Mr. Magro, are “independent” for the purposes of the Guidelines, the NYSE Listing Standards and the CSA Rules. For the above purposes, “independent” means the director does not have a material relationship (direct or indirect) that could, in the view of the Board, be reasonably expected to interfere with the director’s independent judgment. This definition meets or exceeds the independence criteria set out in the Guidelines, the NYSE Listing Standards and the CSA Rules.

89% of our nominated directors are independent. Chuck Magro is the only non-independent director due to his position as CEO.

The foregoing is described in detail in the Guidelines, which you can find on our website.

The Board makes determinations with respect to the independence of its members using the following methodology:



Mr. Girling is the chief executive officer of TransCanada Corporation. Agrium, through a wholly-owned general partnership, is party to various gas transportation contracts with TransCanada Energy Limited ("TCE"), a subsidiary of TransCanada Corporation, relating to the transportation of natural gas to the Redwater and Fort Saskatchewan fertilizer operations. These contracts constitute ordinary course of business commercial relationships and are not material to either Agrium or TransCanada Corporation. In addition, neither Mr. Girling, TransCanada Corporation nor its affiliates receive, directly or indirectly, any payments in the nature of consulting, advisory, or other compensatory fees from Agrium under this arrangement. **Accordingly, the Board has determined that these contracts do not affect Mr. Girling's independence because they cannot reasonably be expected to interfere with the exercise of his independent judgment.**

All of the Corporation's directors standing for election at the meeting, with the exception of Mr. Magro, are unrelated.

Board Interlocks and Overboarding

Under the terms of the Guidelines, a board interlock arises in the following two circumstances:

- when two of the Corporation's directors also serve together on the board of another company; and
- when a director of the Corporation serves on the board of another company for which a fellow member of the Board serves as an executive.

As of the date of the circular, there are no board interlocks among Board members.

The Guidelines also include Agrium's policy on overboarding. See "Section Five: Corporate Governance – Our Corporate Governance – Corporate Governance Guidelines and Framework – Overboarding Policy" for further information.

Board and Committee Attendance

During 2016, the Board and Committees held the following number of meetings:

| | Number of Meetings Held During 2016 | Attendance |
|--|---|------------|
| Board Meetings | 11 | 98% |
| Audit Committee | 7 | 94% |
| Corporate Governance & Nominating Committee | 4 | 100% |
| Human Resources & Compensation Committee | 4 | 93% |
| Environment, Health, Safety & Security Committee | 4 | 100% |
| Special Committee | 3 | 100% |

Our independent directors meet at the beginning and at the end of each regularly scheduled Board meeting without any members of Management present and it is generally the practice of our Board Committees to meet *in camera* with only the independent Board members present at each Committee meeting held. The Board Chair and Committee Chair, as applicable, preside over such *in camera* sessions and inform Management of any issues that arise during such meetings and any actions required to be taken.

During 2016, the attendance of the nominee directors who served as directors during the year was as follows:

| Director | Board Meetings | | Committee Meetings | | | | | | | | | | Total Meetings | |
|-------------------------|----------------|------------------|--------------------|------------------|--------|------------------|--------|------------------|--------|------------------|---------|------------------|----------------|------------------|
| | | | Audit | | CG&N | | EHS&S | | HR&C | | Special | | | |
| | Number | % ⁽⁸⁾ | Number | % ⁽⁸⁾ | Number | % ⁽⁸⁾ | Number | % ⁽⁸⁾ | Number | % ⁽⁸⁾ | Number | % ⁽⁸⁾ | Number | % ⁽⁸⁾ |
| Clark ⁽¹⁾ | 9 | 100% | 5 | 83% | – | – | – | – | 3 | 75% | – | – | 17 | 89% |
| Everitt | 11 | 100% | 6 | 86% | – | – | – | – | 4 | 100% | 3 | 100% | 24 | 96% |
| Girling ⁽²⁾ | 10 | 91% | 4 | 100% | 4 | 100% | 3 | 100% | – | – | 3 | 100% | 24 | 96% |
| Horner ⁽³⁾ | 11 | 100% | 7 | 100% | 3 | 100% | – | – | 1 | 100% | – | – | 22 | 100% |
| Hubbs ⁽¹⁾⁽⁴⁾ | 9 | 100% | 5 | 100% | 1 | 100% | 4 | 100% | – | – | 3 | 100% | 22 | 100% |
| Magro ⁽⁵⁾ | 11 | 100% | – | – | – | – | – | – | – | – | – | – | 11 | 100% |
| McLellan ⁽⁶⁾ | 10 | 91% | 2 | 100% | – | – | 4 | 100% | 4 | 100% | – | – | 20 | 95% |
| Pannell ⁽⁷⁾ | 11 | 100% | 3 | 100% | – | – | – | – | 2 | 100% | 3 | 100% | 19 | 100% |
| Schmidt | 11 | 100% | – | – | 4 | 100% | 4 | 100% | – | – | 3 | 100% | 22 | 100% |

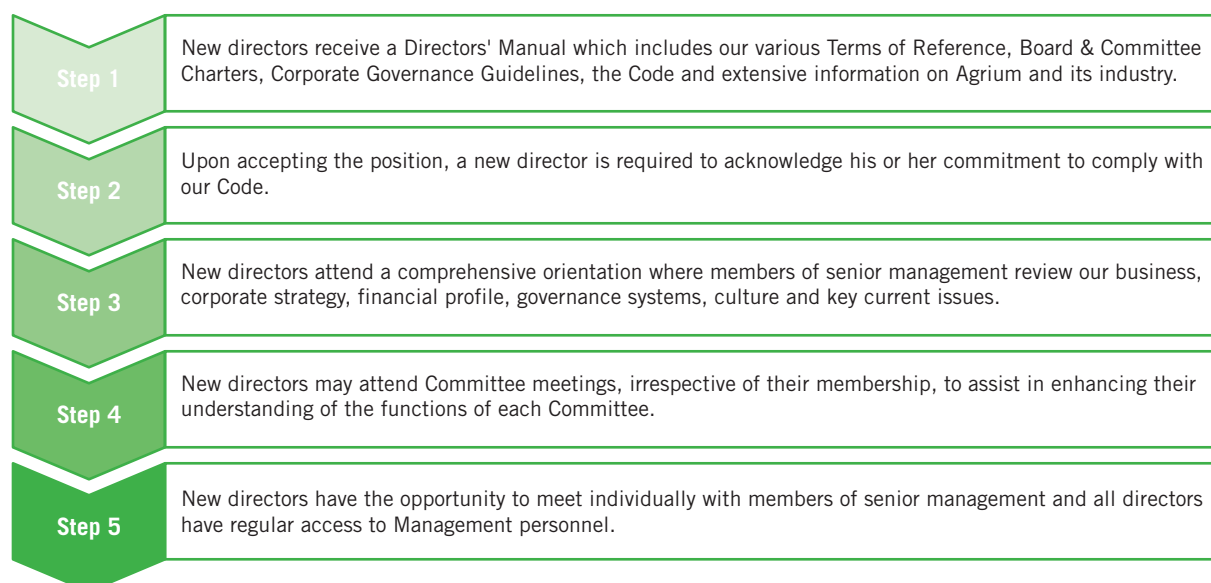
Notes:

- (1) Ms. Clark and Ms. Hubbs were appointed to the Board on February 24, 2016.
- (2) Mr. Girling was appointed to the Audit Committee on May 4, 2016 and ceased to be a member of the EHS&S Committee on December 15, 2016.
- (3) Mr. Horner was appointed to the HR&C Committee on December 15, 2016 and concurrently ceased to be a member of the CG&N Committee.
- (4) Ms. Hubbs was appointed to the CG&N Committee on December 15, 2016 and concurrently ceased to be a member of the Audit Committee.
- (5) Mr. Magro is not a member of any Committee, but attended all Committee meetings.
- (6) Ms. McLellan ceased to be a member of the Audit Committee on May 4, 2016.
- (7) Mr. Pannell ceased to be a member of the Audit and HR&C Committees on December 15, 2016.
- (8) Percentage reflects 2016 attendance at Board and/or Committee meetings held since the date of the director's appointment to the Board and/or Committee.

Board Orientation

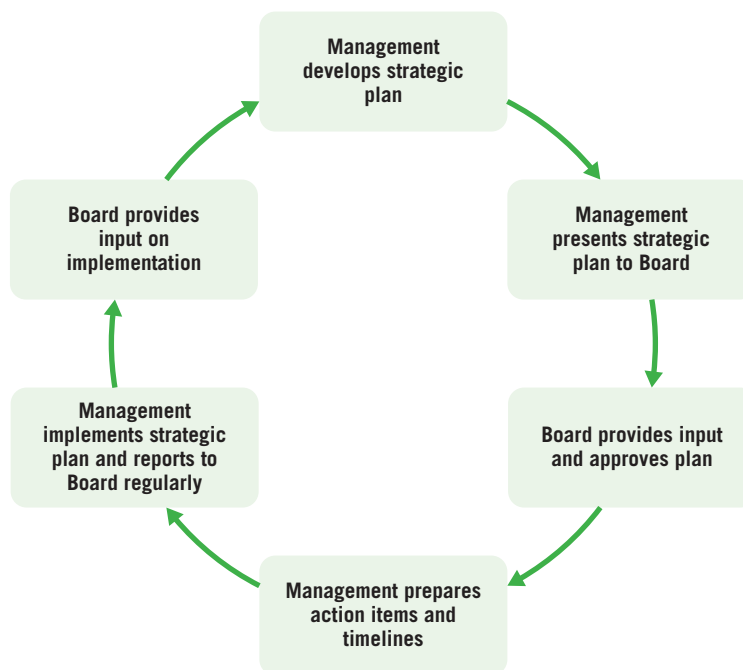
It is imperative that directors understand our business, including the size, complexity and risk profile of the Corporation, and stay current with governance, regulatory, industry and other key issues to be effective members of our Board. The CG&N Committee is responsible for the orientation of directors.

Our orientation program helps new directors increase their understanding of their responsibilities and the Corporation's operations as quickly as possible, so they can be fully engaged and contribute to the Board and Committees in a meaningful way.



Board Strategy Oversight

As illustrated below, the Board oversees the Corporation's strategic planning process to develop and monitor our strategic direction.



Typically, the Board holds a two day dedicated Board Strategy Session in September each year to ensure alignment and to facilitate clear communication between the Board and senior management with respect to our corporate strategy. Discussions also occur at our regularly scheduled Board meetings throughout the year to update the corporate strategy and to address and prioritize developments, opportunities, and issues that arise during the year. The general objectives of the annual Board Strategy Session include: the clear articulation of the Corporation's current position in our markets and expectations for strategic growth, tracking the Corporation's execution of its strategic planning initiatives, identifying and considering strategic growth opportunities and risks, and providing support for the Board and senior management with respect to the implementation of the Corporation's Five-Year Strategic Plan. The Board Strategy Session also typically involves external speakers to provide fresh perspectives on thought-provoking issues that could impact our corporate strategy. Following the September Board Strategy Session, comprehensive action items and follow-up requests, including issue ownership and timelines, are developed by senior management and submitted for review and approval at the December Board meeting.

The Board did not hold a dedicated Board Strategy Session in September 2016 in light of the significant amount of time the Board spent considering corporate strategy as part of its review of the merger.

Enterprise Risk Management

In the normal course, our business activities expose us to risk. The acceptance of certain risks is both necessary and advantageous in order to achieve our growth targets and our vision. Our decision-making process focuses on achieving long-term benefits to increase shareholder value while at the same time ensuring that all potential risks are considered and mitigated. Our Board, directly as well as through its standing committees, provides broad oversight of the risk identification and related mitigation activities within the Corporation.

Through Agrium's structured Enterprise Risk Management ("ERM") process, our senior management, Business Units and Functions seek to identify and manage all risks facing the business. Once identified, risks and related mitigation strategies are evaluated, documented, and reviewed on an evergreen basis, with a formal review and quarterly sign-off. Many of these risks cross Business Units and Functions. In these cases, the aggregate risk to Agrium is considered and an overall corporate risk is monitored and assessed. Management develops additional mitigation strategies for implementation where residual risk is considered to be unacceptably high. Residual risk represents the remaining risk after taking into account existing mitigation strategies.

Our Board is responsible for understanding the material risks of the Corporation's business, and related mitigation strategies, and taking reasonable steps to ensure that Management has an effective risk management structure in place. Our Board oversees the development by Management of Agrium's ERM, directly and through Board Committees. Our risk governance structure involves the following key components:



Chief Risk Officer

Agrium's Chief Risk Officer is responsible for maintaining an effective ERM process. The Chief Risk Officer:

- monitors current developments in risk management practices, drives improvements in Agrium's risk management philosophy, program and policies, and champions development of a "best practice" risk management culture;
- reports quarterly to the Board and senior management on all significant risks including new or increased risks resulting from changes in operations or external factors; and
- conducts an annual review with the Board and senior management of the ERM process and material risks.

Governance Functions

Agrium maintains several risk governance functions, which contribute to our overall control environment, including Internal Audit, Corporate Environment, Health, Safety & Security, and the Internal Control Compliance Team.

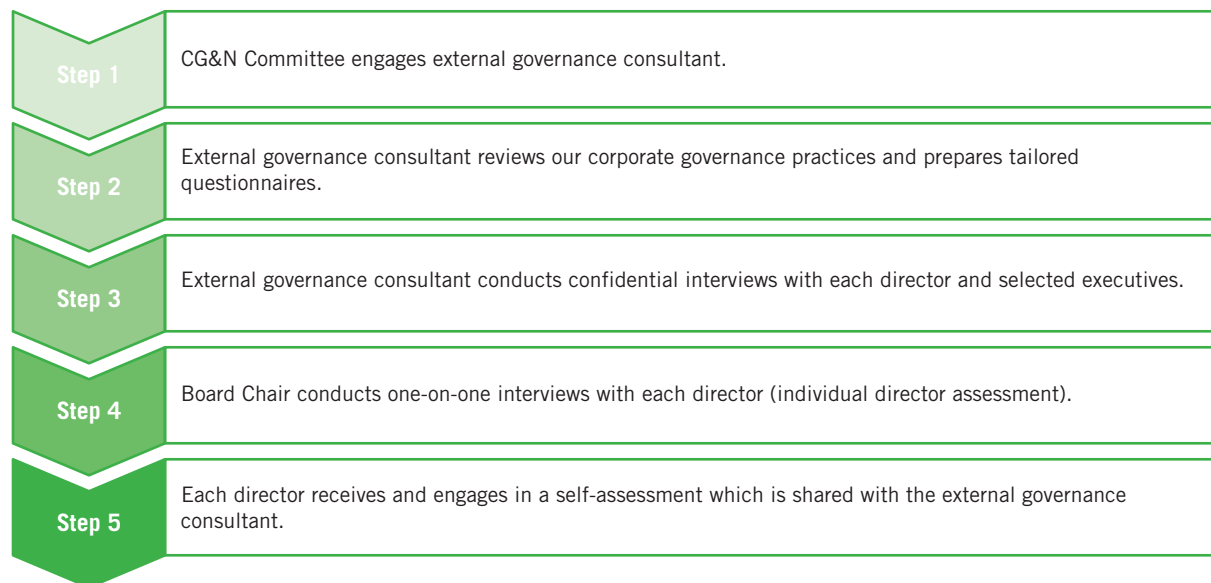
Compensation Risk

The corporate risk management strategies outlined above mitigate much of the risk associated with our compensation program; however, we have also adopted a number of programs and compensation design features to mitigate the potential risks that could arise in connection with our compensation policies and programs. Further details about managing compensation risk are provided in "Section Six: Executive Compensation Governance".

Board Performance Evaluation

The CG&N Committee typically conducts an annual evaluation of our Board, the Board Chair, each of the Board Committees, and each of the Committee Chairs, usually with the assistance of an external corporate governance consultant. The full Board uses the results to assess the Board overall, the composition of each Board Committee and its effectiveness and efficiency, and each director's expertise in order to identify any gaps in performance, skills or experience.

The methodology generally unfolds as follows:



The external governance consultant reported to the Board that the feedback from the 2016 evaluation was positive, and that senior management as well as the directors considered the performance of the Board to be effective.

Board Tenure

Agrium's practices do not limit the time a director can serve on the Board. While director term limits can assist boards in gaining fresh perspectives, imposing director term limits may also mean that boards may lose the contributions of longer serving directors who have developed a deeper knowledge and understanding of the business.

The Board has adopted the view that there are a number of mechanisms of ensuring Board renewal without implementing director term limits, including the use of Board performance evaluations, mandatory retirement policies for directors, the identification of skills needed on the Board and succession planning. The Board has a director retirement policy that provides that a director shall not normally be nominated for election at the annual meeting of shareholders next held following the date on which he or she attains the age of 72 years. The average tenure of our nominees to the Board is 5.9 years.

Board Competencies

In evaluating nominees for membership on the Board, our CG&N Committee has expected every director of the Corporation to possess the following core qualities and competencies: integrity, ethical behaviour and independent mindedness, as well as, leadership competencies related to corporate governance, leading growth, risk management and corporate social responsibility.

In addition to the foregoing core competencies, Agrium has looked for the following key skills and experience specific to the Corporation's strategy and business operations to be represented on the Board:

Key Skills and Experience

- **Former/Current Chief Financial or Executive Officer** – Experience as a chief financial or chief executive officer or similar position for a large organization
- **Finance** – Experience as a professional accountant, corporate controller, investment professional or financial professional with respect to a financial or treasury function with an understanding of financial transactions and corporate finance
- **Strategy** – Experience with the development and implementation of business growth and optimization strategies
- **Mergers & Acquisitions** – Experience with merger, acquisition and divestiture opportunities, including analyzing transaction valuation and economics, transaction negotiations and integration of acquired businesses
- **Human Resources** – Experience in leadership continuity, succession planning, compensation programs and management of compensation-related risks
- **Public Policy & Government Relations** – Broad regulatory, political and public policy experience in Canada or internationally
- **Innovation & Technology** – Experience assessing, developing and commercializing new and innovative products and technologies, including research, pipeline development, marketing and commercialization
- **International Business Experience** – Experience within an organization with global operations
- **Retail Business Experience** – Experience working with a retailer or distributor of products, services or solutions
- **Agri-Business Experience** – Agricultural experience related to markets, regulatory and business environments
- **Distribution** – Logistics, transportation and distribution experience
- **Operations** – Operations experience, including operational optimization and environmental, health and safety
- **Mining, Energy & Exploration** – Experience in the mining, energy or exploration industry

The Board has maintained a skills matrix to assess Board composition to ensure that the Board has the necessary mix of skills and competencies to effectively carry out its mandate. The following table sets forth the key skills and experience that have been important to Agrium; and, consequently the skills and experience that the nominees have needed to bring to the Board. The following table sets out the competencies of our Board members relative to these criteria.

| | Former / Current CEO or CFO | Finance | Strategy | Mergers & Acquisitions | Human Resources | Public Policy & Government Relations | Innovation & Technology | International Business Experience | Retail Business Experience | Agri-Business Experience | Distribution | Operations | Mining, Energy & Exploration |
|--------------|-----------------------------|----------|----------|------------------------|-----------------|--------------------------------------|-------------------------|-----------------------------------|----------------------------|--------------------------|--------------|------------|------------------------------|
| Clark | √ | √ | √ | √ | √ | | | √ | √ | | √ | | √ |
| Everitt | | | √ | √ | √ | | √ | √ | √ | √ | √ | √ | |
| Girling | √ | √ | √ | √ | √ | √ | | √ | | | √ | √ | √ |
| Horner | √ | | √ | √ | √ | √ | | √ | | | √ | √ | |
| Hubbs | | √ | √ | √ | √ | | | √ | | | | | √ |
| Magro | √ | | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ |
| McLellan | | | √ | | √ | √ | | √ | | | | | |
| Pannell | √ | √ | √ | √ | √ | | | √ | | | √ | √ | √ |
| Schmidt | √ | | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ | |
| Total | 7 | 4 | 9 | 8 | 9 | 5 | 3 | 9 | 4 | 3 | 7 | 6 | 5 |

Continuing Education

The CG&N Committee is responsible for the continuing education of directors. Over the course of 2016, directors continued to advance their knowledge of our business, industry, regulatory environment, as well as other topical areas of interest to enhance their effectiveness as directors and stewards of the Corporation.

Continuing education was provided through a number of methods, including:

- visits to our sites and facilities;
- presentations from Management, employees and outside experts to the Board and its Committees on topics of interest and developing issues within their respective responsibilities;
- encouraging, and providing funding for, directors to attend external forums, conferences and education programs on pertinent topics; and
- ongoing distribution of relevant information.

The following table lists the continuing education sessions that our directors attended in 2016:

| Date | Topic | Presented/Hosted By | Attended By |
|----------------|---|---|-----------------------|
| January 13 | Governance & Leadership in the Public Sector | ICD | Ms. McLellan |
| January 14 | Preview of the Regulatory Environment for 2016 | National Association of Corporate Directors (“NACD”) Webinar | Ms. Hubbs |
| February 24 | Rail Ammonia | Tom Diment, Vice President, Supply Chain Management | Board of Directors |
| February 29 | 2016 Director Professionalism | NACD | Ms. Hubbs |
| March 2 | 2016 Leading Minds of Compensation-West | NACD | Ms. Hubbs |
| March 10 | Put TSR in Its Place: Choose the Right Performance Metrics for Value Creation | NACD Webinar | Ms. Hubbs |
| March 31 | NACD D2020: Generational Impact – Five Generations of Opportunity | NACD Webinar | Ms. Hubbs |
| April 5 | Corporate Board Governance and Director Compensation | Korn Ferry | Mr. Horner |
| May 3 | Shareholder Rights Plan Update | Susan Jones, SVP & CLO | Board of Directors |
| May 3 | Canada’s Takeover Bid Regime and Proxy Access | Walied Soliman, Partner, Norton Rose Fulbright Canada LLP | Board of Directors |
| May 3 | Fertilizer Challenges & Opportunities | Chris Jahn, President, The Fertilizer Institute | Board of Directors |
| May 3 | Echelon (Precision Ag) | Patrick Wells, Agrium Inc. Crop Consultant | Board of Directors |
| June 9 | Director Liability and Its Challenges: What You Need to Know | NACD Webinar | Ms. Hubbs |
| June 21 | Governance Week 2016 | Governance Week | Ms. Hubbs & Ms. Clark |
| July 27 | Brexit: Implications for Business Leaders and Boards | NACD Webinar | Ms. Hubbs |
| August 2 | Vanscoy Mine and Mill Site Tour | Mike Dirham, Vice President, Potash and Phosphate Operations; Todd Steen, General Manager, Vanscoy Potash Operations; Vanscoy Mine and Mill Staff | Board of Directors |
| November 20-21 | The Private & Public, Scientific Academic, and Consumer Food Policy Group, Annual Seminar | Harvard Business School | Mr. Schmidt |
| December 16 | Innovation and Technology | Mark Thompson, Vice President, Strategy | Board of Directors |

Board Chair Succession Planning

Mr. Victor Zaleschuk, our former Board Chair, reached the mandatory director retirement age in 2016 and did not stand for re-election at the 2016 Annual Meeting. Accordingly, the CG&N Committee expended a significant amount of time and effort in 2015 and 2016 on Board Chair succession planning.

The Board Chair succession plan took into account the following:

- the ideal skills, experience and characteristics for a successor Board Chair;
- the Corporation’s Terms of Reference for the Board Chair; and
- potential Board Chair successor candidates and their respective background, knowledge, skills, experience and diversity required for Board membership, taking into account Agrium’s strategic direction, opportunities and risks.

At the conclusion of the Board Chair succession plan, Mr. Derek Pannell was appointed Chair of our Board in May 2016.

Committee Membership Renewal and Committee Chair Rotation

The Board has regularly evaluated our Committee membership, but has not instituted a strict rotation schedule as there have been reasons to keep an individual director on a certain Committee for a longer period. Any changes are made by the Board based on the recommendations of the Board Chair and the CG&N Committee.

There have been significant changes in the composition of the Board Committees over the past several years, resulting in broad and rich experiences for many of our Board members.

Committees of the Board of Directors

The Board has four standing Committees: the Audit Committee, the Corporate Governance & Nominating Committee, the Human Resources & Compensation Committee, and the Environment, Health, Safety & Security Committee.

| Audit Committee | |
|---|---|
| Members | M. J. Clark (Chair) R. J. Horner D. C. Everitt R. K. Girling |
| Charter <p>The Audit Committee Charter is available at www.agrium.com under "Governance".</p> <p>Additional information regarding the Audit Committee, including certain information that is required to be disclosed in accordance with NI 52-110, is found in Item 17 of our Annual Information Form.</p> | <p>The mandate of the Audit Committee is to assist the Board in overseeing and monitoring the integrity of the Corporation's financial statements and its compliance with legal and regulatory requirements. The Audit Committee is also responsible for overseeing and monitoring the internal accounting and reporting process and the process, performance, independence and qualifications of the Corporation's internal and external auditors.</p> |
| Meetings in 2016 | <p>The Audit Committee met on seven occasions in 2016 and held <i>in camera</i> sessions without Management present on each occasion.</p> |
| Membership Criteria <p>See "Section Three: About Agrium's Nominees" for further details of the qualifications, background and experience of the directors that serve as members of the Audit Committee.</p> | <p>100 percent independent. The Board has also determined that each member of the Audit Committee is "financially literate" within the meaning of NI 52-110. In considering whether a member of the Audit Committee is financially literate, the Board looks at the ability to read a set of financial statements, including a balance sheet, income statement and cash flow statement of a breadth and complexity similar to that of the Corporation's financial statements.</p> <p>The Board has determined that Maura J. Clark is an "audit committee financial expert" for the purpose of the <i>Sarbanes-Oxley Act of 2002</i> and has accounting and related financial management experience or expertise for the purposes of the NYSE Listing Standards.</p> |

2016 Accomplishments and Key Activities

The accomplishments and key activities of the Audit Committee in 2016 included the following:

- **Financial Reporting**
 - reviewed and approved the Corporation's interim financial statements and the disclosure contained in the related MD&A, including annual guidance and updates thereto, and reviewed and recommended to the Board for approval the Corporation's audited annual consolidated financial statements and the disclosure contained in the related MD&A;
 - reviewed and recommended for approval material financial disclosures falling within the Audit Committee's mandate contained in the Corporation's Annual Information Form, Management Proxy Circular, and other disclosure documents containing material financial information;
 - provided oversight and discussed with Management the effectiveness of disclosure controls and procedures, design and effectiveness of internal control over financial reporting, and reviewed reports from the Corporation's disclosure committee;

- provided oversight with respect to recent and upcoming standards under IFRS;
- provided oversight of the Corporation's public disclosure and certification processes, including discussions with Management and review of reports from the Corporation's disclosure committee;
- reviewed and approved new external financial guidance disclosures;
- **External Auditors**
 - reviewed and discussed with Management and the external auditors key financial issues, financial reporting developments, changes in accounting standards and policies, and corporate disclosure developments affecting financial reporting;
 - recommended to the Board the appointment of the external auditors;
 - in accordance with our Pre-Approval Policy for Audit and Non-Audit Services:
 - reviewed and approved proposed external audit and permitted non-audit services on a quarterly basis; and
 - evaluated the performance and independence of the external auditor's on a quarterly basis;
 - reviewed the external auditor's annual integrated audit plan and budget;
 - reviewed the results of the annual integrated audit and discussed the external auditor's opinion on our internal controls and the quality of our financial reporting;
 - monitored the effectiveness of the relationship among the external auditors, Management, and the Audit Committee;
 - engaged in *in camera* discussions with the external auditors at each meeting to review any issues;
- **Internal Audit**
 - monitored the activities of the internal audit department, including review of the reports of internal audit on the adequacy of Management's actions;
 - reviewed the performance and objectivity of the internal audit department;
 - reviewed and approved the internal audit annual audit plan, budget, and Key Performance Indicators ("KPIs");
 - reviewed and approved internal audit's mandate;
 - reviewed and approved internal audit's investment on internal consultancy engagements while ensuring no compromise of independence;
- **Financial Risk Management**
 - monitored financial risk management, including hedging activities, liquidity management, debt covenant compliance, and insurance programs;
 - reviewed and discussed with Management activities of the Corporate Finance Risk Committee;
 - reviewed and discussed with Management activities of the Agrium Pension Committee;
 - reviewed and recommended to the Board for approval updates to the delegation of authorities pursuant to the Global Exposure Management Policy;
 - reviewed and recommended to the Board for approval renewal of our Normal Course Issuer Bid authorizing Management to repurchase up to 5% of the issued and outstanding shares of the Corporation effective February 2016;
 - reviewed and recommended to the Board for approval the renewal of our \$2.5 billion shelf prospectus;
 - received reports and monitored the execution of credit facilities approved by Management under the delegation of authority;
 - provided oversight in respect of the Corporation's information technology ("IT") systems, including security features and recovery plans, IT strategy, and IT internal audit plan;
 - reviewed and discussed with Management accounts receivable aging, monitoring, controls and risks;
 - received updates on the progress of accounts receivable securitization initiatives;
 - reviewed with Management progress toward annual financial guidance targets;
 - reviewed and discussed inventory positions and valuation risks;

• Governance and Disclosure

- conducted the annual review of the Audit Committee's Charter and the Corporation's Disclosure Policy;
- reviewed Management's reports on compliance with the Code;
- reviewed and discussed with Management emerging trends, recent developments, and recommendations to update the Code, anti-trust/competition law compliance, and anti-fraud policies; and
- monitored recent developments, emerging trends and current best practices with respect to financial reporting and corporate governance impacting the mandate of the Audit Committee.

| Corporate Governance & Nominating Committee | |
|---|--|
| Members | M. M. Schmidt (Chair) R. K. Girling M. C. Hubbs W. S. Simon |
| Charter The CG&N Committee Charter is available at www.agrium.com under "Governance". | The mandate of the CG&N Committee is to assist the Board in fulfilling its responsibilities relating to continuing review and development of Agrium's corporate governance system. |
| Meetings in 2016 | The CG&N Committee met on four occasions in 2016 and held <i>in camera</i> sessions without Management present on each occasion. |
| Membership Criteria See "Section Three: About Agrium's Nominees" for further details of the qualifications, background and experience of the directors that serve as members of the CG&N Committee. | 100 percent independent. |

2016 Accomplishments and Key Activities

The accomplishments and key activities of the CG&N Committee in 2016 included the following:

• Board Chair Succession

- completed the selection process for Board Chair, culminating in the appointment by the Board, on the recommendation of the CG&N Committee, of Derek Pannell as Board Chair following the 2016 Annual Meeting of Shareholders;

• Director Succession

- recruited three new independent directors, Ms. Maura J. Clark, Ms. Miranda C. Hubbs and Mr. Bill S. Simon;
- reviewed and updated the Board skills matrix, Board succession planning process, and director recruiting procedure and quarterly review of potential Board candidates;
- reviewed and recommended Committee membership and Committee Chair appointments to the Board;

• Evaluation of the Board, Committees, Board/Committee Chairs, and Individual Directors

- assessed director independence against categorical standards and reviewed director relationships, commitments and interlocks;
- conducted an evaluation of the Board, Board Committees, the Board Chair, and Committee Chairs with the assistance of an external corporate governance consultant, and received and considered feedback from the Board Chair regarding the assessment of the performance of individual directors;
- assisted the CEO with the development of an action plan in response to the 2016 Board evaluation;

• Corporate Governance Best Practices

- recommended to the Board holding a "Say on Pay" advisory vote at the meeting;
- recommended to the Board for approval amendments to the Board Diversity Policy;

- conducted the annual progress review of the Board Diversity Policy;
- assessed relationships between each director and the Corporation and recommended to the Board that eight of the nine nominees named in this circular are independent;
- recommended to the Board for approval the Amended & Restated Shareholder Rights Plan;
- monitored recent developments, emerging trends and current best practices in corporate governance and disclosure practices impacting the mandate of the Board and Committee Charters, including that of the CG&N Committee;
- reviewed the Board and Committee Charters, Corporate Governance Guidelines, Disclosure Policy, Securities Trading & Reporting Policy, and Directors' Manual;
- recommended to the Board for approval amendments to the Securities Trading & Reporting Policy and the Code of Business Conduct and Ethics;
- enhanced the director education processes;
- **Public Disclosures**
 - reviewed and approved for recommendation to the Board the corporate governance disclosures contained in this circular; and
- **Board Remuneration**
 - reviewed and, with the assistance of Towers Watson, recommended to the Board for approval the form and amount of the directors', Board Chair's and Committee Chairs' compensation.

| Human Resources & Compensation Committee | |
|--|--|
| Members | D. C. Everitt (Chair) M. J. Clark R. J. Horner A. A. McLellan |
| Charter The HR&C Committee Charter is available at www.agrium.com under "Governance". | The mandate of the HR&C Committee is to assist the Board in fulfilling its oversight responsibilities relating to human resources and compensation, with an emphasis on executive compensation, and the development, retention and continuity of senior management and other key positions. |
| Meetings in 2016 | The HR&C Committee met on four occasions in 2016 and held <i>in camera</i> sessions without Management present on each occasion. |
| Membership Criteria See "Section Six: Executive Compensation Governance – Compensation Discussion & Analysis – Compensation Governance" for details with respect to the skills and experience of the members of the HR&C Committee that are relevant to their responsibilities for executive compensation. | 100 percent independent. In addition, the Chief Executive Officer does not participate in the appointment of members to the HR&C Committee. None of Agrium's executive officers have served as a member of a compensation committee (or equivalent committee) of any other entity that employs a member of the HR&C Committee and no member of the HR&C Committee is currently an active chief executive officer of a publicly traded company. HR&C Committee members are appointed with a view to ensuring that the Committee maintains an appropriate level of human resources and financial literacy. |
| See "Section Three: About Agrium's Nominees" for further details of the qualifications, background and experience of the directors that serve as members of the HR&C Committee. | All members of the HR&C Committee have been determined by the HR&C Committee to possess human resources literacy, meaning an understanding of compensation theory and practice, personnel management and development, succession planning and executive development. Such knowledge and capability includes: (i) current or prior experience working as a chief executive or senior officer of major organizations (which provide significant financial and human resources experience), (ii) involvement on board compensation committees of other entities, and (iii) experience and education pertaining to financial accounting and reporting, which is integral to managing executive incentive compensation, and familiarity with internal financial controls. |

All members of the HR&C Committee have been determined by the HR&C Committee to be “financially literate” within the meaning of NI 52-110. Maura J. Clark, who also serves on the Audit Committee, has been determined by the HR&C Committee to have accounting and related financial management experience or expertise.

2016 Accomplishments and Key Activities

The accomplishments and key activities of the HR&C Committee in 2016 included the following:

See “Schedule D – Human Resources & Compensation Committee Work Plan” for a detailed work plan of the HR&C Committee.

- **Employee Base Pay Program**
 - approved base pay increase budget for 2016;
 - monitored base pay spend versus budget for 2015;
- **Annual Incentive Program**
 - approved annual incentive payout budgets for non-executive 2015 performance;
 - used discretion to reduce annual incentives in light of Agrium’s 2015 safety performance;
 - approved modification to the terms of the Annual Incentive Plan whereby participants must be actively employed by Agrium on the day of payout to be eligible for a cash payment;
 - monitored progress against the Corporation’s 2016 KPIs and associated projected payouts;
 - approved the Corporation’s 2017 KPI Scorecard;
- **Long-Term Incentive Program**
 - approved payouts to non-executives related to PSUs that matured in December 2015;
 - approved Free Cash Flow per Share¹ (“**FCF/share**”) targets and performance range for PSUs granted in 2016;
 - approved long-term incentive grants to non-executives;
 - monitored Agrium’s relative Total Shareholder Return and FCF/share performance for outstanding tranches of PSUs related to the TSR and FCF/share performance metrics;
 - monitored shareholder dilution related to Agrium’s equity-based incentive program;
 - approved methodology relating to the PSU multiplier for future grants by: (i) using the December average stock price to calculate TSR value; and (ii) modifying the TSR averaging methodology;
- **Peer Groups**
 - reviewed and approved the Compensation and PSU Peer Groups;
- **Executive Compensation**
 - recommended the executives’ incentive payouts for 2015 performance;
 - evaluated the CEO’s performance relative to his 2015 performance goals and recommended the CEO’s incentive payout for 2015, as well as a salary recommendation for 2016 and an adjustment to the CEO’s annual incentive target, to the independent members of the Board;
 - approved adjustments to executives’ (other than the CEO) salaries, and annual incentive and long-term incentive targets based on competitive analysis;
 - approved the CEO’s 2017 performance goals;

¹ Free Cash Flow per Share is a financial measure not prescribed by IFRS. Refer to “Schedule B – Legal Advisories – Non-IFRS Financial Measures Advisory”.

• Governance and Disclosure

- reviewed various aspects of executive compensation, including: tally sheets for various types of cessation of employment scenarios, correlation of pay and performance, the consultant's compensation risk assessment and shareholder advisors' analysis of "Say on Pay" considerations;
- continued to monitor and discuss new and emerging best practices used by shareholder governance groups and periodically assessed the need to enhance the mandate of the HR&C Committee and the governance of Agrium's compensation programs;
- reviewed compliance with equity ownership guidelines;
- reviewed and approved the CD&A and related compensation disclosure to be included in this circular;
- reviewed Committee members' HR literacy, financial literacy and financial expertise;
- evaluated the effectiveness of the HR&C Committee;
- reviewed the HR&C Committee Charter;

• Compensation Consultants

- undertook the HR&C Committee's annual review of Towers Watson's independence;
- continued to retain a second executive compensation consultant to provide a "second opinion" with respect to key executive compensation issues;
- pre-approved consultants' work plan for 2017;
- approved consultants' budgets and fees;

• Compensation Risk

- considered whether there are any risks arising from Agrium's compensation policies or practices, based on a Towers Watson review of Agrium's compensation programs from a compensation risk perspective; and

• Succession Planning

- reviewed senior management succession plans.

Environment, Health, Safety & Security Committee

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|---|---|
| Members | A. A. McLellan (Chair) M. C. Hubbs M. M. Schmidt W. S. Simon |
| Charter The EHS&S Committee Charter is available at www.agrium.com under "Governance". Additional information regarding the Corporation's environmental practices and policies is found in Item 5.1(i) of our Annual Information Form. | The mandate of the EHS&S Committee is to assist the Board in fulfilling its oversight responsibilities in order to ensure the Corporation's activities are conducted in an environmentally responsible manner and that the Corporation maintains the integrity of its health, safety and security policies. |
| Meetings in 2016 | The EHS&S Committee met on four occasions in 2016 and held <i>in camera</i> sessions without Management present on each occasion. |
| Membership Criteria See "Section Three: About Agrium's Nominees" for further details of the qualifications, background and experience of the directors that serve as members of the EHS&S Committee. | 100 percent independent. |

2016 Accomplishments and Key Activities

The accomplishments and key activities of the EHS&S Committee in 2016 included the following:

- successfully rolled out a new EHS&S vision and strategy called Commitment to Zero;
- 102 retail locations credentialed by the Responsible Ag Stewardship Program;
- Agrium's Retail business, Crop Production Services, received DuPont Environmental Awards in 15 states and the overall company award in the United States;
- Our Fort Saskatchewan, Alberta facility received certification for the International Fertilizer Industry Association Protect and Sustain product stewardship program;
- completed a comprehensive safety culture assessment with results presented to the Senior Leadership Team and Board;
- KPIs modified to place greater emphasis on, and increase the transparency with respect to, serious injuries and fatalities and serious environmental events;
- employed an environment, health and safety analyst to analyze safety risk for the Corporation;
- established high level objectives for 2017 under the Commitment to Zero philosophy to better align Corporate, Wholesale, and Retail;
- reviewed the Wholesale, Retail and Consolidated EHS&S quarterly performance;
- reviewed Agrium's asset retirement obligations and environmental remediation liabilities; and
- completed reporting for sustainability data and greenhouse gas emissions.

You can obtain a copy of our Corporate Governance Guidelines, Board and Committee Charters, Terms of Reference (for individual directors, our Board Chair, Committee Chairs and our Chief Executive Officer), Code and Audit Committee Whistleblower Procedures from our website at www.agrium.com under "Governance". You may also submit your request by telephone (403) 225-7000, by email at corporatesecretary@agrium.com, or by mail to the following address: Agrium Inc., 13131 Lake Fraser Drive S.E., Calgary, Alberta T2J 7E8, Attention: Corporate Secretary.

Diversity

Diversity is commonly defined as a variety of experiences and perspectives that arise from differences in ethnicity, culture, religion, heritage, age, gender and other characteristics. Diversity in the work place creates value by:

- aligning Agrium's business perspectives with an increasingly diverse customer base;
- building capability to operate in international markets;
- introducing new perspectives to the way we manage the business;
- enabling Agrium to recruit from a larger pool of talent; and
- empowering all Board members and employees, regardless of his or her background, to optimize his or her contribution.

Agrium has pursued diversity in the workplace for a number of years among both Board members and employees.

Board Diversity

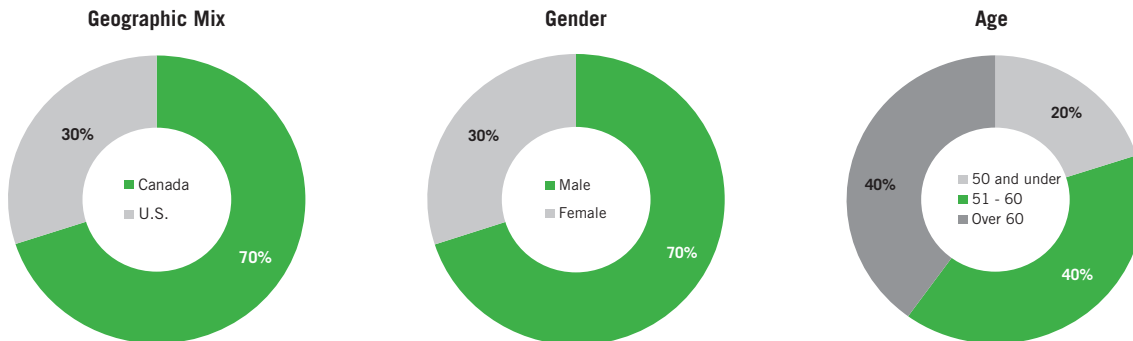
The Corporation recognizes that a Board comprised of highly qualified directors from varied backgrounds and who reflect the evolving demographic of the markets in which the Corporation operates enhances decision-making by the Board.

The Board formally adopted a Board Diversity Policy in February 2015 to help fulfill its diversity objectives. The policy provides that, although the selection of candidates for appointment to the Board will be based on merit, the CG&N Committee will seek to fill Board vacancies having regard for the appropriate level of diversity, including gender diversity, on the Board. The Board approved certain amendments to the Board Diversity Policy in February 2016, which included the introduction of a target that women comprise not less than 25% of the Corporation's directors. The policy further provides that should the percentage of female directors on the Board fall below 25% at any time, the CG&N Committee will work to re-achieve such target.

The Board has been actively pursuing female Board candidates that can also contribute to the optimum mix of skills on the Board. The implementation of the Board Diversity Policy is the responsibility of the CG&N Committee. The CG&N Committee considers the level of representation of women on the Board by overseeing the director identification and nominating process. In order to ensure that the policy is effectively implemented, the CG&N Committee requires that sufficient numbers of women and

other diverse candidates are included in the slate of candidates for consideration by the Board. The CG&N Committee is also responsible for annually assessing the Board Diversity Policy's effectiveness in promoting a diverse Board. To measure the effectiveness of this policy, the CG&N Committee annually considers the progress made in achieving the diversity objectives set forth in the policy.

Since the adoption of the Board Diversity Policy, there has been a significant increase in the diversity of our current Board of Directors, the results of which are illustrated in the charts below:



As of the date of this circular there are three female nominees to the Board, representing 30% of the Board. The current number of female director nominees to our Board exceeds the target for female Board members included in the Board Diversity Policy.

Executive Diversity

In 2014, Management approved a target that women comprise at least 15% of senior leader's roles (which includes executive officers, Vice Presidents and typically roles reporting to Vice Presidents) by 2019. In making senior leaders' appointments, Agrium considers candidates based on merit but also considers the existing number of women in senior leadership positions. As of the date of this circular the number of women that are executive officers of the Corporation is three or 25% of the total number of executive officers of the Corporation.

To achieve our targets, Agrium:

- grooms high potential candidates, including female candidates, by providing these individuals with diverse work experiences to enhance their capabilities and their opportunities for more senior positions;
- promotes a supportive work environment; and
- ensures women candidates are identified and interviewed during the recruiting process.

Section Six: Executive Compensation Governance

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Letter from the Chair of the Human Resources & Compensation Committee

"Our overarching objective is to operate compensation programs that drive performance in line with Agrium's strategy, in a manner which is transparent and easy to understand."

Dear Shareholder:

Compensation Discussion and Analysis (**CD&A**) are typically lengthy and detailed in order to comply with securities reporting regulations. This year I have attempted to summarize two CD&A topics that are important to executive compensation governance. The first is a summary of how Agrium's Human Resources & Compensation Committee discharges its duties. The second is a discussion of Agrium's 2016 performance and how it relates to rewards for executives. I trust the reader will find this a useful distillation of key information in the CD&A.

Discharging the Committee's Duties

The executive compensation elements of our Committee's charter focus on:

- evaluating executives' performance and recommending appropriate compensation in light of that performance;
- overseeing the instruments that deliver pay-for-performance;
- ensuring those instruments mitigate compensation risk; and
- ensuring there is a process to determine competitive compensation levels and overseeing the execution of this process.

While the CD&A provides great detail on each of these areas of accountability, the following summarizes some of the means by which the Committee addresses the above accountabilities.

| | |
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| Evaluating executives' performance | In order to fairly evaluate performance, the Committee starts by reviewing and approving performance metrics used to assess corporate performance, as well as, the individual performance of the CEO. The Committee approves and continuously monitors a balanced scorecard for the fiscal year that assesses performance in terms of environmental protection, safety, critical dimensions of managing talent, financial returns, growth related initiatives, operational excellence enhancements, as well as, the CEO's individual goals. The Committee also oversees the selection of metrics and performance goals related to longer-term performance as measured in the PSU/RSU Plan. The selection of metrics creates a balanced focus on both short-term and long-term performance. All the goals are directly derived from Agrium's strategy, business plans and key priorities. |
|------------------------------------|--|

| | |
|---|---|
| Recommending appropriate compensation in light of performance | Incentive compensation varies based on performance. This relationship is determined at the beginning of the year. A target level of performance is set for each incentive plan measure based on Agrium's strategies and business plans. If target level performance is attained, a target level of incentive is paid for that measure. A performance range is also established for each measure. The lower end of the range is the threshold level of performance, below which there is no payout for that element of performance. A stretch level of performance is also set. If attained or exceeded, the maximum payout is awarded for that dimension of performance. These algorithms typically determine payouts; however, the Committee and the Board may apply discretion to alter the payouts to better reflect pay-for-performance. The Committee has reduced annual incentive payouts this past year due to safety related incidents. |
|---|---|

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| Overseeing instruments that deliver pay-for-performance | <p>The Committee continually monitors the effectiveness of the pay-for-performance relationship through pay-for-performance sensitivity reviews, payout modeling, and back-testing of any potential changes.</p> <p>Shareholder advisors significantly influence the design of executive compensation. Agrium has followed the guidance provided by these institutions and has implemented incentive designs that reflect best practices. The executive compensation design balances fixed and variable compensation, as well as, short and long-term incentives, resulting in a set of programs that mitigate compensation risk (see below) and create a balanced focus on both short and long-term performance.</p> |
| Mitigating compensation risk | <p>Agrium manages compensation risk through checks and balances in the decision making process and the design of compensation programs and risk mitigation policies. Agrium complies with the applicable provisions of the <i>Sarbanes Oxley Act of 2002</i> and comparable Canadian securities law rules, which means that processes are mapped and checks and balances accompany major decision points. In addition, the design of our compensation program incorporates best practices to mitigate compensation risks such as caps on incentives, overlapping long-term incentive awards, incentives based on multiple time horizons and performance metrics to mitigate inappropriate risk taking, as well as post-retirement vesting of long-term incentives. Finally, Agrium has instituted many best practices policies related to risk mitigation, including share ownership guidelines, a clawback policy, an anti-hedging policy, procedures to guard against back-dating and spring-loading and equity holding requirements post-termination.</p> |
| Determining compensation levels | <p>Agrium does not have direct competitors; therefore, our peer group for purposes of benchmarking compensation levels consists of North American, autonomous, publicly traded companies in similar industries with similar revenues, assets, enterprise value and market capitalization. Given Agrium's size and the nature of the Canadian market, this criteria results in a peer group predominantly consisting of U.S. companies. The Committee is comfortable with these peers as Agrium has significant market presence in both Canada and the U.S. and sources senior management talent across North America.</p> |

Our Assessment of Performance for 2016

2016 was one of the more difficult years for the agricultural sector in recent history due to low nutrient prices, as well as low crop prices, resulting from record yields in the United States and globally. Regardless, Agrium had significant successes during the past year. Most notably, Agrium announced an agreement to combine with Potash Corporation of Saskatchewan Inc. (PotashCorp) in a merger of equals to create a new company, which will be named at the time of the close. This merger is a truly transformational opportunity for Agrium, which is expected to generate substantial synergies and growth opportunities, while creating the largest crop nutrient company in the world and the third-largest natural resource company in Canada. Shareholders of both companies voted overwhelmingly in support of the merger in November of 2016, and we look forward to completing this transaction in mid-2017, subject to regulatory approvals and any closing conditions.

Agrium also focused on areas of the business that were within its control and achieved successes across its four strategic pillars: Operational Excellence, Focused Growth, Capital Allocation, and People.

The following summarizes Agrium successes and shortcomings over the course of 2016 and the basis for compensation decisions:

Operational Excellence:

- Wholesale Business Unit:
 - Reduced its fixed costs by \$66 million, and expects to deliver further improvements in 2017;
 - Potash shipments to Retail exceeded expectations; and
 - Improved overall capacity utilization for nitrogen and phosphate; however, ammonia utilization did not meet target.
- Retail Business Unit:
 - Achieved cost reductions of approximately \$70 million, excluding recent acquisitions, by continuing to focus on controlling costs, optimizing the footprint, and leveraging procurement purchasing power;
 - Lowered cash operating coverage ratio¹ to 61 percent; and
 - Increased EBITDA to sales¹ up to 9.2 percent.
- Corporate Services:
 - Streamlined services to deliver significant long-term cost and efficiency benefits in a number of key areas including the outsourcing of a portion of IT services.

Focused Growth:

- Missed potash production targets; however, successfully executed on growth priorities, which include:
 - Added 76 retail-distribution facilities, representing a record additional expected annual revenue of over \$500 million through small to mid-sized acquisitions;
 - Completed construction of the Borger, Texas nitrogen expansion on-schedule and on-budget; and of course
 - Announced the transformational merger of equals with PotashCorp.

Capital Allocation:

- Generated over \$850 million in Free Cash Flow¹; and
- Completed all major Wholesale expansion projects, which will result in lower planned capital spending in 2017 and beyond.

People:

- Implemented newly defined Cultivating Excellence culture focusing on the attainment of safety and financial results through company core values and beliefs; and
- Garnered numerous accolades, including recognition as one of Canada's Top 100 Employers, Alberta's Top 70 Employers, Canada's Top Diversity Employers, Canada's Top Employers for Young People, and the Achievers' 50 Most Engaged Workplaces in North America.

It was a very difficult year for safety performance. Four fatalities were reported in 2016. We are all deeply saddened by these devastating losses. Safety remains a paramount priority and Agrium has undertaken a company-wide cultural safety assessment, and developed action plans to address and improve safety performance.

Given this performance, the NEOs' annual incentive awards paid out at an average of 141% of their target incentive opportunity. Complete details of the computations can be found in the CD&A. The PSUs that matured December 31, 2016 paid out at 134% of their target incentive opportunity reflecting TSR at the 67th percentile of the PSU Peer Group.

¹ Cash operating coverage ratio, EBITDA to sales and Free Cash Flow are financial measures not prescribed by IFRS. Refer to "Schedule B – Legal Advisories – Non-IFRS Financial Measures Advisory".

What is in store for 2017:

The HR&C Committee will continue to monitor evolving best practices and shareholder advisor guidance and take these learnings into consideration in the development of an executive compensation governance process for the new company to be formed upon the merger of Agrium and PotashCorp.

What is in the CD&A:

The CD&A consists of the following sections:

- a reminder of our **Compensation Principles**;
- details on **Compensation Governance**, including how the Committee operates and Agrium's compensation risk mitigation practices;
- our **Compensation Framework**, namely the elements of our compensation programs for the NEOs; and
- the **Compensation Decisions**, which provide additional information on the linkage between pay and performance.

The Committee believes it has implemented the policies, programs and processes to discharge its duties in a thorough and thoughtful manner.

Yours sincerely,



David C. Everitt
Chair of the Human Resources & Compensation Committee
March 10, 2017

Compensation Discussion & Analysis

Compensation Principles

Agrium and our employees are focused on a simple overarching objective – to become the leading crop input and services company globally in a world that struggles to sustainably produce sufficient food for a rapidly increasing population.

Our employees and the work they do on a day-to-day basis bring this vision to life. We therefore need to attract, motivate and retain the brightest talent with skills across a diverse set of business capabilities.

Compensation is a critical tool at our disposal, and our programs have been designed with a focus on short-term but more importantly, long-term sustainable performance using measures tied to both financial and operational performance with foundations in health, safety and the environment.

The following principles seek to achieve all of this, helping drive performance to meet our collective ambition for a better future. These principles guide the HR&C Committee and Management in the design and administration of Agrium's NEO compensation programs.

Principle

How we achieve it

TALENT

In order to compete, it is important for Agrium to be able to attract and retain appropriate talent

- Set an appropriate and competitive balance between fixed (secure) and variable compensation
- Ensure overall quantum is competitive in the markets in which we compete for talent

COMPETITIVE

Programs should be competitively positioned against our peers and provide for fair and reasonable internal equity

- Levels of total direct compensation are benchmarked against a peer group of companies against whom Agrium competes for talent
- Pay positioning set at the 50th percentile based on total direct compensation

ALIGNMENT

Executives' interests should be aligned with those of Agrium's shareholders

- The majority of our NEOs' pay potential is variable, long-term and equity-based
- NEOs are expected to maintain a meaningful equity ownership in Agrium

INCENTIVIZE

Compensation programs should motivate the right behaviours that create shareholder value in both the short-term and long-term without encouraging excessive risk

- Set targets in the context of business plan objectives
- The majority of compensation is performance-based and dependent on individuals' contributions to Agrium's performance
- The HR&C Committee regularly commissions an independent compensation risk assessment and considers changes as necessary, with many risk mitigation programs already in place

PAY-FOR-PERFORMANCE

Rewards should vary fairly depending on the execution of business strategy, the performance delivered and value created for Agrium's shareholders in a simple and transparent manner

- Provides significant quantum and differentiation of rewards based on performance
- Annual incentive payouts are tied to operational and financial achievements with targets derived from Agrium's business plan
- Long-term incentive payouts are inherently tied to the absolute share price performance of Agrium, in addition to relative shareholder return performance and longer-term financial performance

Compensation Governance

The HR&C Committee reviews and recommends to the Board the compensation philosophy, strategy and principles, and program design, as well as overseeing the administration of executive compensation plans, policies and programs.

The HR&C Committee is comprised of independent directors each of whom is deemed to be financially literate with considerable experience in the design and administration of compensation programs, as well as the governance and operation of executive compensation more generally. This experience, in conjunction with a comprehensive compensation decision process and the support of independent compensation consultants, enables the HR&C Committee to formulate informed compensation recommendations for Board approval.

| HR&C Committee | | |
|--|---|----------------|
| D. C. Everitt (Chair) | | |
| M. J. Clark | R. J. Horner | A. A. McLellan |
| Independent Compensation Consultants | | |
| Towers Watson (Originally retained in 1994) | Meridian (Originally retained in 2013) | |

Compensation Governance Practices

- ✓ HR&C Committee engages independent compensation advisors whose appointment is reviewed annually
- ✓ Equity ownership guidelines for all NEOs
- ✓ Post-employment retention of equity for the CEO
- ✓ Post-retirement vesting of long-term incentives
- ✓ Clawback powers with respect to our variable compensation plans
- ✓ Use of multiple time horizons and performance metrics to mitigate inappropriate risk taking
- ✓ Pay-for-performance sensitivity reviews, payout modelling, and back-testing of any potential changes
- ✓ No Stock Option back-dating or spring-loading
- ✓ Double-trigger change in control severance provisions in new executive agreements adopted in 2013 (legacy agreements provide for single-trigger vesting of Stock Options and PSUs on a change in control)

Compensation Design Characteristics

- ✓ A balanced approach to fixed and variable pay to mitigate excessive risk taking
- ✓ Compensation opportunities targeted at the market median
- ✓ Clear links to our strategic and annual business plan with annual and long-term incentive KPIs derived directly from such plans
- ✓ A focus on pay-for-performance with 83% of the CEO's and 72% of the other NEOs' total direct compensation contingent on performance and not guaranteed
- ✓ Alignment with shareholders' interests through the use of share-based long-term incentives which represent the majority of the variable compensation component
- ✓ New form employment agreements, in line with enhanced current best practices, have been adopted for executive appointments since 2013

In the rest of this Compensation Governance section:

- Page 43 Input Received by the HR&C Committee
- Page 45 Compensation Decision Processes
- Page 46 Key Governance and Risk Mitigation Practices

Input Received by the HR&C Committee

To support the decision-making process, the HR&C Committee receives input from Management and independent advice from external advisors.

Management Input

The CEO assesses the performance and makes compensation recommendations to the HR&C Committee on the amount and form of compensation for all other NEOs and executives of the Corporation. The HR&C Committee considers the CEO's recommendations and assesses the CEO's own performance culminating in executive compensation recommendations to the independent members of the Board for final approval.

Independent External Advice

The HR&C Committee has appointed Towers Watson, as well as Meridian Compensation Partners (“**Meridian**”), as independent advisors. In this capacity, Towers Watson and Meridian update the HR&C Committee on best practices and evolving governance trends at least annually. On an annual basis, Towers Watson conducts a detailed competitive analysis that may then be used by the HR&C Committee to inform recommendations concerning changes to executives’ base salary and incentive targets. The HR&C Committee also initiates reviews and/or changes to the compensation plans from time to time.

During 2016, the HR&C Committee was supported by Towers Watson on a number of matters, including:

- conducting a competitive compensation review for executive positions;
- evaluating the appropriateness of peer companies used in Agrium’s compensation programs;
- reviewing and commenting on HR&C Committee materials to the HR&C Committee Chair;
- assembling the executive compensation tables in the management proxy circular;
- conducting an assessment of the risks inherent in Agrium’s compensation programs;
- reporting on executive compensation best practices and evolving governance trends;
- conducting research, preparing studies and providing advice on matters as assigned by the HR&C Committee; and
- analyzing the pay-for-performance alignment for the CEO on both a retrospective and prospective basis.

Other distinct and separate teams at Towers Watson serve as Management’s consultant with respect to Agrium’s pension and benefits programs and occasionally on broad-based employee compensation projects. The amounts paid to Towers Watson with respect to non-executive compensation projects represent a minority of the fees paid to all consultants for such projects. The following represents the fees billed by Towers Watson in 2015 and 2016 for work performed for director and executive compensation projects on behalf of the HR&C Committee, as well as other fees associated with pension and benefits projects:

| | Billed in 2015 (CAD\$) | Billed in 2016 (CAD\$) | Percent of Total Fees Billed in 2016 |
|---|---------------------------|---------------------------|--|
| Director and Executive Compensation Related Fees: | \$ 666,138 | \$ 524,237 | 24% |
| All Other Fees: | \$1,154,105 | \$1,662,352 | 76% |

The HR&C Committee is aware of the potential conflict of interest associated with Towers Watson’s non-executive compensation services and diligently ensures processes are followed to preserve the consultant’s independence. All work performed by Towers Watson is and must be, pre-approved by the HR&C Committee, taking into account whether or not the work would compromise Towers Watson’s independence. To date, the HR&C Committee is satisfied that Towers Watson continues to provide the HR&C Committee with impartial advice independent of direct or indirect influence of Management; however, it may from time to time seek second opinions on substantive issues.

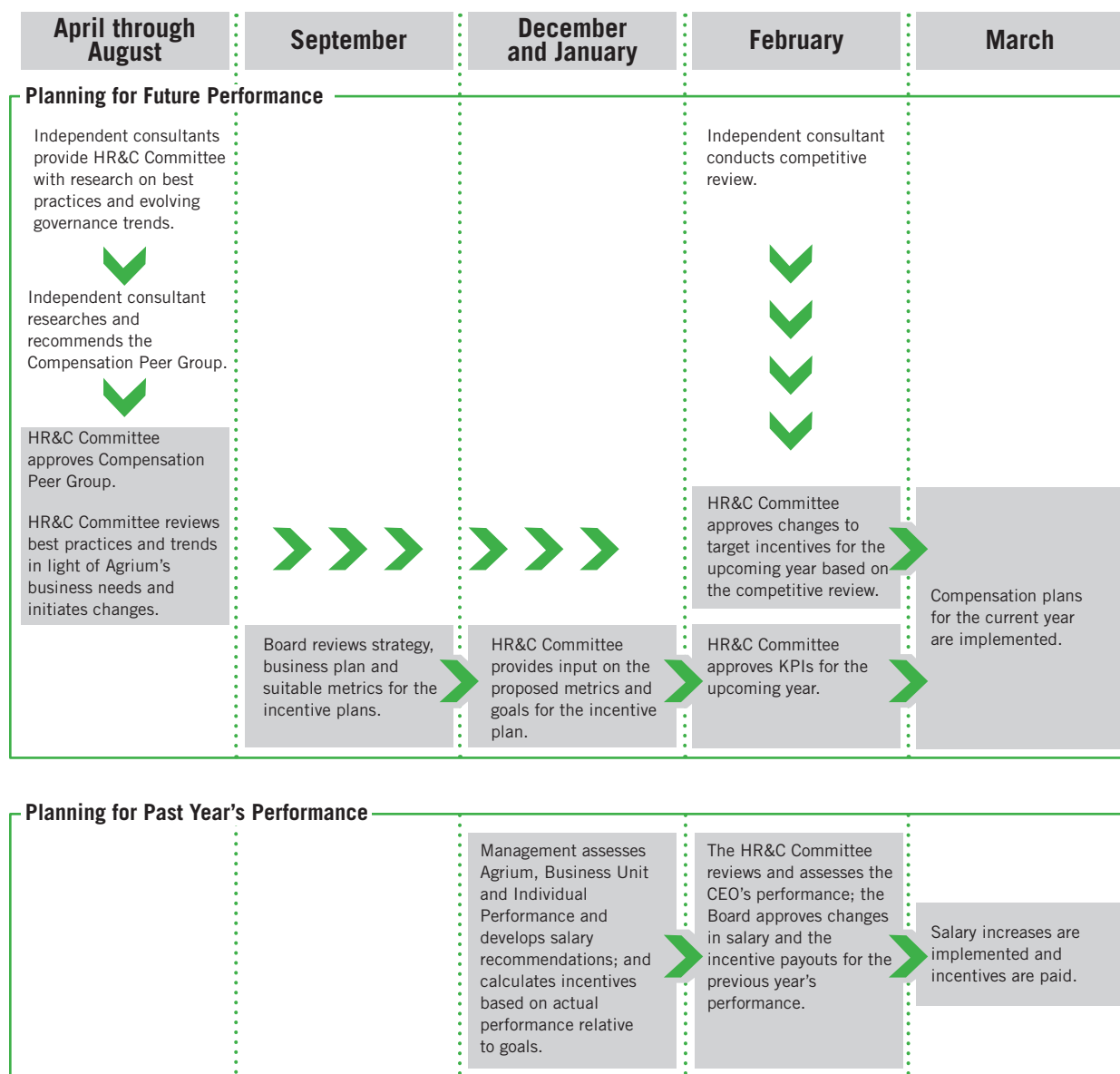
In 2016 the HR&C Committee retained Meridian, an independent compensation-consulting firm, to provide advice on trends and best practices. As is the case for Towers Watson, the HR&C Committee pre-approved all work performed by Meridian and Meridian conducted its review independent of Management. During 2015 and 2016 Meridian only performed work related to executive compensation at the direction of the HR&C Committee. The following represents the fees billed by Meridian in 2015 and 2016:

| | Billed in 2015 (CAD\$) | Billed in 2016 (CAD\$) | Percent of Total Fees Billed in 2016 |
|--------------------------------------|---------------------------|---------------------------|--|
| Executive Compensation Related Fees: | \$44,472 | \$19,389 | 100% |

The HR&C Committee is satisfied that Meridian is independent from Agrium’s Management and that the HR&C Committee received impartial and independent advice from Meridian.

Compensation Decision Processes

A comprehensive process to make compensation decisions for the CEO and other officers involves the Board, the HR&C Committee and the CEO. The illustration below shows our process, decision points and inputs used to inform the Board's compensation decisions:



As part of this governance process, the Board and the HR&C Committee Chair provide the CEO with written and verbal feedback on the prior year's performance and the future year's objectives. The Board and the Chair of the HR&C Committee also provide guidance and feedback to the CEO following each Board meeting.

Key Governance and Risk Mitigation Practices

Agrium has a number of governance and risk management policies integral to our compensation programs ranging from how we go about identifying peer companies, through to policies, such as equity ownership guidelines and a clawback policy. We summarize the key features of these below.

Compensation Governance Practices

Measuring performance

Annual Incentive Plan: We assess Agrium and the Business Unit/Function performance based on financial, operational and project completion KPIs, as well as Environment, Health and Safety and people-related KPIs.

Goals, including performance ranges for each metric, are established at the beginning of the year based on the annual business plan. The HR&C Committee monitors progress towards these goals throughout the year.

At the end of the year, Management assembles actual performance relative to the performance range of each KPI and expresses the level of attainment as a percent of the target. The HR&C Committee determines the final annual incentive payout based on this assessment.

PSU/RSU Plan: Prior to 2015 the sole measure under this plan was relative TSR. The calibration methodology has not substantially changed since the inception of the plan.

In 2015, a FCF/share target was introduced as a second performance measure given the focus on driving superior Free Cash Flow, which will generate significant returns for Agrium's shareholders. The HR&C Committee will assess performance against this objective and approve any resulting payout at the end of the three-year performance period.

Application of discretion

The Board may apply discretion to adjust incentive payments upwards or downwards where performance and rewards are misaligned.

While the default position is that discretion will not be applied, the HR&C Committee believes that this ability is an important pay-for-performance mechanism that is in the best interests of shareholders.

In determining whether or not to apply any discretion, the HR&C Committee reviews "formulaic" outcomes in the context of the holistic performance of Agrium and/or the Business Unit/Function and any one-off, exceptional or unanticipated events during the year.

For performance related to 2016, payouts related to the safety component of the annual incentive awards were reduced as a result of the safety incidents in 2016.

Peer group selection

Agrium benchmarks NEOs' compensation levels using a peer group of companies (the "**Compensation Peer Group**"), and a separate peer group to assess TSR performance (the "**PSU Peer Group**").

The HR&C Committee considers it appropriate to establish separate groups given:

- the Compensation Peer Group consists of North American companies that represent our primary market for executive talent, whereas the PSU Peer Group is a more global array of companies with which we compete for capital;
- in selecting the PSU Peer Group, companies are screened based on risk profile, whereas this is not a consideration in selecting the Compensation Peer Group; and
- the companies in the Compensation Peer Group are screened based on multiple size parameters, whereas the size of the companies in the PSU Peer Group is based on market capitalization only.

Details of both of the peer group constituents are set out on pages 49 and 51.

Risk Management and Mitigation Practices

Our risk management and mitigation practices with respect to certain elements of our compensation program are summarized below and full details can be found in the Corporate Governance Section beginning on page 23.

Annual risk review

The HR&C Committee's independent consultant has conducted an annual review of Agrium's compensation risks since 2012.

Given Agrium's risk management process, the design and administration of the compensation programs and the independent consultant's report, the HR&C Committee has concluded that there does not appear to be any significant risks arising from our compensation policies or practices that are likely to have a material adverse effect on Agrium.

Equity ownership

NEOs are expected to build and maintain a meaningful shareholding in Agrium shares within five years of their appointment. The CEO is required to hold shares worth four-times his annual salary, with other NEOs required to hold shares worth two-times their annual salary. At least 50% of the equity ownership requirement must be met by holding common shares, while the remainder may be met by holding common shares or unvested PSUs. Stock Options do not count toward equity ownership requirements. Each NEO currently meets the terms of the policy as it applies to him or her.

Furthermore, the CEO (and any other executives designated by the HR&C Committee) is expected to continue to meet the ownership guideline for 12 months following cessation of employment. These requirements are somewhat reduced for individuals who have held his or her position for less than four years as of the date of cessation of employment.

Long-term incentive grant practices

Awards are approved and granted at the February HR&C Committee meeting each year. Agrium's Option Granting Policy promotes consistent and efficient administration of Stock Options and stand-alone SARs and protects against back-dating and spring-loading. The HR&C Committee does not consider previous equity grants when determining LTI awards.

Clawback policy

Our Executive Compensation Clawback Policy permits the Board to require executives to reimburse Agrium for some or all of the payouts made pursuant to awards previously granted under the annual and Long-Term Incentive Plans where the individual engaged in intentional misconduct or fraud that resulted in a material restatement of financial results which would have impacted decisions made at the time.

Anti-hedging policy

Agrium's prohibition on hedging and equity monetization, as found in our Securities Trading and Reporting Policy, prohibits directors and officers from trading or entering into arrangements involving derivative instruments, securities or other arrangements designed to hedge or offset decreases in the market value of Agrium securities held by them or from monetizing their interest. Such arrangements could reduce the risk of equity ownership by directors and officers and negate the alignment of interests of directors and officers with those of shareholders.

Double-trigger change in control provisions

Under our Long-Term Incentive Plans, awards made on or after January 1, 2013 will only vest on change in control where (i) the successor company fails to continue or substitute the awards or (ii) the awards are continued or substituted and the holder of the award is terminated without cause (or constructively dismissed) within two years following the change in control.

Compensation Framework

In accordance with our compensation philosophy, salary, benefits, perquisites and retirement arrangements provide the secure fixed compensation component necessary to attract and retain executive talent. The combination of annual incentives and long-term incentives is designed to motivate the execution of our business strategy in a manner that creates shareholder value while retaining executive talent and aligning executive interests with those of our shareholders.

The combination of the fixed and variable compensation components provides our executives with a competitive compensation package that is designed to meet Agrium's needs and shareholders' expectations.

NEO Compensation Framework

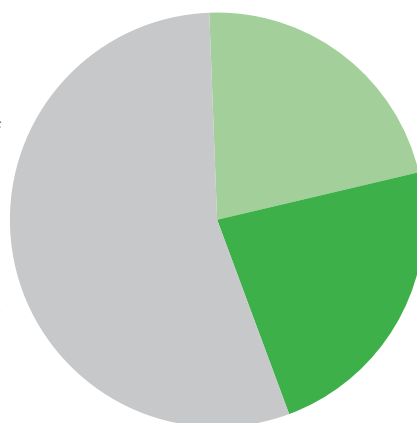
■ Long-Term Incentives

Stock Options

- Overlapping Stock Option awards align executives with the creation of shareholder value for as long as a ten-year period
- Rewards are a function of share price appreciation
- Vest 25% per annum over four years on anniversary of grant
- Attraction and retention tool

PSUs

- Cash-settled with a three-year performance period
- Overlapping awards align executives with the creation of shareholder value over successive three-year periods
- Payouts are a function of share price, dividends, relative TSR and, from 2015, FCF/share performance over a three-year period
- Performance multiplier has a threshold performance level and a maximum of two times the initial grant from 2015



Total direct compensation is established for each position based on the 50th percentile of the Compensation Peer Group

Incentive plan target amounts are set as a percentage of base salary and reviewed and approved annually by the HR&C Committee based on the competitive analysis conducted by the independent consultant

■ Base Salary

- Paid in cash
- Reviewed annually with changes effective March 1st
- Reflects knowledge, skills and responsibilities of role and incumbent
- Attraction and retention tool to maintain competitiveness; set to reflect market value, individual performance and experience, as well as recognize internal equity

■ Annual Incentive

- Paid in cash and value is based on performance over the year
- At-risk compensation to motivate successful execution of annual goals related to the Corporation's strategy
- Maximum upside opportunity of two times target incentive
- Metrics, weighting and performance standards determined annually based on strategic and annual business plans
- Payouts are determined based on actual performance relative to pre-determined goals and are not guaranteed

Other Elements of Compensation

Benefits

- Insurance, health, welfare and post-retirement benefits are provided as part of a competitive compensation package to attract and retain employees
- Substantially the same terms as available to other employees
- Based on competitive practices

Employment Agreements

- See page 67 for details of NEO Employment Agreements

Perquisites

- Select executives, including the NEOs, are eligible for a limited perquisite program
- Generally limited to an automobile allowance, financial counselling and an annual health examination
- Provided as part of a competitive compensation package to attract and retain executives
- Based on competitive practices

Retirement arrangements

- Defined Contribution Plan/401(k) Savings Plan with substantially the same terms as available to other employees
- DB SERP provided to select executives as part of a competitive compensation package to attract and retain executives
- Based on competitive practices

In the rest of this Compensation Framework section:

Page 49 Compensation Peer Group
Page 50 Annual Incentive Plan
Page 50 Long-Term Incentive Overview
Page 51 PSU Peer Group
Page 52 CEO's and Sales Excellence Award Programs

Compensation Peer Group

The NEO Compensation Peer Group is used to benchmark companies, with which we compete for talent for the purpose of setting competitive compensation levels. The HR&C Committee annually commissions its independent consultant to review the criteria and composition of the peer group.

Criteria

- ✓ Autonomous, publicly traded companies
- ✓ Companies in similar industries headquartered, or with their executive team based in Canada or the U.S.
- ✓ Companies of a similar size, measured by revenue, assets, enterprise value and market capitalization

Current Compensation Peer Group

- | | | |
|----------------------------------|---|----------------------------------|
| • AGCO Corporation | • Deere & Company | • PPG Industries Inc. |
| • Air Products & Chemical Inc. | • Eastman Chemical Co. | • Praxair Inc. |
| • Archer Daniels Midland Company | • Ecolab Inc. | • The Mosaic Company |
| • Ashland Inc. | • FMC Corporation | • The Scotts Miracle-Gro Company |
| • Bunge Ltd. | • Huntsman Corporation | • The Sherwin-Williams Company |
| • Celanese Corp. | • Monsanto Company | |
| • CF Industries Holdings Inc. | • Potash Corporation of Saskatchewan Inc. | |

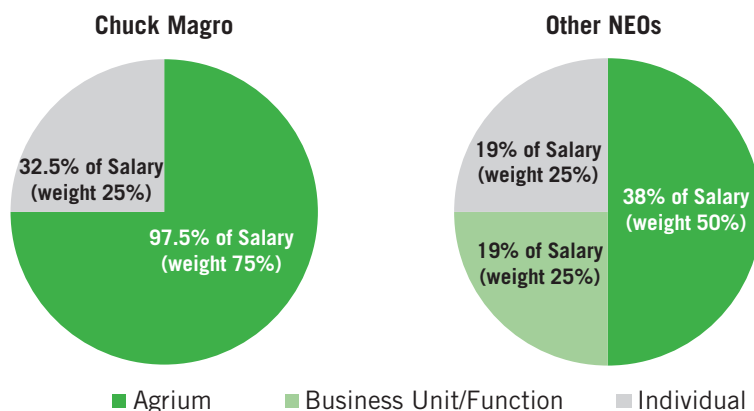
Agrium establishes its compensation levels for NEOs based on the 50th percentile of the total direct compensation (salary plus annual incentive plus long-term incentive) of the Compensation Peer Group.

Agrium maintains NEO compensation in home currency (Canadian based NEOs are paid in Canadian dollars and U.S. based NEOs are paid in U.S. dollars). As the NEOs' compensation is based on a predominately U.S. peer group and market data, competitive compensation levels are determined in U.S. dollars. For Canadian based NEOs, compensation is converted to Canadian dollars using a 12-month trailing exchange rate and adjustments to compensation, in the form of increases or decreases to equity awards, are made to maintain competitive compensation levels.

Annual Incentive Plan

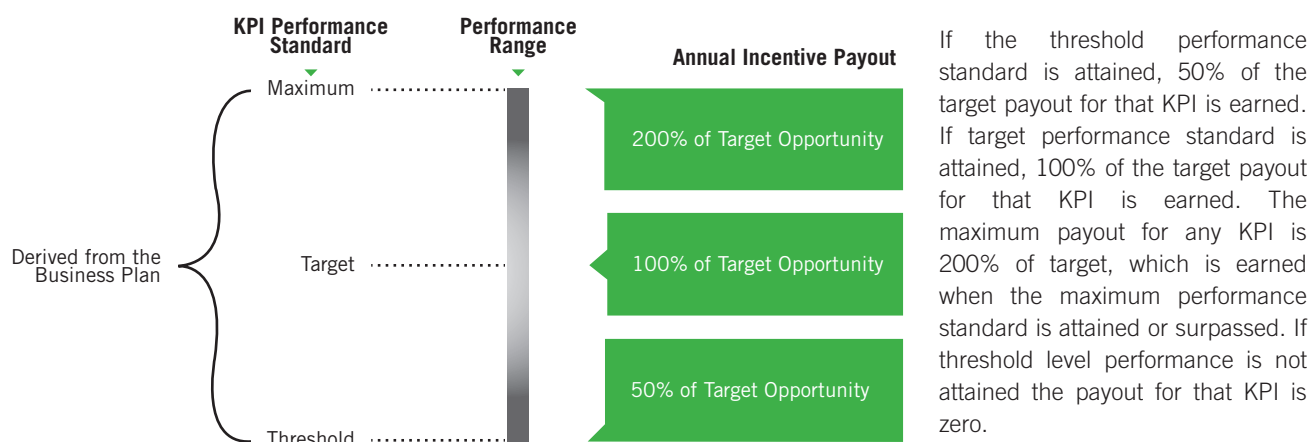
Each NEO's annual incentive opportunity is determined by performance in up to three components:

1. Agrium's overall enterprise-level performance;
2. Business Unit or Function performance (excluding the CEO); and
3. Individual performance.



At the end of the year, each component, which contains several KPIs, is calculated independently and the payout is the resulting cumulative total. However, the HR&C Committee reserves the right to set a maximum level of payout depending on Agrium's financial results and other business factors as it may deem appropriate.

| Agrium Performance | Business Unit/Function Performance | Individual Performance |
|---|---|--|
| Performance criteria and assessment applies to all NEOs | Performance criteria and assessment varies based on Business Unit/Function Does not apply to the CEO | Performance criteria and assessment varies based on individual objectives and achievements |
| Target opportunity x Performance score | Target opportunity x Performance score | Target opportunity x Performance score |



Long-Term Incentive Overview

The long-term incentive program provides the NEOs with an opportunity to receive variable compensation contingent on Agrium's long-term performance.

Long-term incentives are the most important component in Agrium's reward strategy, as these programs align the interests of NEOs, executives and senior leaders with our shareholders, motivate leaders to deliver shareholder value over various time horizons, mitigate potential compensation risk by virtue of the longer time horizon and allow us to attract, motivate and retain key talent. Agrium achieves these objectives by using a combination of vehicles as shown below:

| | Proportion of annual long-term incentive grant | Vesting | Settlement |
|---|---|--|--|
| PSUs | | | |
| Awarded 2014 and earlier | <ul style="list-style-type: none"> 50% | <ul style="list-style-type: none"> Three-year performance period 100% based on TSR performance relative to the PSU Peer Group | <ul style="list-style-type: none"> Cash settled Dividend equivalents accrue and are also cash settled at end of the performance period Helps manage dilution |
| Awarded from 2015 onward | <ul style="list-style-type: none"> 50% | <ul style="list-style-type: none"> 50% of the PSU award is based on FCF/share performance over a three-year period; and 50% continues to be based on TSR performance relative to the PSU Peer Group. Other terms remain the same. | |
| Stock Options/TSARs and SARs⁽¹⁾ | | | |
| Awarded 2014 and earlier | <ul style="list-style-type: none"> 50% | <ul style="list-style-type: none"> 25% per annum over four years on anniversary of grant Expire after 10 years | <ul style="list-style-type: none"> Stock Options/TSARs: option to buy treasury shares at exercise price or receive appreciated value in cash SARs: receive appreciated value in cash |
| Awarded from 2015 onward | <ul style="list-style-type: none"> 50% | <ul style="list-style-type: none"> Same as above | <ul style="list-style-type: none"> Effective January 1, 2015, the ability to grant TSARs attached to Stock Options under the Stock Option Plan was discontinued. |

Note:

(1) SARs are issued to recipients outside of Canada in lieu of Stock Options.

LTI Mix

The HR&C Committee carefully considers the mix of PSUs and Stock Options/SARs in the context of governance guidelines and the prevailing competitive practices of our Compensation Peer Group. In light of governance concerns related to excessive use of stock options, the HR&C Committee will continue to use options conservatively and monitor shareholder advisory firms' guidance and prevailing competitive practices.

PSU Peer Group

The HR&C Committee has historically found it challenging to set a PSU Peer Group derived solely of Agrium's direct competitors. Therefore, a group of companies with some competitive overlap has been identified and used, consisting of competitors in one or more segments of our business, competitors for shareholder investment or companies with similar business models.

Criteria

- ✓ Companies in the fertilizer, chemical or agricultural industries
- ✓ Companies with comparable market capitalization
- ✓ Companies that have a similar risk profile

The PSU Peer Group has evolved over time to reflect these criteria, with a view to ensuring the change in peers does not result in unintended consequences. This means that for any change in the PSU Peer Group, the HR&C Committee back-tests performance over a number of years to determine the impact on Agrium's percentile rankings.

Current PSU Peer Group

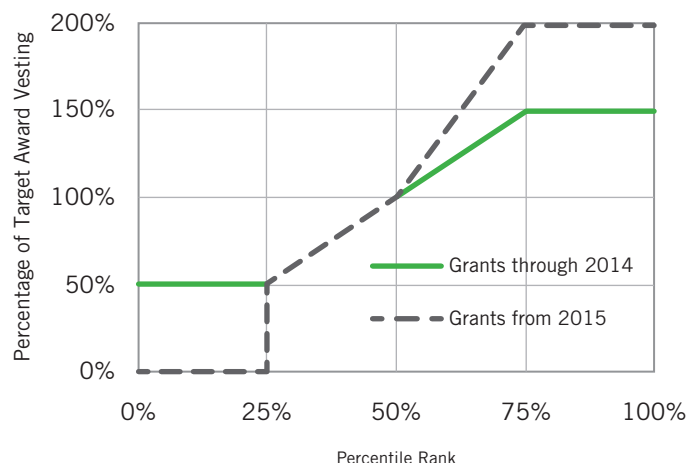
- AGCO Corporation
- Archer Daniels Midland Company
- Bunge Limited
- CF Industries Holdings Inc.
- Compass Minerals International Inc.
- Deere & Company
- E.I. du Pont de Nemours and Company
- FMC Corporation
- Incitec Pivot Ltd.
- Ingredion Incorporated
- Intrepid Potash, Inc.
- Israel Chemicals Ltd.
- K+S AG
- Monsanto Company
- Potash Corporation of Saskatchewan Inc.
- Sociedad Química y Minera de Chile S.A.
- Syngenta AG
- The Mosaic Company
- Yara International ASA

Calculating TSR and FCF/Share Vesting

From 2015, the performance criteria that applies to 50% of each PSU award is based on relative TSR and 50% is based on actual FCF/share relative to a three-year target derived from the strategy and business plan.

At the end of the three-year performance period, Agrium's relative TSR performance is compared to that of peer companies. Performance is assessed each quarter, with the resulting twelve quarters averaged over the full three-year performance period to determine the vesting multiplier. Similarly, each year, FCF/share is compared to the target for that year and a score is determined. The average of the three years' scores is used to calculate the vesting multiplier. The multiplier and vesting conditions apply to both the original grant and the dividend equivalents.

For PSUs that vest based on relative TSR:



- If Agrium's TSR is negative over the three-year performance period, payouts are capped at target.
- For awards made from 2015 onward,
 - the floor was removed such that no PSUs will payout for ranking below the 25th percentile; and
 - the maximum payout multiplier was increased to 200% of target, which is earned when the maximum performance ranking is at or above the 75th percentile.

CEO's and Sales Excellence Award Programs

The Board has delegated authority to the CEO to grant awards consisting of PSUs or Stock Options/SARs to employees for exceptional contribution to the Corporation.

Compensation Decisions

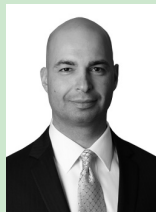
In accordance with the HR&C Committee's Charter, each year decisions are approved based on the compensation framework, taking account of factors including market competitiveness and delivered performance. The following sections identify our NEOs, summarize compensation decisions and outline Business Unit/Function and individual performance assessments.

This Year's Named Executive Officers

The Corporation's NEOs for the year ended December 31, 2016 are:

- Chuck V. Magro, President & Chief Executive Officer;
- Steve J. Douglas, Senior Vice President & Chief Financial Officer;
- Leslie O'Donoghue, Executive Vice President, Corporate Development & Strategy & Chief Risk Officer;
- Henry (Harry) Deans, Senior Vice President, Agrium, and President, Wholesale; and
- Stephen G. Dyer, Senior Vice President, Agrium, and President, Retail.

NEO Compensation Summaries



Chuck V. Magro

**PRESIDENT &
CHIEF EXECUTIVE OFFICER**

- Chuck's base salary as at December 31, 2016 of CAD\$1,500,000, represented a 2% increase.
- The short-term incentive award of \$2,072,957 represented a payout of 141% of his target opportunity based on Agrium's and Chuck's individual performance during the year.
- Long-term incentives with a grant value of \$5,046,317 were awarded in the form of PSUs and Stock Options. The actual value of these awards will vary depending on Agrium's future share price, dividend equivalents and performance relative to the PSU metrics.

2016 Key Results which determined the Individual component of Chuck's annual incentive:

- Delivered Total Shareholder Returns that outperformed Agrium's North American fertilizer competitors for a second consecutive year.
- Continued to drive cost reductions and improvements in business performance that supported Agrium's earnings and cash flow generation, helping to offset challenging agricultural and crop nutrient commodity pricing.
- Negotiated transformational proposed merger of equals with PotashCorp, securing over 98 percent approval from Agrium's shareholders.
- Successfully completed construction of Agrium's Borger nitrogen expansion project, within the previously disclosed project timeline and budget.
- Demonstrated a high level of personal engagement and strong rapport with shareholders, investors and the financial community.
- Initiated an action plan to address 2016 safety performance, which fell below expectations, and the occurrence of serious incidents.
- Ensured management continuity by overseeing the appointments of key positions on Agrium's Senior Leadership Team.

| Direct Compensation | 2016 | 2015 | 2014 |
|----------------------------------|--------------------|--------------------|--------------------|
| Fixed | | | |
| Base salary | \$1,128,877 | \$1,095,829 | \$1,042,688 |
| Variable | | | |
| Short-term incentive | \$2,072,957 | \$1,742,367 | \$1,485,830 |
| Long-term incentives | | | |
| Stock Options | \$2,505,192 | \$2,300,242 | \$1,540,357 |
| PSUs | \$2,541,125 | 2,551,915 | \$1,546,162 |
| Total direct compensation | \$8,248,151 | \$7,690,353 | \$5,615,037 |
| Change from previous year | 7% | 37% | 18% |

2016 Pay Mix



Long-term (share-based) Incentives

| Form of Equity | Value of Equity-Based Compensation (2014-2016) | | |
|----------------|--|-------------------------|----------------|
| | At Grant | Realized and Realizable | Difference (%) |
| PSUs | \$6,639,202 | \$11,765,764 | |
| Options | \$6,345,791 | \$4,900,906 | |
| Total | \$12,984,993 | \$16,666,670 | 28% |

Equity Ownership⁽¹⁾

Ownership under the guidelines

| Total Mandatory Equity Ownership Requirement (multiple of base salary) | Equity Ownership Requirement (U.S.\$) | Equity Ownership as at March 9, 2017 | | NEO's "Equity-at-Risk" | | Multiple of Base Salary Based on Allowable Equity-at-Risk |
|--|---------------------------------------|--------------------------------------|--------------------|-----------------------------------|---------------|---|
| | | Common Shares (#) | Allowable PSUs (#) | Allowable Equity-at-Risk (U.S.\$) | Common Shares | |
| Four times | \$4,515,508 | 20,225 | 23,247 | \$1,964,252 | \$2,257,754 | 3.74 |

Note:

- ⁽¹⁾ Chuck was appointed President & Chief Executive Officer on January 1, 2014 and has until January 1, 2019 to meet the executive officers' minimum equity ownership requirements.

Short-term incentive is attributed to the noted financial year, and is paid by April 1 of the following year.

Equity ownership is based on the closing price of the common shares on the NYSE on March 9, 2017 of U.S.\$97.12.



Steve J. Douglas

**SENIOR VICE PRESIDENT &
CHIEF FINANCIAL OFFICER**

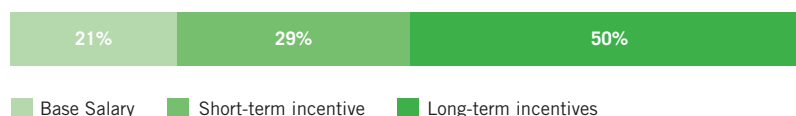
- Steve's base salary as at December 31, 2016 of CAD\$700,000, represented a 15% increase.
- The short-term incentive award of \$640,151 represented a payout of 155% of his target opportunity based on Agrium's and Steve's functional and individual performance during the year.
- Long-term incentives with a grant value of \$1,114,651 were awarded in the form of PSUs and Stock Options. The actual value of these awards will vary depending on Agrium's future share price, dividend equivalents and performance relative to the PSU metrics.

2016 Key Results which determined the Functional and Individual components of Steve's annual incentive:

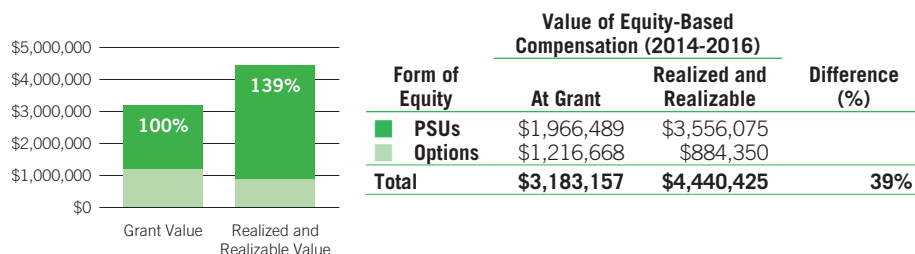
- Key contributor to the announced transformational proposed merger of equals with PotashCorp, securing over 98 percent approval from Agrium's shareholders.
- Maintained investment grade credit rating and existing \$3.50 per common share dividend despite challenging agricultural and crop nutrient commodity pricing.
- Ensured sufficient liquidity to finance approximately \$350 million of Retail acquisitions and complete the construction of the Borger expansion project.
- Continued to enhance strong relationships with shareholders, investors and the financial community.
- Increased liquidity through establishment of a \$500 million trade receivables securitization program.
- Repatriated in excess of \$100 million of previously trapped cash from foreign jurisdictions.

| Direct Compensation | 2016 | 2015 | 2014 |
|----------------------------------|--------------------|--------------------|------------------|
| Fixed | | | |
| Base salary | \$470,554 | \$493,741 | \$62,681 |
| Variable | | | |
| Short-term incentive | \$640,151 | \$444,984 | \$51,884 |
| Long-term incentives | | | |
| Stock Options | \$553,369 | \$663,299 | – |
| PSUs | \$561,282 | \$575,976 | \$829,231 |
| Total direct compensation | \$2,225,356 | \$2,178,000 | \$943,796 |
| Change from previous year | 2% | 131% | – |

2016 Pay Mix



Long-term (share-based) Incentives



Equity Ownership⁽¹⁾

Ownership under the guidelines

| Total Mandatory Equity Ownership Requirement (multiple of base salary) | Equity Ownership Requirement (U.S.\$) | Equity Ownership as at March 9, 2017 | | NEO's "Equity-at-Risk" | | |
|---|--|---|--------------------------|--------------------------------------|-------------|--|
| | | Common Shares (#) | Allowable PSUs (#) | Allowable Equity-at-Risk (U.S.\$) | | Multiple of Base Salary Based on Allowable Equity-at-Risk |
| | | | | Common Shares | PSUs | |
| Two times | \$941,108 | 35,000 | 33,814 | \$3,399,200 | \$3,284,016 | 14.20 |

Note:

⁽¹⁾ Steve was appointed Senior Vice President & Chief Financial Officer on November 3, 2014 and has until November 3, 2019 to meet the executive officers' minimum equity ownership requirements.

Short-term incentive is attributed to the noted financial year, and is paid by April 1 of the following year.

Equity ownership is based on the closing price of the common shares on the NYSE on March 9, 2017 of U.S.\$97.12.



Leslie O'Donoghue

**EXECUTIVE VICE PRESIDENT,
CORPORATE DEVELOPMENT &
STRATEGY & CHIEF RISK OFFICER**

- Leslie's base salary as at December 31, 2016 of CAD\$640,000, represented a 4% increase.
- The short-term incentive award of \$557,677 represented a payout of 155% of her target opportunity based on Agrium's and Leslie's functional and individual performance during the year.
- Long-term incentives with a grant value of \$1,123,832 were awarded in the form of PSUs and Stock Options. The actual value of these awards will vary depending on Agrium's future share price, dividend equivalents and performance relative to the PSU metrics.

2016 Key Results which determined the Functional and Individual components of Leslie's annual incentive:

- Led the analysis, development and execution of key strategic and focused growth initiatives across the Corporation, including the transformational proposed merger of equals with PotashCorp, along with the continued growth of Agrium's Retail business and innovation platform.
- Continued to capture company-wide efficiencies and drive improvements in cost structure, asset reliability and business performance through Agrium's operational excellence initiative.
- Initiated an action plan to address 2016 safety performance, which fell below expectations, and the occurrence of serious incidents.
- Advanced key initiatives supporting Agrium's leadership in the area of sustainability and corporate social responsibility, including efforts to strengthen value chain partnerships and increase adoption of the 4R Nutrient Stewardship System.
- Oversaw the maintenance and development of relationships with key organizational stakeholders across government, industry and non-governmental organizations.
- Continued to provide strong oversight for processes supporting the ongoing identification and mitigation of key organizational risks.

Short-term incentive is attributed to the noted financial year, and is paid by April 1 of the following year.

Equity ownership is based on the closing price of the common shares on the NYSE on March 9, 2017 of U.S.\$97.12.

| Direct Compensation | 2016 | 2015 | 2014 |
|----------------------------------|--------------------|--------------------|--------------------|
| Fixed | | | |
| Base salary | \$479,722 | \$498,463 | \$549,679 |
| Variable | | | |
| Short-term incentive | \$557,677 | \$431,794 | \$464,617 |
| Long-term incentives | | | |
| Stock Options | \$557,905 | \$673,253 | \$516,881 |
| PSUs | \$565,927 | \$584,615 | \$518,826 |
| Total direct compensation | \$2,161,231 | \$2,188,125 | \$2,050,003 |
| Change from previous year | -1% | 7% | 2% |

2016 Pay Mix



Long-term (share-based) Incentives

| Form of Equity | Value of Equity-Based Compensation (2014-2016) | | |
|----------------|--|-------------------------|----------------|
| | At Grant | Realized and Realizable | Difference (%) |
| PSUs | \$1,669,368 | \$2,980,982 | |
| Options | \$1,748,039 | \$1,192,700 | |
| Total | \$3,417,407 | \$4,173,682 | 22% |

Equity Ownership

Ownership under the guidelines

| Total Mandatory Equity Ownership Requirement (multiple of base salary) | Equity Ownership Requirement (U.S.\$) | Equity Ownership as at March 9, 2017 | | NEO's "Equity-at-Risk" | | |
|--|---------------------------------------|--------------------------------------|--------------------|-----------------------------------|-------------|---|
| | | Common Shares (#) | Allowable PSUs (#) | Allowable Equity-at-Risk (U.S.\$) | | Multiple of Base Salary Based on Allowable Equity-at-Risk |
| | | | | Common Shares | PSUs | |
| Two times | \$959,444 | 24,192 | 29,137 | \$2,349,527 | \$2,829,785 | 10.80 |



Harry Deans

**SENIOR VICE PRESIDENT,
AGRIUM, AND PRESIDENT,
WHOLESALE**

- Harry's base salary as at December 31, 2016 of CAD\$640,000, represented a 5% increase.
- The short-term incentive award of \$461,683 represented a payout of 129% of his target opportunity based on Agrium's and Harry's Business Unit and individual performance during the year.
- Long-term incentives with a grant value of \$1,114,651 were awarded in the form of PSUs and Stock Options. The actual value of these awards will vary depending on Agrium's future share price, dividend equivalents and performance relative to the PSU metrics.

2016 Key Results which determined the Business Unit and Individual components of Harry's annual incentive:

- Delivered significant recurring operational excellence savings, primarily achieved through a detailed fixed cost review.
- Achieved \$0.8 billion in Wholesale EBITDA⁽¹⁾, approximately 80% of target, given adverse effect of fertilizer benchmark prices lower than projected.
- Implemented further environmental and safety processes through our Commitment to Zero program and supported an action plan initiated to address 2016 safety performance and the occurrence of serious incidents.
- Continued the ramp up of our potash mine, achieving 2.2 million tonnes of potash production.
- Completed construction of new urea plant at our Borger facility.
- Realized capacity utilization of 95% and 96% for ammonia and phosphoric acid respectively, representing an improvement of 1-2% over last year's levels. Achieved potash capacity utilization of 88%.

Short-term incentive is attributed to the noted financial year, and is paid by April 1 of the following year.

Equity ownership is based on the closing price of the common shares on the NYSE on March 9, 2017 of U.S.\$97.12.

⁽¹⁾ Wholesale EBITDA is a financial measure not prescribed by IFRS. Refer to "Schedule B — Legal Advisories — Non-IFRS Financial Measures Advisory."

| Direct Compensation | 2016 | 2015 | 2014 |
|----------------------------------|--------------------|--------------------|------|
| Fixed | | | |
| Base salary | \$479,048 | \$165,132 | — |
| Variable | | | |
| Short-term incentive | \$461,683 | \$389,032 | — |
| Long-term incentives | | | |
| Stock Options | \$553,369 | — | — |
| PSUs | \$561,282 | \$2,993,413 | — |
| Total direct compensation | \$2,055,382 | \$3,547,577 | — |
| Change from previous year | -42% | — | — |

2016 Pay Mix



Long-term (share-based) Incentives

| Form of Equity | Value of Equity-Based Compensation (2014-2016) | | Difference (%) |
|----------------|--|-------------------------|----------------|
| | At Grant | Realized and Realizable | |
| PSUs | \$3,554,695 | \$5,647,867 | |
| Options | \$553,369 | \$884,350 | |
| Total | \$4,108,064 | \$6,532,217 | 59% |

Equity ownership⁽¹⁾

Ownership under the guidelines

| Total Mandatory Equity Ownership Requirement (multiple of base salary) | Equity Ownership Requirement (U.S.\$) | Equity Ownership as at March 9, 2017 | | NEO's "Equity-at-Risk" | | Multiple of Base Salary Based on Allowable Equity-at-Risk |
|--|---------------------------------------|--------------------------------------|--------------------|-----------------------------------|---------------|---|
| | | Common Shares (#) | Allowable PSUs (#) | Allowable Equity-at-Risk (U.S.\$) | Common Shares | PSUs |
| Two times | \$958,096 | 0 | 4,933 | \$0 | \$479,048 | 1.00 |

Note:

⁽¹⁾ Harry was appointed Senior Vice President, Agrium and President, Wholesale on August 24, 2015 and has until August 24, 2020 to meet the executive officers' minimum equity ownership requirements.



Stephen G. Dyer

**SENIOR VICE PRESIDENT,
AGRIUM, AND PRESIDENT,
RETAIL**

- Stephen's base salary as at December 31, 2016 of \$620,000, represented a 2% increase.
- The short-term incentive award of \$578,263 represented a payout of 125% of his target opportunity based on Agrium's and Stephen's Business Unit and individual performance during the year.
- Long-term incentives with a grant value of \$1,090,253 were awarded in the form of PSUs and Stock Options. The actual value of these awards will vary depending on Agrium's future share price, dividend equivalents and performance relative to the PSU metrics.

2016 Key Results which determined the Business Unit and Individual components of Stephen's annual incentive:

- Completed tuck-in acquisitions of 76 retail-distribution facilities, representing a record projected additional annual revenue of over \$500 million.
- Exceeded the environmental KPI targets for the year and supported an action plan initiated to address 2016 safety performance and the occurrence of serious incidents.
- Achieved normalized comparable store sales⁽¹⁾ growth at target of 2%.
- Realized over \$70 million in selling, general and administrative savings excluding costs from 2016 acquisitions, supporting operational excellence initiatives.
- Achieved target average non-cash working capital to sales of 17%.
- Achieved Retail EBITDA⁽¹⁾ of \$1.1 billion.
- Realized Retail cash operating coverage ratio⁽¹⁾ of 61%.

Short-term incentive is attributed to the noted financial year, and is paid by April 1 of the following year.

Equity ownership is based on the closing price of the common shares on the NYSE on March 9, 2017 of U.S.\$97.12.

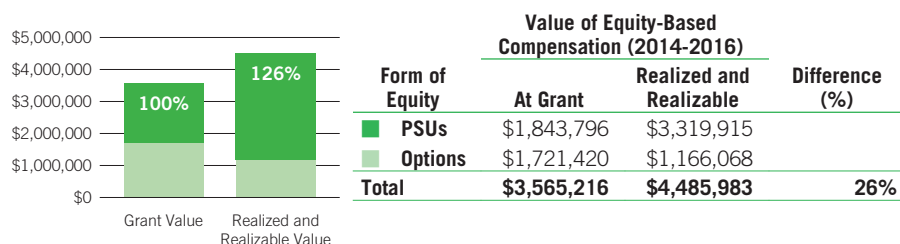
⁽¹⁾ Normalized comparable store sales, Retail EBITDA and cash operating coverage ratio are financial measures not prescribed by IFRS. Refer to "Schedule B — Legal Advisories — Non-IFRS Financial Measures Advisory".

| Direct Compensation | 2016 | 2015 | 2014 |
|----------------------------------|--------------------|--------------------|--------------------|
| Fixed | | | |
| Base salary | \$618,049 | \$608,104 | \$580,751 |
| Variable | | | |
| Short-term incentive | \$578,263 | \$452,278 | \$472,586 |
| Long-term incentives | | | |
| Stock Options | \$541,240 | \$663,299 | \$516,881 |
| PSUs | \$549,013 | \$575,976 | \$718,807 |
| Total direct compensation | \$2,286,565 | \$2,299,657 | \$2,289,025 |
| Change from previous year | -1% | 0% | 14% |

2016 Pay Mix



Long-term (share-based) Incentives



Equity ownership

Ownership under the guidelines

| Total Mandatory Equity Ownership Requirement (multiple of base salary) | Equity Ownership Requirement (U.S.\$) | Equity Ownership as at March 9, 2017 | | NEO's "Equity-at-Risk" | | |
|--|---------------------------------------|--------------------------------------|--------------------|-----------------------------------|-------------|---|
| | | Common Shares (#) | Allowable PSUs (#) | Allowable Equity-at-Risk (U.S.\$) | | Multiple of Base Salary Based on Allowable Equity-at-Risk |
| | | | | Common Shares | PSUs | |
| Two times | \$1,236,098 | 8,705 | 31,692 | \$845,430 | \$3,077,927 | 6.35 |

Summary of CEO Compensation

As part of the on-going plan to bring Chuck's compensation to market median, the CEO's compensation was reviewed in early 2016 and the following changes were made to position Chuck's target compensation close to the median:

- Chuck's base salary was increased to CAD\$1,500,000 effective March 1, 2016 representing a 1.7% increase;
- His annual 2016 short-term incentive target was increased from 120% to 130%; and
- Chuck's long-term incentive target remained at 340%.

In early 2017, Chuck was awarded an annual incentive of U.S.\$2,072,957, for performance related to 2016, which represented 141% of his target annual incentive. A discretionary reduction was applied to Chuck's 2016 annual incentive payout as a result of the safety incidents in the year. Effective March 1, 2017 Chuck's base salary was increased to CAD\$1,600,000. In addition, for the 2017 plan year, the CEO's annual incentive and long-term incentive targets were increased to 135% and 355% respectively.

2016 Annual Incentive

Agrium's performance objectives are tied to the core financial, safety and environment, people and operational goals in our annual business plan. The following table presents the performance for the Agrium component of the annual incentive.

• 2016 Agrium Performance

Agrium KPIs (enterprise level KPIs) account for 75% of the annual incentive opportunity for the CEO and 50% for all other NEOs.

| Strategic area and associated performance metrics | Target | Result | Unweighted Performance | Weighting | Weighted Performance |
|--|--|-----------------------------------|------------------------|-----------|----------------------|
| 1. Environmental, Health, Safety & Security: Reinforce Agrium's safety culture and EHS&S targets | | | | | |
| Safety | Various targets ⁽¹⁾ | Below expectations ⁽²⁾ | 0% | 10% | } 10% |
| Environmental event index | 0.15 | 0.09 | 200% | 5% | |
| 2. People: Foster a highly engaged and collaborative workforce | | | | | |
| Succession planning | Key positions and candidates assessed; Diversity targets achieved | Exceeded | 200% | 15% | 30% |
| Culture initiative | New core values cascaded | Exceeded | 200% | | |
| 3. Financial Returns: Meet consolidated and operational financial targets | | | | | |
| Guidance relevant earnings per share (U.S.\$) ⁽³⁾ | \$6.00 | \$4.87 | 0% | 30% | 25% |
| Cash flow from operations (U.S.\$M) | \$1,500 | \$1,667 | 167% | | |
| 4. Growth: Successfully execute on key growth projects and create value to maximize shareholders' returns | | | | | |
| Major projects and Retail growth plan | Various targets ⁽¹⁾ | Generally above targets | 134% | 20% | 27% |
| 5. Operational Excellence: Continuously improve the base business through operational excellence initiatives | | | | | |
| Multiple excellence objectives | Various targets ⁽¹⁾ | Generally above targets | 166% | 20% | 33% |
| Overall Agrium Performance Multiplier | | | | | 125% |

1. Various targets discussed in NEO Compensation Summaries under 2016 Key Results.

2. A discretionary decision was made to reduce the results for the safety metrics due to the 2016 fatalities.

3. Guidance relevant earnings per share is a financial measure not prescribed by IFRS. Refer to "Schedule B – Legal Advisories – Non IFRS Financial Measures Advisory".

The performance score for the Agrium component of the annual incentive was 125%; where a score of 100% represents attainment of the KPI goals.

The goals and achievements related to the Business Unit/Functional and Individual components of the annual incentive for NEOs are detailed in the Compensation Summaries for each NEO on pages 53 to 57.

• 2016 Annual Incentive Payouts

| Performance Area | Details | Magro | Douglas | O'Donoghue | Deans | Dyer |
|----------------------------|------------------------------------|--------------------|------------------|------------------|------------------|------------------|
| Agrium | Target Incentive (% of salary) | 97.5% | 40% | 37.5% | 37.5% | 37.5% |
| | Performance Multiplier (0-200) | 125 | 125 | 125 | 125 | 125 |
| | Amount (U.S.\$) ¹ | \$1,375,875 | \$258,125 | \$224,870 | \$224,554 | \$289,711 |
| Business Unit/ Function | Target Incentive (% of salary) | N/A | 20% | 18.8% | 18.8% | 18.8% |
| | Performance Multiplier (0-200) | N/A | 170 | 170 | 114 | 109 |
| | Amount (U.S.\$) ¹ | N/A | \$175,525 | \$152,911 | \$102,397 | \$126,314 |
| Individual | Target Incentive (% of salary) | 32.5% | 20% | 18.8% | 18.8% | 18.8% |
| | Performance Multiplier (0-200) | 190 | 200 | 200 | 150 | 140 |
| | Amount (U.S.\$) ¹ | \$697,082 | \$206,501 | \$179,896 | \$134,732 | \$162,238 |
| Total | Amount (U.S.\$)¹ | \$2,072,957 | \$640,151 | \$557,677 | \$461,683 | \$578,263 |

Note:

⁽¹⁾ Canadian dollar denominated incentives converted from Canadian dollars to U.S. dollars using a 2016 annual average exchange rate of U.S.\$1.00 = CAD\$1.3248.

Long-Term Incentive Compensation

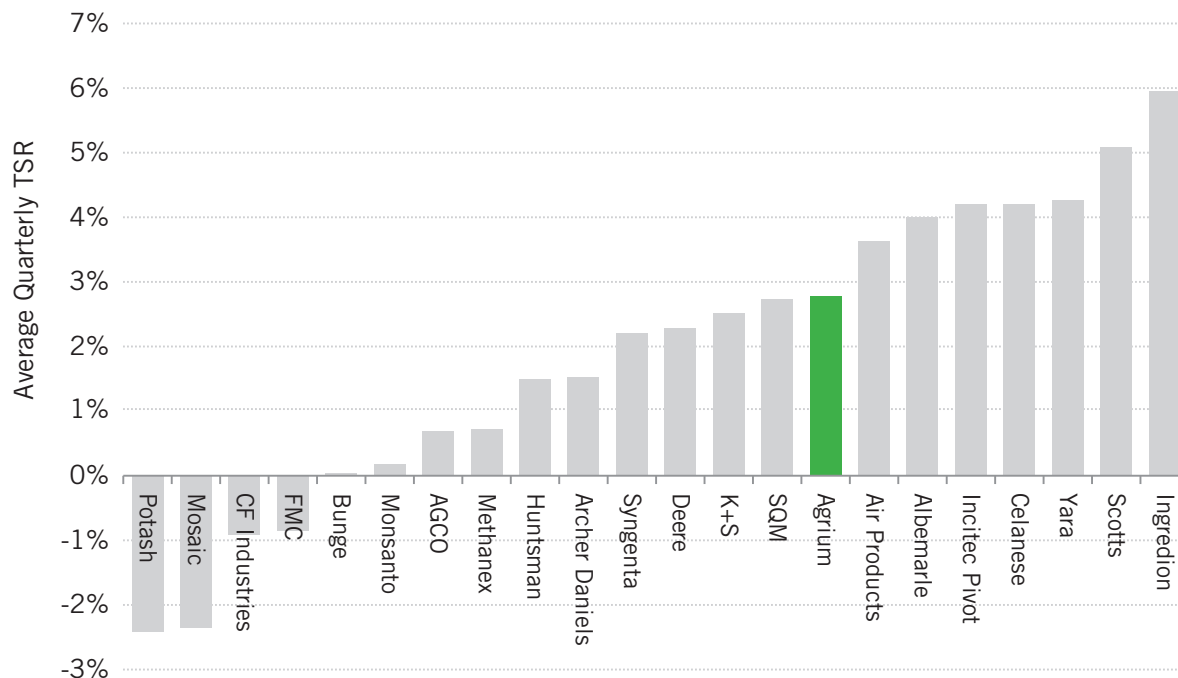
• 2016 Long-Term Incentive Awards

Half of the awards granted were in the form of PSUs and half in the form of Stock Options (SARs for the U.S. NEO). Individual awards are detailed in the NEO Compensation Summaries on pages 53 to 58.

See “Schedule E – PSU/RSU Plan”, “Schedule F – Stock Option/Tandem SAR Plan”, and “Schedule G – Stock Appreciation Rights (SAR) Plan” for the conditions and terms attached to the 2016 long-term incentive awards.

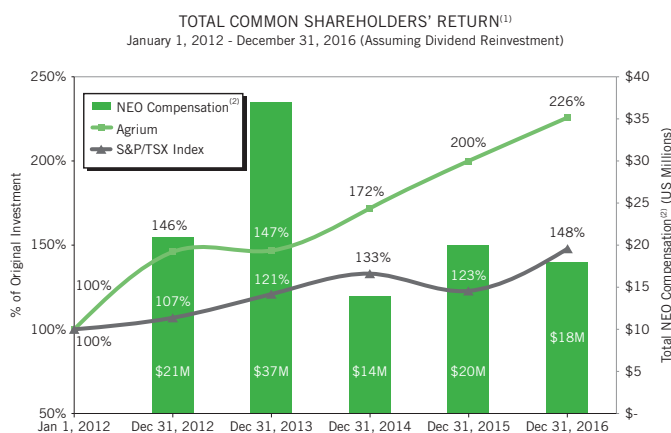
• 2016 Long-Term Incentive Payouts

In 2014, the HR&C Committee approved PSU awards for the NEOs that vested subject to relative TSR performance over a three-year period. The performance period ended on December 31, 2016 and Agrium's TSR performance ranked at the 67th percentile, which resulted in 134% of the PSUs and dividend equivalents attributable to that performance period vesting for all NEOs. Award payouts were made in early 2017.



Compensation versus Total Shareholder Return

The chart below illustrates TSR, assuming an initial investment of \$100 in our common shares on January 1, 2012, (assuming investment of dividends) and compares it to the return of the S&P/TSX composite index and the trend in total compensation awarded to our NEOs over the same period.



Notes:

⁽¹⁾ Agrium's total shareholder return is calculated in Canadian dollars.

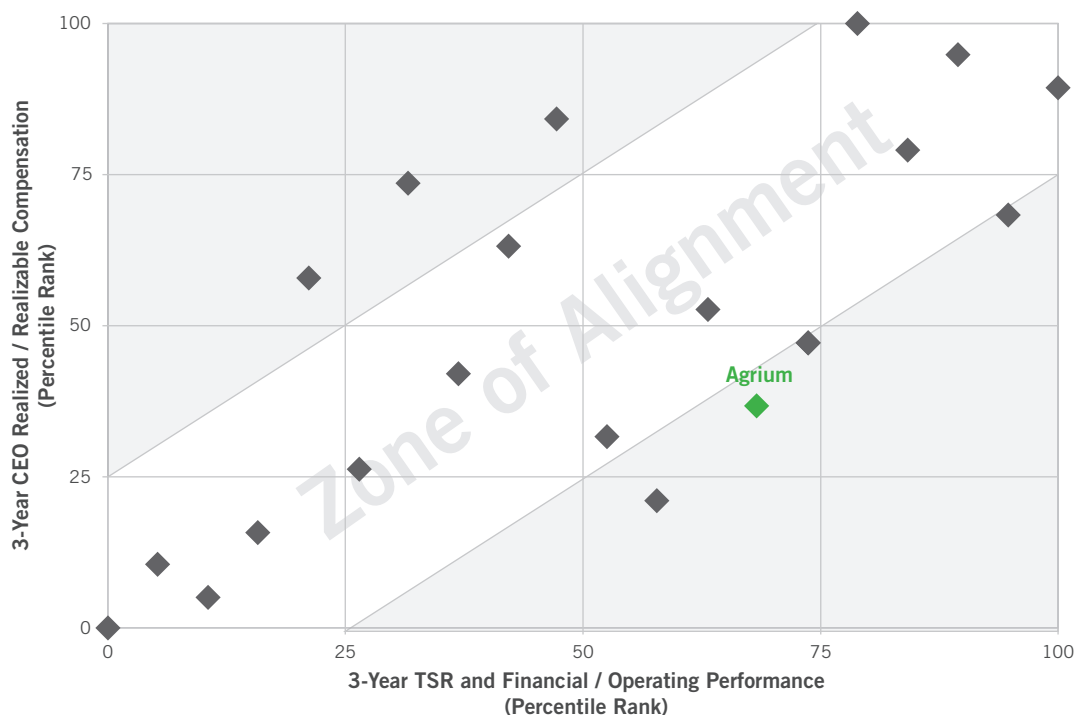
⁽²⁾ Total NEO compensation for the top five most highly paid named executive officers as set forth in the management proxy circular for that year.

• Total Shareholder Return

Over the last five years, Agrium's total shareholder return has outperformed the S&P/TSX composite index in each of the five years. The relatively high levels of compensation in 2012 and 2013 reflect compensation paid to Agrium's former CEO, Mike Wilson.

Approximately half of each NEO's compensation package is in the form of long-term incentives, the value of which is significantly dependent on Agrium's share price and dividend distributions. This generally results in a high degree of correlation between the value of NEOs' compensation and Agrium's TSR.

The chart below illustrates the relationship between the chief executive officers' compensation and the performance of his or her company for all the companies in Agrium's Compensation Peer Group. The white area indicates the range where there is alignment between performance and pay.



This analysis demonstrates that Chuck's compensation over the three-year period given Agrium's financial performance was conservative compared with Agrium's Compensation Peer Group.

Cost of Management

The cost of management ratio expresses the total compensation paid or awarded to the NEOs (including the CEO) as disclosed in the three-year Summary Compensation Table, as a percentage of net income and of market capitalization of the Corporation:

| | 2016 | 2015 | 2014 |
|---|----------|----------|----------|
| Total NEO Compensation ⁽¹⁾ (U.S.\$ millions) | \$ 18.4 | \$ 20.1 | \$ 13.9 |
| Net Earnings as of December 31 (U.S.\$ millions) | \$ 596 | \$ 988 | \$ 720 |
| Market Capitalization as of December 31 (U.S.\$ millions) | \$13,894 | \$12,344 | \$13,613 |
| Cost of Management Ratio (based on Net Income) | 3.09% | 2.03% | 1.93% |
| Cost of Management Ratio (based on Market Capitalization) | 0.13% | 0.16% | 0.10% |

Note:

⁽¹⁾ Total NEO compensation for the top five most highly paid named executive officers as set forth in the management proxy circular for that year.

The following table shows the cost of management ratio for compensation paid or awarded to the CEO as disclosed in the three-year Summary Compensation Table, as a percentage of net income and of market capitalization of the Corporation:

| | 2016 | 2015 | 2014 |
|--|----------|----------|----------|
| Total CEO Compensation ⁽¹⁾ (U.S.\$ millions) | \$ 8.7 | \$ 8.2 | \$ 6.0 |
| Net Earnings as of December 31 (U.S.\$ millions) | \$ 596 | \$ 988 | \$ 720 |
| Market Capitalization as of December 31 (U.S. \$ millions) | \$13,894 | \$12,344 | \$13,613 |
| Cost of Management Ratio (based on Net Income) | 1.46% | 0.83% | 0.83% |
| Cost of Management Ratio (based on Market Capitalization) | 0.06% | 0.07% | 0.04% |

Note:

⁽¹⁾ Total CEO compensation as set forth in the management proxy circular for that year.

2016 Executive Compensation

Summary Compensation Table

The following table provides a summary of the compensation earned by our NEOs for services rendered in all capacities during 2016, 2015, and 2014. Specific aspects of this compensation are dealt with in further detail in the following notes and tables:

| Name | Year | Salary ⁽¹⁾ (U.S.\$) | Share-based Awards ⁽²⁾⁽⁴⁾ (U.S.\$) | Option-based Awards ⁽³⁾⁽⁴⁾ (U.S.\$) | Non-Equity Incentive Plan Compensation | | All other Compensation ⁽⁷⁾ (U.S.\$) | Total Compensation ⁽⁸⁾ (U.S.\$) |
|-------------------|------|-----------------------------------|---|--|--|---|--|--|
| | | | | | Annual Incentive Plans ⁽⁵⁾ (U.S.\$) | Pension Value ⁽⁶⁾ (U.S.\$) | | |
| Magro | 2016 | \$1,128,877 | \$2,541,125 | \$2,505,192 | \$2,072,957 | \$410,228 | \$ 34,614 | \$8,692,993 |
| | 2015 | \$1,095,829 | \$2,551,915 | \$2,300,242 | \$1,742,367 | \$436,707 | \$ 36,251 | \$8,163,311 |
| | 2014 | \$1,042,688 | \$1,546,162 | \$1,540,357 | \$1,485,830 | \$393,449 | \$ 30,785 | \$6,039,271 |
| Douglas | 2016 | \$ 470,554 | \$ 561,282 | \$ 553,369 | \$ 640,151 | \$204,861 | \$135,882 | \$2,566,099 |
| | 2015 | \$ 493,741 | \$ 575,976 | \$ 663,299 | \$ 444,984 | \$217,437 | \$148,191 | \$2,543,628 |
| | 2014 | \$ 62,681 | \$ 829,231 | \$ — | \$ 51,884 | \$ 31,042 | \$ 40,294 | \$1,015,132 |
| O'Donoghue | 2016 | \$ 479,722 | \$ 565,927 | \$ 557,905 | \$ 557,677 | \$217,372 | \$ 15,554 | \$2,394,157 |
| | 2015 | \$ 498,463 | \$ 584,615 | \$ 673,253 | \$ 431,794 | \$227,332 | \$ 16,686 | \$2,432,143 |
| | 2014 | \$ 549,679 | \$ 518,826 | \$ 516,881 | \$ 464,617 | \$215,498 | \$ 14,646 | \$2,280,147 |
| Deans | 2016 | \$ 479,048 | \$ 561,282 | \$ 553,369 | \$ 461,683 | \$182,719 | \$ 19,206 | \$2,257,307 |
| | 2015 | \$ 165,132 | \$2,993,413 | \$ — | \$ 389,032 | \$ 68,251 | \$739,667 | \$4,355,495 |
| | 2014 | \$ N/A | \$ N/A | \$ N/A | \$ N/A | \$ N/A | \$ N/A | \$ N/A |
| Dyer | 2016 | \$ 618,049 | \$ 549,013 | \$ 541,240 | \$ 578,263 | \$227,857 | \$ 17,926 | \$2,532,348 |
| | 2015 | \$ 608,104 | \$ 575,976 | \$ 663,299 | \$ 452,278 | \$234,828 | \$ 42,201 | \$2,576,686 |
| | 2014 | \$ 580,751 | \$ 718,807 | \$ 516,881 | \$ 472,586 | \$180,686 | \$ 38,329 | \$2,508,040 |

Notes:

⁽¹⁾ Amounts reported represent the base salary amount paid to NEOs in 2016, 2015 and 2014.

⁽²⁾ Amounts reported represent the grant date fair value of PSUs awarded in 2016, 2015 and 2014. Grant date fair value has been calculated using the expected life binomial lattice methodology. This model and the underlying assumptions are used to ensure consistent long-term incentive valuation across competitive market data. The underlying assumptions and values are outlined in the table below. They differ from the values used for financial reporting purposes (accounting fair value) which have been calculated using a Monte Carlo Simulation Model. The values shown are "theoretical values" derived at a point in time and will be different than the value upon vesting. See "Section Six: Executive Compensation Governance – 2016 Executive Compensation – Long-Term Incentive Plan Awards – Outstanding Share-Based Awards and Option-Based Awards" for the value of outstanding PSU awards at December 31, 2016.

| Assumptions | 2016 Grant Value | 2015 Grant Value | 2014 Grant Value |
|------------------------------|------------------|------------------|------------------|
| Share price on date of grant | \$85.58 | \$100.62 | \$90.87 |
| Expected term in years | 3 | 3 | 3 |
| Expected volatility | 21% | 21% | 30% |
| Expected dividend yield | 3% | 3% | 3% |
| Payout range | 0%-200% | 0%-200% | 50%-150% |
| PSU value ratio | 81% | 81% | 86% |
| PSU value | \$ 69.32 | \$ 81.50 | \$ 78.15 |
| <i>Accounting fair value</i> | \$ 90.12 | \$ 99.53 | \$ 78.91 |

- (3) Amounts reported represent the grant date fair value of Stock Options (including TSARs in 2014) and stand-alone SARs awarded in 2016, 2015 and 2014. Grant date fair value has been calculated using the expected life binomial lattice methodology. This model and the underlying assumptions are used to ensure consistent long-term incentive valuation across competitive market data. Underlying assumptions and values are outlined in the table below. They differ from the values used for financial reporting purposes (accounting fair value which have been calculated using a Black Scholes Model) mainly due to differences in assumptions such as expected life and volatility. The values shown are “theoretical values” derived at a point in time and will be different than the value upon exercise. See “Section Six: Executive Compensation Governance – 2016 Executive Compensation – Long-Term Incentive Plan Awards – Outstanding Share-Based Awards and Option-Based Awards” for the value of outstanding option-based awards at December 31, 2016.

| Assumptions | 2016 Grant Value | 2015 Grant Value | 2014 Grant Value |
|------------------------------|------------------|------------------|------------------|
| Share price on date of grant | \$84.37 | \$115.87 | \$90.53 |
| Expected life in years | 6.25 | 6.25 | 6.25 |
| Expected volatility | 21% | 21% | 30% |
| Expected dividend yield | 3% | 3% | 3% |
| Option / SAR value ratio | 12% | 11% | 19% |
| Option / SAR value | \$10.12 | \$12.75 | \$17.20 |
| <i>Accounting fair value</i> | <i>\$18.23</i> | <i>\$35.17</i> | <i>\$32.91</i> |

- (4) As discussed in notes (2) and (3) above, the share-based awards: PSUs, Stock Options (including TSARs in 2014), and stand-alone SARs, reported in the Summary Compensation Table represent the grant date fair value of these awards in 2016, 2015 and 2014. A comparison between grant date fair value and the actual value realized or outstanding of these awards granted in 2016 as at December 31, 2016 is as follows:

| NEO | Year | Grant Date Fair Value (U.S.\$) | | Value Realized or Outstanding as at December 31, 2016 (U.S.\$) | |
|------------|------|-----------------------------------|----------------------------|--|-----------------------------|
| | | Share-based Awards(*) | Option-based Awards(**) | Share-based Awards(**) | Option-based Awards(***) |
| Magro | 2016 | \$2,541,125 | \$2,505,192 | \$4,898,088 | \$4,003,595 |
| Douglas | 2016 | \$ 561,282 | \$ 553,369 | \$1,081,886 | \$ 884,350 |
| O'Donoghue | 2016 | \$ 565,927 | \$ 557,905 | \$1,090,895 | \$ 891,599 |
| Deans | 2016 | \$ 561,282 | \$ 553,369 | \$1,081,886 | \$ 884,350 |
| Dyer | 2016 | \$ 549,013 | \$ 541,240 | \$1,058,204 | \$ 864,967 |

Notes:

- * Amounts reported represent the grant date fair value of PSUs, Stock Options and stand-alone SARs awarded in 2016 calculated in accordance with, and based on, the key valuation assumptions used in notes (2) and (3) with respect to the 2016 awards.
- ** The value of the 2016 grant of PSUs is calculated based on the closing price of common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share, Agrium's TSR relative to the TSRs of the PSU Peer Group as at December 31, 2016, and FCF/share relative to business plan based targets. Actual PSU payouts will vary depending upon Agrium's share price, dividend equivalents and performance relative to the PSU metrics at the end of the performance period.
- *** The value realized or outstanding with respect to options reflects the in-the-money value of the 2016 grant of Stock Options / SARs based on the closing price of common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share.
- (5) Amounts reported represent payments made in March of 2017, 2016 and 2015 under the Annual Incentive Plan that were awarded for NEO performance in 2016, 2015 and 2014, respectively.
- (6) Amounts reported include all compensatory items related to Agrium's defined benefit and defined contribution plans, including service costs, plan changes and above market earnings.
- (7) Amounts reported represent all perquisites. In 2016 and 2015 Steve Douglas received a travel allowance of U.S.\$119,293 and U.S.\$131,952 respectively, paid in relation to his travel between his home in Mississauga, Ontario and the Corporation's office in Calgary, Alberta. In 2015, Harry Deans received U.S.\$710,644 comprised of U.S.\$433,493 for home equity protection and U.S.\$277,151 in respect of a gross up in connection with the sale of his home in Geneva, Switzerland that was completed in conjunction with his relocation to Calgary, Alberta in order to serve as Senior Vice President, Agrium, and President, Wholesale. The home equity protection amount was based upon the difference between his home valuation and the sale price.
- (8) For Canadian-based executives, cash compensation data amounts have been converted from Canadian dollars to U.S. dollars using 2016, 2015 and 2014 average annual exchange rates of U.S.\$1.00 = CAD\$1.3248, U.S.\$1.00 = CAD\$1.2787 and U.S.\$1.00 = CAD\$1.1045, respectively. Defined benefit pension obligations have been converted from Canadian dollars to U.S. dollars using the 2016, 2015 and 2014 Bank of Canada noon exchange rates on December 31 of U.S.\$1.00 = CAD\$1.3427, U.S.\$1.00 = CAD\$1.3840 and U.S.\$1.00 = CAD\$1.1601, respectively. Equity compensation is denominated in U.S. dollars and thus does not require the application of an exchange rate.

Long-Term Incentive Plan Awards

Outstanding Share-Based Awards and Option-Based Awards

The following table provides details regarding outstanding options and share-based awards as of December 31, 2016:

| Name | Option and SAR Awards | | | | | Share-based Awards | | | | | |
|------------|-----------------------|---|---------|--------------------------------------|------------------------------|--|----------------|--|--|---|---|
| | Option Grant Date | Number of Securities Underlying Unexercised (#) | | Options/ SAR Exercise price (U.S.\$) | Options/ SAR Expiration date | Aggregate Value of Unexercised in-the-money Options and SARs ⁽¹⁾ (U.S.\$) | PSU Grant Date | Number of PSUs that have not vested ⁽²⁾ (#) | Market Value of PSUs that have not vested (performance to date) ⁽²⁾⁽³⁾ (U.S.\$) | Market Value of PSUs that have not vested (target performance) ⁽²⁾⁽⁴⁾ (U.S.\$) | Payout Value of PSUs that have vested and are not paid out ⁽²⁾⁽⁵⁾ (U.S.\$) |
| | | Options | SARs | | | | | | | | |
| Magro | 25-Feb-10 | 3,700 | | \$ 63.22 | 25-Feb-20 | \$ 138,121 | 1-Jan-14 | 0 | \$ 0 | \$ 0 | \$ 2,975,139 |
| | 24-Feb-11 | 2,791 | | \$ 91.13 | 24-Feb-21 | \$ 26,291 | 1-Jan-15 | 33,663 | \$ 3,892,537 | \$ 3,384,815 | \$ 0 |
| | 20-Mar-12 | 9,787 | | \$ 88.27 | 20-Mar-22 | \$ 120,184 | 1-Jan-16 | 38,057 | \$ 4,898,088 | \$ 3,826,631 | \$ 0 |
| | 25-Feb-13 | 21,258 | | \$ 101.13 | 25-Feb-23 | \$ 0 | | | | | |
| | 24-Feb-14 | 89,552 | | \$ 90.53 | 24-Feb-24 | \$ 897,311 | | | | | |
| | 25-Feb-15 | 180,472 | | \$ 115.87 | 25-Feb-25 | \$ 0 | | | | | |
| | 26-Feb-16 | 247,441 | | \$ 84.37 | 26-Feb-26 | \$ 4,003,595 | | | | | |
| | | 555,001 | | | | \$ 5,185,502 | | 71,720 | \$ 8,790,625 | \$ 7,211,446 | \$ 2,975,139 |
| Douglas | 25-Feb-15 | 52,041 | | \$ 115.87 | 25-Feb-25 | \$ 0 | 1-Jan-14 | 0 | \$ 0 | \$ 0 | \$ 1,595,613 |
| | 26-Feb-16 | 54,657 | | \$ 84.37 | 26-Feb-26 | \$ 884,350 | 1-Jan-15 | 7,598 | \$ 878,576 | \$ 763,979 | \$ 0 |
| | | | | | | | 1-Jan-16 | 8,406 | \$ 1,081,886 | \$ 845,223 | \$ 0 |
| | | 106,698 | | | | \$ 884,350 | | 16,004 | \$ 1,960,462 | \$ 1,609,202 | \$ 1,595,613 |
| O'Donoghue | 27-Feb-08 | 15,900 | | \$ 74.07 | 27-Feb-18 | \$ 421,032 | 1-Jan-14 | 0 | \$ 0 | \$ 0 | \$ 998,329 |
| | 25-Feb-09 | 14,000 | | \$ 40.30 | 25-Feb-19 | \$ 843,500 | 1-Jan-15 | 7,712 | \$ 891,758 | \$ 775,442 | \$ 0 |
| | 25-Feb-10 | 11,900 | | \$ 63.22 | 25-Feb-20 | \$ 444,227 | 1-Jan-16 | 8,476 | \$ 1,090,895 | \$ 852,262 | \$ 0 |
| | 24-Feb-11 | 8,920 | | \$ 91.13 | 24-Feb-21 | \$ 84,026 | | | | | |
| | 20-Mar-12 | 12,295 | | \$ 88.27 | 20-Mar-22 | \$ 150,983 | | | | | |
| | 25-Feb-13 | 19,486 | | \$ 101.13 | 25-Feb-23 | \$ 0 | | | | | |
| | 24-Feb-14 | 30,050 | | \$ 90.53 | 24-Feb-24 | \$ 301,101 | | | | | |
| | 25-Feb-15 | 52,822 | | \$ 115.87 | 25-Feb-25 | \$ 0 | | | | | |
| | 26-Feb-16 | 55,105 | | \$ 84.37 | 26-Feb-26 | \$ 891,599 | | | | | |
| | | 220,478 | | | | \$ 3,136,468 | | 16,188 | \$ 1,982,653 | \$ 1,627,704 | \$ 998,329 |
| Deans | 26-Feb-16 | 54,657 | | \$ 84.37 | 26-Feb-26 | \$ 884,350 | 1-Jan-15 | 39,487 | \$ 4,565,981 | \$ 3,970,418 | \$ 0 |
| | | | | | | | 1-Jan-16 | 8,406 | \$ 1,081,886 | \$ 845,223 | \$ 0 |
| | | 54,657 | | | | 884,350 | | 47,893 | \$ 5,647,867 | \$ 4,815,641 | \$ 0 |
| Dyer | 27-Feb-08 | 5,600 | | \$ 74.07 | 27-Feb-18 | \$ 148,288 | 1-Jan-14 | 0 | \$ 0 | \$ 0 | \$ 1,383,135 |
| | 25-Feb-09 | 9,400 | | \$ 40.30 | 25-Feb-19 | \$ 566,350 | 1-Jan-15 | 7,598 | \$ 878,576 | \$ 763,979 | \$ 0 |
| | 25-Feb-10 | | 4,100 | \$ 63.22 | 25-Feb-20 | \$ 153,053 | 1-Jan-16 | 8,222 | \$ 1,058,204 | \$ 826,722 | \$ 0 |
| | 24-Feb-11 | | 2,791 | \$ 91.13 | 24-Feb-21 | \$ 26,291 | | | | | |
| | 20-Mar-12 | 12,295 | | \$ 88.27 | 20-Mar-22 | \$ 150,983 | | | | | |
| | 25-Feb-13 | 21,258 | | \$ 101.13 | 25-Feb-23 | \$ 0 | | | | | |
| | 24-Feb-14 | 30,050 | | \$ 90.53 | 24-Feb-24 | \$ 301,101 | | | | | |
| | 25-Feb-15 | | 52,041 | \$ 115.87 | 25-Feb-25 | \$ 0 | | | | | |
| | 26-Feb-16 | | 53,459 | \$ 84.37 | 26-Feb-26 | \$ 864,967 | | | | | |
| | | 78,603 | 112,391 | | | \$ 2,211,033 | | 15,820 | \$ 1,936,780 | \$ 1,590,701 | \$ 1,383,135 |

Notes:

- (1) Vesting of Stock Options/TSARs and SARs is determined by the Board at the time of grant. Generally, Stock Options and SARs vest in 25% annual increments over a four year period.
- (2) Includes PSUs credited as dividend equivalents.
- (3) For the 2015 and 2016 PSU grants, reflects the market value of PSUs that have not yet vested based on Agrium's TSR relative to the TSR of the PSU Peer Group as at December 31, 2016, the performance of FCF/share relative to business plan based targets and the closing price of common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share. Actual PSU payouts will vary depending upon Agrium's share price, dividend equivalents and performance relative to the PSU metrics at the end of the performance period.
- (4) The market value of PSUs that have not yet vested is based on the closing price of common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share and assumes vesting of 100% PSUs (including PSUs credited as dividend equivalents) held by the NEO as of December 31, 2016 in his or her account. Actual PSU payouts will vary depending upon Agrium's share price, dividend equivalents and performance relative to the PSU metrics at the end of the performance period.
- (5) PSUs granted in 2014 that matured in 2016 were paid out in March 2017 based on Agrium's average closing share price for the last five trading days of 2016 of U.S.\$100.98 per common share.

Long-Term Incentive Plan Awards – Value Vested or Earned During the Year

The following table provides details regarding the option-based, share-based and non-equity incentive-based awards that vested or were earned during the year ended December 31, 2016:

| Name | Grant Date | Option-Based Awards | | Share-Based Awards | | Non-Equity Incentive Plan Compensation – Value Earned During the Year ⁽³⁾ (U.S.\$) |
|------------|------------|---------------------|--|--------------------|--|---|
| | | Number Vested (#) | Value Vested or Earned During the Year ⁽¹⁾ (U.S.\$) | Grant Date | Value Vested or Earned During the Year ⁽²⁾ (U.S.\$) | |
| Magro | 20-Mar-12 | 2,447 | \$ 9,176 | 1-Jan-14 | \$2,975,139 | \$2,072,957 |
| | 25-Feb-13 | 5,315 | \$ – | | | |
| | 24-Feb-14 | 22,388 | \$ – | | | |
| | 25-Feb-15 | 45,118 | \$ – | | | |
| | | | \$ 9,176 | | | |
| Douglas | 25-Feb-15 | 13,010 | \$ – | 1-Jan-14 | \$1,595,613 | \$ 640,151 |
| | | | \$ – | | | |
| O'Donoghue | 20-Mar-12 | 3,074 | \$11,528 | 1-Jan-14 | \$ 998,329 | \$ 557,677 |
| | 25-Feb-13 | 4,872 | \$ – | | | |
| | 24-Feb-14 | 7,513 | \$ – | | | |
| | 25-Feb-15 | 13,221 | \$ – | | | |
| | | | \$11,528 | | | |
| Deans | – | – | \$ – | – | \$ – | \$ 461,683 |
| | | | \$ – | | | |
| Dyer | 20-Mar-12 | 3,074 | \$11,528 | 1-Jan-14 | \$1,383,135 | \$ 578,263 |
| | 25-Feb-13 | 5,315 | \$ – | | | |
| | 24-Feb-14 | 7,513 | \$ – | | | |
| | 25-Feb-15 | 13,010 | \$ – | | | |
| | | | \$11,528 | | | |

Notes:

⁽¹⁾ Shows the aggregated dollar value that would have been realized if all Stock Options (including TSARs) and SARs vested in 2016 were exercised on the vesting date. The number and value of Stock Options (including TSARs) and SARs actually exercised by each NEO in the year are as follows:

| NEO | Number of Stock Options (including TSARs) and SARs Exercised | Value of Stock Options (including TSARs) and SARs Exercised (U.S.\$) |
|------------|--|--|
| Magro | – | \$ – |
| Douglas | – | \$ – |
| O'Donoghue | 5,000 | \$242,900 |
| Deans | – | \$ – |
| Dyer | 10,100 | \$588,426 |

⁽²⁾ PSUs granted in 2014 that matured in 2016 were paid out in March 2017 based on Agrium's average closing share price on the NYSE for the last five trading days of 2016 of U.S.\$100.98 per common share.

⁽³⁾ Represents the total payments to each NEO under the Annual Incentive Plan attributable to performance in 2016.

Long-Term Incentive Plan Awards – Value Exercised During the Year

The following table provides details regarding the option-based awards exercised by the NEOs during the year ended December 31, 2016:

| Name | Option-based Awards Grant Date | Option-based Awards Exercised (#) | Option-based Awards – Exercise Price (U.S.\$) | Option-based Awards – Share Price on Date of Exercise (U.S.\$) | Option-based Awards – Value Exercised During the Year (U.S.\$) |
|------------|--------------------------------|-----------------------------------|---|--|--|
| O'Donoghue | 25-Feb-09 | 5,000 | \$40.30 | \$88.88 | \$242,900 |
| | | 5,000 | | | \$242,900 |
| Dyer | 21-Feb-07 | 10,100 | \$39.73 | \$97.99 | \$588,426 |
| | | 10,100 | | | \$588,426 |

Retirement Arrangements

NEOs participate in two forms of retirement arrangements: Defined Contribution Plans (“**DC Plans**”) and DB SERPs. While tax contribution limits for the DC Plans differ between Canada and the U.S., Agrium sets the 401(k) Savings Plan company limit equal to the Canadian DC Plan. Therefore, the DC Plans and DB SERPs are essentially the same for NEOs in both countries.

Summary of Retirement Arrangements

| Canadian and U.S. NEOs | |
|------------------------|--|
| DC Plans | <ul style="list-style-type: none"> Agrium contributes 6% of eligible earnings to the maximum imposed by the <i>Income Tax Act</i> (Canada). Agrium matches voluntary contributions at a rate of 50% to a maximum of 3% of eligible earnings. |
| DB SERPs | <ul style="list-style-type: none"> Provides a pension benefit of 2% of average of the three years' highest earnings times years of service as an executive. Earnings are defined as salary in excess of DC Plan eligible earnings, plus actual incentive to a maximum of the target incentive. Earnings for the purpose of the DB SERPs are capped at \$2.5 million for the CEO and \$1 million for other NEOs. Agrium's practice is to not grant additional service credit except as needed to recognize the notice period in the event an NEO is terminated without cause. Total pension payable is further limited to 70% of final salary. Normal retirement is age 60. Early retirement is available at age 55, however pension benefits are reduced by 6% for each year retirement occurs before age 60. Similarly, pension benefits are increased by 6% for each year retirement occurs after age 60. Benefits are paid for life with a spousal survivor pension of 60% of the NEO's pension or a 15-year guarantee for an NEO without a spouse at retirement. The original participants on inception of the plan (June 25, 2006) are fully vested; participants that entered the plan between inception and December 31, 2012 vest at a rate of 25% per year; while new participants after January 1, 2013 vest at 16.7% per year. The DB SERPs are unfunded; benefits are paid from Agrium's general revenues. DB SERPs for Canadian NEOs are secured through a letter of credit held by a third party trustee. DB SERPs for U.S. NEOs are not eligible for Canadian DB SERP security. |

Retirement Arrangements Value Disclosure

The following table presents the benefits accumulated under the Agrium DC Plan as of December 31, 2016:

| Name | Accumulated value at start of year (U.S.\$) ⁽¹⁾ | Compensatory (U.S.\$) ⁽¹⁾ | Accumulated value at year end (U.S.\$) ⁽¹⁾ |
|------------|--|---|---|
| Magro | \$243,739 | \$11,780 | \$273,339 |
| Douglas | \$ 20,758 | \$11,780 | \$ 44,811 |
| O'Donoghue | \$366,835 | \$11,780 | \$411,583 |
| Deans | \$ 2,604 | \$ 7,853 | \$ 10,318 |
| Dyer | \$336,373 | \$15,402 | \$411,939 |

Note:

⁽¹⁾ Canadian dollar accumulated value amounts have been converted from Canadian dollars to U.S. dollars using the Bank of Canada noon exchange rate on December 31, 2015 and 2016 of U.S.\$1.00 = CAD\$1.3840 and U.S.\$1.00 = CAD\$1.3427 respectively and the compensatory amounts at the 2016 annual average exchange rate of U.S.\$1.00 = CAD\$1.3248, with the exception of the amounts applicable to Stephen Dyer, to which no conversion rate was applied to his U.S. dollar amounts.

The following table presents, as at December 31, 2016, accrued pension obligations and projected annual retirement benefits associated with the DB SERP payable to NEOs assuming the NEOs were to retire as of the stated dates:

| Name | Number of years credited service ⁽¹⁾ (#) | Annual benefits payable (U.S.\$) | | | Opening Present Value of Defined Benefit Obligation ⁽⁴⁾⁽⁷⁾ (U.S.\$) | Compensatory Change ⁽⁵⁾⁽⁷⁾ (U.S.\$) | Non-Compensatory Change ⁽⁶⁾⁽⁷⁾ (U.S.\$) | Closing Present Value of Defined Benefit Obligation ⁽⁷⁾ (U.S.\$) |
|------------|--|----------------------------------|-----------------------------|-----------------------------|---|---|---|--|
| | | At year end ⁽⁷⁾ | At age 60 ⁽²⁾⁽⁷⁾ | At age 65 ⁽³⁾⁽⁷⁾ | | | | |
| Magro | 7.161 | \$266,676 | \$739,140 | \$1,202,941 | \$2,304,154 | \$398,448 | \$357,077 | \$3,059,679 |
| Douglas | 2.159 | \$ 30,447 | \$178,098 | \$ 323,192 | \$ 210,044 | \$193,081 | \$ 42,867 | \$ 445,992 |
| O'Donoghue | 17.220 | \$229,776 | \$303,645 | \$ 481,472 | \$3,130,027 | \$205,592 | \$393,081 | \$3,728,700 |
| Deans | 1.353 | \$ 18,250 | \$160,726 | \$ 296,617 | \$ 57,939 | \$174,866 | \$ 19,896 | \$ 252,701 |
| Dyer | 11.061 | \$173,589 | \$364,276 | \$ 583,440 | \$1,779,575 | \$212,455 | \$257,014 | \$2,249,044 |

Notes:

- (1) None of the NEOs have been credited with additional years of service above the years of service actually provided to the Corporation.
- (2) The normal retirement age for NEOs is 60. In order to participate in the Canadian DB SERP or U.S. DB SERP, as applicable, designated executives entered into agreements with the Corporation phasing out any severance benefits by the age of 60.
- (3) The projected annual pension benefits are calculated assuming the highest average Excess Earnings remain unchanged from December 31, 2016.
- (4) The present value of defined benefit obligations is the actuarial value of projected benefits for service accrued to the date indicated. The calculation of the amounts shown in the table use actuarial assumptions and methods that are consistent with those used for calculating pension obligations disclosed in the Corporation's consolidated financial statements. For key assumptions used, see Note 8 to the Corporation's 2016 audited consolidated financial statements.
- (5) The amount related to service cost and compensation changes differing from the assumptions (as utilized for purposes of calculating pension obligations as disclosed in the Corporation's audited consolidated financial statements).
- (6) The amount related to items such as interest on the obligation, the impact of changes in the discount rate assumption and changes in the U.S. exchange rate for Canadian-based executives.
- (7) Canadian dollar amounts have been converted from Canadian dollars to U.S. dollars using the Bank of Canada noon exchange rate on December 31, 2016 of U.S.\$1.00 = CAD\$1.3427, with the exception of the amounts applicable to Stephen Dyer, to which no conversion rate was applied as such amounts were in U.S. dollars.

NEO Contracts, Termination and Change in Control Benefits

During 2013, a new form of executive employment agreement was adopted to align on-going contractual obligations with many of the current best practices. Chuck Magro, Steve Douglas and Harry Deans, all of who were appointed to their roles following this change, have employment agreements based on these revised terms.

Contract Provisions

Chuck Magro – President & Chief Executive Officer

| Scenario | Key provisions |
|---|--|
| Termination without Cause, including Constructive Dismissal – not involving a Change in Control | <p>Lump sum cash payment equal to:</p> <ul style="list-style-type: none"> monthly salary times the number of months in the severance period; annual incentive at target prorated for the portion of the year worked, plus annual incentive at target over the severance period; the value of Agrium's contributions to the DC Plan for the severance period; and 20% of salary in lieu of benefits and Agrium's cost of perquisites for the severance period. <p>Also entitled to:</p> <ul style="list-style-type: none"> DB SERP service credit equal in length to the severance period; vesting and settlement of all outstanding PSUs held by the NEO, determined in accordance with the PSU/RSU Plan; and vesting and expiry of Stock Options held by the NEO, determined in accordance with the Stock Option Plan. |
| Termination without Cause, including Constructive Dismissal – within two years of a Change in Control | <ul style="list-style-type: none"> As above. |

| Scenario | Key provisions |
|-----------------------|---|
| Restrictive covenants | <ul style="list-style-type: none"> 12-month non-competition provision. 24-month non-solicitation provision. 12-month holdback of severance payments (excluding annual incentive) to satisfy any recoupment or clawback requirements. Payment is conditional on compliance with the restrictive covenants during the 12-month period. |

Chuck's severance period is determined as follows:

| Age | Severance Period |
|---------------|--|
| 57 or younger | 24 months. |
| 58 to 59 | The greater of (i) the number of full calendar months remaining until Chuck attains age 60, or (ii) the statutory minimum notice period. |
| 60 or greater | Minimum statutory requirements. |

Steve Douglas – Senior Vice President & Chief Financial Officer and Harry Deans – Senior Vice President, Agrium and President, Wholesale

Steve Douglas' and Harry Deans' agreements closely resemble Chuck's, except for the maximum severance period cannot exceed 18 months.

| Scenario | Key provisions |
|---|---|
| Termination without Cause, including Constructive Dismissal – not involving a Change in Control | The same as Chuck, except the severance period is a maximum of 18 months and for Steve Douglas, the annual incentive component consists of a lump sum cash payment equal to the annual incentive at target, divided by 12 and multiplied by a maximum of 18 months. In addition, they are entitled to 1% of salary/month (Steve) or the cost of benefits (Harry) in lieu of benefits over the severance period. |
| Termination without Cause, including Constructive Dismissal – involving a Change in Control within two years of a Change in Control | The same as Chuck, except the severance period is a maximum of 18 months and Harry is entitled to the cost of benefits over the severance period. |
| Restrictive covenant | <ul style="list-style-type: none"> 12-month non-competition provision. 12-month non-solicitation provision (Steve). 24-month non-solicitation provision (Harry). |

Other NEOs

The employment agreements for Leslie O'Donoghue and Stephen Dyer, which are based on an earlier form of employment agreement, provide for the following in the event of termination without cause (including constructive dismissal) or a change in control:

| Scenario | Key provisions |
|---|---|
| Termination without Cause, including Constructive Dismissal – not involving a Change in Control | <p>The same as Chuck, except for:</p> <ul style="list-style-type: none"> the lump sum payment includes the market value of vested PSUs held by the NEO in their account as of the termination date, with immediate full vesting of 100% of his or her PSUs as of such date; and entitled to the cost of benefits over the severance period. |
| Termination without Cause, including Constructive Dismissal – within two years of a Change in Control | As above except that all unvested Stock Options/SARs held by the NEO would immediately vest. |
| Change in Control without Termination | All unvested Stock Options/SARs held by the NEO would immediately vest. |

The termination period is determined as follows:

| Age | Termination Period |
|---------------|--|
| 57 or younger | 24 months. |
| 58 to 59 | The greater of (i) the number of full calendar months remaining until NEO attains age 60, or (ii) the statutory minimum notice period. |
| 60 or greater | Minimum statutory requirements. |

See “Schedule E – PSU/RSU Plan”, “Schedule F – Stock Option/Tandem SAR Plan”, and “Schedule G – Stock Appreciation Rights (SAR) Plan” for details pertaining to vesting provisions in the event of a change in employment status.

Incremental Amounts Payable

The following table presents the incremental amounts payable to NEOs as of December 31, 2016 in the event of termination without cause (including constructive dismissal) or a change in control.⁽¹⁾

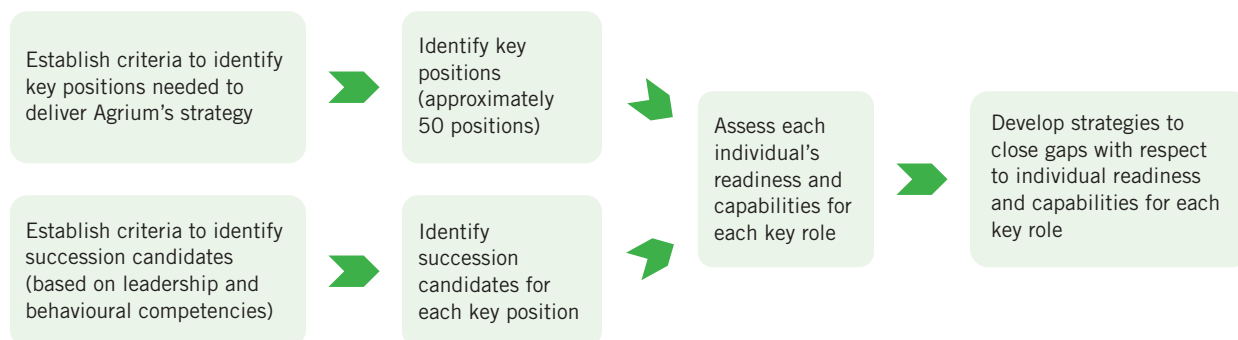
| | Termination Without Cause/Constructive Dismissal (U.S.\$) | Termination/Constructive Dismissal Following a Change in Control (U.S.\$) | Change in Control Without Termination (U.S.\$) |
|-----------------------------------|---|--|---|
| Magro⁽²⁾ | | | |
| Salary/Annual Incentive | \$5,138,899 | \$ 5,138,899 | – |
| Benefits | \$ 223,430 | \$ 223,430 | – |
| Perquisites | \$ 105,012 | \$ 105,012 | – |
| Long-term Incentives | | | |
| PSUs ⁽³⁾ | \$ – | \$ 7,211,446 | – |
| Stock Options/SARs ⁽⁵⁾ | \$ – | \$ 4,452,251 | – |
| Pension Benefits | \$ 890,897 | \$ 890,897 | – |
| Total Compensation | \$6,358,238 | \$18,021,935 | – |
| Douglas⁽²⁾ | | | |
| Salary/Annual Incentive | \$1,173,010 | \$ 1,407,612 | – |
| Benefits | \$ 78,201 | \$ 104,268 | – |
| Perquisites | \$ 19,457 | \$ 23,348 | – |
| Long-term Incentives | | | |
| PSUs ⁽³⁾ | \$ – | \$ 1,609,202 | – |
| Stock Options/SARs ⁽⁵⁾ | \$ – | \$ 884,350 | – |
| Pension Benefits | \$ 200,064 | \$ 226,713 | – |
| Total Compensation | \$1,470,732 | \$ 4,255,493 | – |
| O'Donoghue⁽²⁾ | | | |
| Salary/Annual Incentive | \$1,668,280 | \$ 1,668,280 | – |
| Benefits | \$ 6,703 | \$ 6,703 | – |
| Perquisites | \$ 30,387 | \$ 30,387 | – |
| Long-term Incentives | | | |
| PSUs ⁽⁴⁾ | \$1,627,704 | \$ 1,627,704 | – |
| Stock Options/SARs ⁽⁵⁾ | \$ – | \$ 1,042,149 | \$1,042,149 |
| Pension Benefits | \$ 225,874 | \$ 225,874 | – |
| Total Compensation | \$3,558,948 | \$ 4,601,097 | \$1,042,149 |
| Deans⁽²⁾ | | | |
| Salary/Annual Incentive | \$1,251,210 | \$ 1,251,210 | – |
| Benefits | \$ 8,287 | \$ 8,287 | – |
| Perquisites | \$ 22,790 | \$ 22,790 | – |
| Long-term Incentives | | | |
| PSUs ⁽³⁾ | \$ – | \$ 4,815,641 | – |
| Stock Options/SARs ⁽⁵⁾ | \$ – | \$ 884,350 | – |
| Pension Benefits | \$ 142,822 | \$ 142,822 | – |
| Total Compensation | \$1,425,109 | \$ 7,125,100 | – |
| Dyer | | | |
| Salary/Annual Incentive | \$2,170,000 | \$ 2,170,000 | – |
| Benefits | \$ 26,737 | \$ 26,737 | – |
| Perquisites | \$ 38,800 | \$ 38,800 | – |
| Long-term Incentives | | | |
| PSUs ⁽⁴⁾ | \$1,590,701 | \$ 1,590,701 | – |
| Stock Options/SARs ⁽⁵⁾ | \$ – | \$ 1,015,517 | \$1,015,517 |
| Pension Benefits | \$ 458,662 | \$ 458,662 | – |
| Total Compensation | \$4,284,900 | \$ 5,300,417 | \$1,015,517 |

Notes:

- (1) There are no incremental payments payable to Agrium executives (including the NEOs) in the case of retirement, voluntary resignation or termination for cause.
- (2) For Canadian-based executives, compensation data (excluding long-term incentives which are denominated in U.S. dollars) have been converted from Canadian dollars to U.S. dollars using the Bank of Canada noon exchange rate on December 31, 2016 of U.S.\$1.00 = CAD\$1.3427.
- (3) The value of PSU payouts is the estimated current value based on the closing price of common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share and assumes vesting of PSUs (including PSUs credited as dividend equivalents) in accordance with the PSU/RSU Plan.
- (4) The value of PSU payouts is the estimated current value based on the closing price of common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share and assumes immediate full vesting of 100% of the PSUs (including PSUs credited as dividend equivalents) held by the NEO in his or her account as of December 31, 2016.
- (5) The value of Stock Options/SAR payouts is the current in-the-money value based on the closing price of common shares on the NYSE on December 31, 2016 of U.S.\$100.55 per common share and assumes immediate full vesting of 100% of the Stock Options/SARs held by the NEO as of December 31, 2016. Actual payouts will vary depending upon Agrium's share price and the number of vested Stock Options/SARs held by the NEO. In circumstances where no change in control is involved, actual payouts will vary depending upon Agrium's share price and the number of vested Stock Options/SARs held by the NEO, with vesting to be determined in accordance with the Stock Option Plan (as applicable). In circumstances where a change in control is involved, the number of vested Stock Options/SARs held by the NEO will be determined on the basis that 100% Stock Options/SARs held by the NEO will immediately fully vest. For grants made on or after January 1, 2013, Stock Options/SARs held by Chuck Magro, Steve Douglas and Harry Deans will vest only in the event of termination without cause/constructive dismissal following a change in control (i.e., double-trigger).

Succession Planning

The HR&C Committee has responsibility for overseeing the leadership succession planning process to ensure continuity of high quality leadership and actively participates in succession planning for the CEO. The HR&C Committee also monitors succession plans for other executives. The following illustrates the succession planning process:



At least once a year, the HR&C Committee reviews the effectiveness of this process and discusses the gaps, as well as the strategies to close these gaps. In addition, members of the HR&C Committee regularly interact with executives, which promotes relationships that further enable the HR&C Committee to oversee and manage the succession process.

For 2016, there was only one change to Agrium's executive leadership team:

Ron Wilkinson, formerly Senior Vice President & Advisor to the CEO, retired on August 31, 2016. Ron previously held the position of Senior Vice President, Agrium and President, Wholesale.

In 2016, Agrium identified a secondary tier of positions, in addition to the 50 key positions, that serve as stepping-stones to key leadership positions to ensure a robust pipeline of talent for key leadership positions.

Section Seven: General Information

Indebtedness of Directors, Officers and Employees

Except for routine indebtedness, none of the current or former executive officers, directors or employees of the Corporation or any of our subsidiaries is indebted to the Corporation or any of our subsidiaries, including by way of a guarantee, support agreement, letter of credit or similar arrangement or understanding between the Corporation or any of our subsidiaries and another entity.

Interest of Informed Persons in Material Transactions

We are not aware of any material interest, direct or indirect, of any “informed” person of the Corporation (as such term is defined under applicable Canadian securities laws), any proposed director of the Corporation, or any associate or affiliate of any informed person or proposed director, in any transaction since the start of our most recently completed financial year or in any proposed transaction which has or would materially affect us or any of our subsidiaries.

Shareholder Proposals

Shareholder proposals to be considered for inclusion in the 2018 Management Proxy Circular must be received by us on or before December 13, 2017, by email to corporatesecretary@agrium.com or by facsimile (403) 225-7610, or by mail or courier to Agrium Inc., 13131 Lake Fraser Drive S.E., Calgary, Alberta, Canada T2J 7E8, Attention: Corporate Secretary.

Advance Notice By-Law

In 2014, shareholders confirmed By-Law No. 2, a By-Law Relating to Advance Notice of Nominations of the Directors of the Corporation (the “**Advance Notice By-Law**”) which establishes a framework for advance notice of nominations of persons for election to the Board. The Advance Notice By-Law sets deadlines of a prescribed number of days before a shareholders’ meeting for a shareholder to notify us of its intention to nominate one or more directors, and explains the information that must be included with the notice for it to be valid. The Advance Notice By-Law applies at an annual meeting of shareholders or a special meeting of shareholders that was called to elect directors (whether or not also called for other purposes), and may be waived by the Board. It does not affect the ability of shareholders to requisition a meeting or make a proposal under the *Canada Business Corporations Act*.

In the case of an annual meeting of shareholders, notice to the Corporation pursuant to the Advance Notice By-Law must be given not less than 30 nor more than 65 days prior to the date of the annual meeting. In the event that the annual meeting is to be held on a date that is less than 50 days after the date on which the first public announcement of the date of the annual meeting was made, notice may be given not later than the close of business on the 10th day following the notice date. In the case of a special meeting of shareholders (which is not also an annual meeting), notice to the Corporation pursuant to the Advance Notice By-Law must be given not later than the close of business on the 15th day following the day on which the first public announcement of the date of the meeting was made. As at the date of this circular, Agrium had not received any additional director nominations for the meeting.

Other Matters

As of March 10, 2017, we know of no amendment, variation or other matter to come before the meeting other than the matters referred to above.

Directors’ Approval

The directors have approved the contents and mailing of this circular.

BY ORDER OF THE BOARD OF DIRECTORS



Gary J. Daniel, Corporate Secretary
March 10, 2017

Schedule A — Certain Definitions

| | |
|--|--|
| 401(k) Savings Plan | Agrium's qualified 401(k) Retirement Savings Plan for designated U.S. executives |
| Annual Information Form | Agrium's Annual Information Form dated February 22, 2017 for financial year ended December 31, 2016 |
| average non-cash working capital to sales | Rolling four quarter average non-cash working capital divided by sales, an IFRS financial measure |
| Board | The Board of Directors of Agrium Inc. |
| Cash operating coverage ratio | Represents gross profit excluding depreciation and amortization less EBITDA, divided by gross profit excluding depreciation and amortization expense, a non-IFRS financial measure |
| CEO's and Sales Excellence Award Programs | Agrium's CEO's and Sales Excellence Award Programs pursuant to which, under a delegation of authority by the Board to the Chief Executive Officer, the Chief Executive Officer may grant awards of PSUs, stock options and SARs under Agrium's PSU/RSU Plan, Stock Option Plan and SAR Plan, as applicable, to eligible employees in connection with exceptionally meritorious performance, promotions and new hires |
| CG&N Committee | Corporate Governance & Nominating Committee |
| Chief Executive Officer, or CEO | Agrium's President & Chief Executive Officer |
| Chief Financial Officer, or CFO | Agrium's Chief Financial Officer |
| circular | This management proxy circular, including the schedules to this circular |
| Code | Agrium's Code of Business Conduct and Ethics |
| Committees | The Audit Committee, the CG&N Committee, the EHS&S Committee and the HR&C Committee |
| common shares | The common shares of Agrium Inc. |
| Compensation Peer Group | The comparator group used in the determination of compensation for the Chief Executive Officer, Chief Financial Officer, and other NEOs as described under "Section Six: Executive Compensation Governance — Compensation Discussion & Analysis — Compensation Framework — Compensation Peer Group" |
| CSA | The Canadian Securities Administrators |
| CSA Rules | The rules of the Canadian Securities Administrators relating to governance practices and audit committees, including NP 58-201, NI 58-101 and NI 52-110 |
| DB SERPs | Agrium's Defined Benefit Supplemental Executive Retirement Plans for Designated Executives |
| DC Plans | Agrium's Registered Defined Contribution Plan for Canadian-based executives and Agrium's 401(k) Savings Plan for U.S.-based executives |
| DSU Plan | The Directors' Consolidated Deferred Share Unit Plan |
| DSUs | Deferred Share Units |
| EBITDA | Net earnings (loss) before finance costs, income taxes, depreciation and amortization, and net earnings (loss) from discontinued operations, a non-IFRS financial measure |
| EBITDA to sales | EBITDA divided by sales, a non-IFRS financial measure |
| EDGAR | Electronic Data Gathering, Analysis, and Retrieval system www.sec.gov/edgar.shtml |
| EHS&S Committee | Environment, Health, Safety & Security Committee |
| Excess Earnings | Earnings used to determine DB SERP |
| Free Cash Flow | Cash provided by operating activities excluding the impact of net changes in non-cash working capital less sustaining capital expenditures, a non-IFRS financial measure |

| | |
|---|--|
| Free Cash Flow per Share, or FCF/share | Free Cash Flow, a non-IFRS financial measure, divided by the diluted weighted average number of shares |
| HR&C Committee | Human Resources & Compensation Committee |
| IFRS | International Financial Reporting Standards |
| KPIs | Key Performance Indicators |
| MD&A | Management's Discussion & Analysis |
| meeting | The Annual Meeting of shareholders to be held on Tuesday, May 2, 2017, or any adjournment or postponement thereof |
| Meridian | Meridian Compensation Partners |
| NEOs | Named Executive Officers for 2016, being the Chief Executive Officer, Chief Financial Officer and the next three most highly compensated executive officers of the Corporation |
| NI 52-110 | National Instrument 52-110 — <i>Audit Committees</i> |
| NI 58-101 | National Instrument 58-101 — <i>Disclosure of Corporate Governance Practices</i> |
| NI 62-104 | National Instrument 62-104 — <i>Take-Over Bids and Issuer Bids</i> |
| notice of meeting | The notice of meeting accompanying the circular |
| NP 58-201 | National Policy 58-201 — <i>Corporate Governance Guidelines</i> |
| NYSE | New York Stock Exchange |
| NYSE Listing Standards | NYSE corporate governance requirements as set out in the NYSE's Listed Company Manual |
| Option Granting Policy | Agrium's Policy on granting Stock Options and SARs |
| PotashCorp | Potash Corporation of Saskatchewan Inc. |
| PSU Peer Group | The comparator group used to determine the performance vesting of the TSR component of PSUs granted under the PSU/RSU Plan, as described under "Section Six: Executive Compensation Governance — Compensation Discussion & Analysis — Compensation Framework — PSU Peer Group" |
| PSU/RSU Plan | Agrium's Consolidated Performance Share Unit and Restricted Share Unit Plan |
| PSUs | Performance Share Units awarded under the PSU/RSU Plan |
| record date | March 9, 2017 |
| RSUs | Restricted Share Units awarded under the PSU/RSU Plan |
| SAR Plan | Agrium's Amended and Restated Stock Appreciation Rights Plan |
| SARs | Stock Appreciation Rights awarded under the SAR Plan |
| SEDAR | System for Electronic Document Analysis and Retrieval www.sedar.com |
| Stock Option Plan | Agrium's Amended and Restated Stock Option / Tandem Stock Appreciation Rights Plan |
| Stock Options | Stock Options, including, prior to January 1, 2015, Tandem Stock Appreciation Rights (TSARs), awarded under the Stock Option Plan |
| Total Shareholder Return, or TSR | Total shareholder return |
| Towers Watson | Towers Watson Canada Inc. |
| TSX | Toronto Stock Exchange |

Schedule B — Legal Advisories

Forward-Looking Statements Advisory

Certain statements and other information included in this circular constitute “forward-looking information” or “financial outlook” within the meaning of applicable Canadian securities legislation or constitute “forward-looking statements” within the meaning of applicable U.S. securities legislation (collectively, “forward-looking statements”). Forward-looking statements are typically identified by the words “believe”, “expect”, “estimate”, “would” and other similar expressions. All statements in this document other than those relating to historical information or current conditions are forward-looking statements, including, but not limited to, statements as to our expectations, estimates and analysis with respect to: our future earnings and our continued focus on growth in returns to shareholders; that we will continue to streamline our structure, costs and working capital and the expected benefits of such efforts and the timing thereof; our expectations with respect to our expansion projects, the scope, costs and timing of completion of such projects, and the impact of such projects on our operations and production; our expectation respecting performance of our business units and our continued focus on financial targets; our expectations respecting the effect of our executive compensation program and our plans and expectations respecting our compensation-related plans and focus for 2017; and our assessment that there are no significant risks related to our compensation policies or practices that are likely to have a material adverse effect on Agrium. Readers are cautioned not to place undue reliance on forward-looking statements, which involve known and unknown material risks and uncertainties that may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied in such forward-looking statements.

Forward-looking statements in this circular are intended to provide shareholders with information regarding Agrium, including our assessment of future financial plans and outlook, and may not be appropriate for other purposes. Further, the forward-looking statements included in this circular are based on certain assumptions and analysis made by us in light of our experience and perception of historical trends, current conditions and expected future developments as well as other factors we believe are appropriate in the circumstances. In addition, this document contains certain forward-looking statements regarding the proposed merger with PotashCorp, including timing for the completion thereof. Refer to the discussion under the heading “Key Assumptions and Risks in Respect of Forward-Looking Statements” in the 2016 MD&A, with respect to the material assumptions and risks associated with the forward-looking statements.

By their nature, forward-looking statements are subject to various risks and uncertainties which could cause Agrium’s anticipated results and experience to differ materially from the anticipated results or expectations expressed. The key risks and uncertainties that could cause actual results to differ materially from those in the forward-looking statements include risks set forth in our Annual Information Form under the heading “Risk Factors” and the risks set forth in the 2016 MD&A under the heading “Enterprise Risk Management — Material Business Risks” and under the heading “Key Assumptions and Risks in Respect of Forward-Looking Statements”. Additional information and other risk factors respecting the business and operations of Agrium are detailed from time to time in Agrium reports filed with the Canadian Securities Administrators and the U.S. Securities and Exchange Commission. The 2016 MD&A and our Annual Information Form are available on our website at www.agrium.com and have been filed with the CSA under Agrium’s profile on SEDAR at www.sedar.com and with the U.S. Securities and Exchange Commission on EDGAR at www.sec.gov/edgar.shtml. Upon request, we will promptly provide a copy of our Annual Information Form or the 2016 MD&A to an Agrium shareholder, free of charge.

Agrium disclaims any intention or obligation to update or revise any forward-looking statements in this circular as a result of new information or future events, except as may be required under applicable U.S. federal securities laws or applicable Canadian securities legislation.

IFRS Advisory

Historical financial information relating to Agrium for 2016, 2015 and 2014 presented and discussed in this circular is prepared in accordance with IFRS as issued by the International Accounting Standards Board.

Non-IFRS Financial Measures Advisory

Certain financial measures used in this circular, including EBITDA, Wholesale EBITDA, Retail EBITDA, EBITDA to sales, normalized comparable store sales, Free Cash Flow, Free Cash Flow per Share, guidance relevant earnings per share and cash operating coverage ratio are not prescribed by, and do not have standardized meaning under, IFRS. Our method of calculation of the non-IFRS financial measures may not be directly comparable to that of other companies. We consider these non-IFRS financial measures to provide useful information to both Management and investors in measuring our financial performance and financial condition. In addition, certain of these non-IFRS financial measures are used for measuring performance and setting executive compensation. These non-IFRS financial measures should not be considered as a substitute for, or superior to, measures of financial performance prepared in accordance with IFRS. For a discussion of how these non-IFRS financial measures are calculated and their usefulness to users, including Management, as well as for a reconciliation of these non-IFRS financial measures to the most directly comparable measures calculated in accordance with IFRS, please refer to our 2016 MD&A under the heading “Non-IFRS Financial Measures” and to the disclosure under the heading “Adjusted Net Earnings and Guidance Relevant Earnings Reconciliations” included in our press release dated February 9, 2017 announcing our fourth quarter 2016 results.

Schedule C — Board of Directors Charter

1. Introduction

This Charter is intended to identify the specific responsibilities of the Board of Directors and thereby to enhance coordination and communication between the Board and management. The responsibilities identified here are to be carried out consistently with the principles stated in the Corporation's Corporate Governance Guidelines and the Corporation's Code of Business Conduct and Ethics. This Charter complements the Charters of the four Committees of the Board, as well as the respective Terms of Reference for the Board Chair, for the Committee Chairs, for Individual Directors, and for the Chief Executive Officer, all of which have been developed and approved by the Board.

2. Duties and Responsibilities

- (a) Primary Responsibility and Plenary Authority. The primary responsibility of the Board is to supervise the management of the Corporation so as to foster the long-term success of the Corporation consistent with the Board's responsibility to the shareholders to maximize shareholder value. The Board has plenary power. The Board has the power to delegate (subject to subsection 2(b) herein) its authority and duties to Committees of the Board or to individual members of the Board or to management as the Board considers appropriate. Any responsibility not delegated to management or a Committee of the Board or an individual member of the Board remains with the Board.
- (b) Operations of the Board. The Board operates by delegating certain of its authority, including spending authorizations, to management and by reserving certain powers to itself. The legal obligations of the Board are described in detail in Section 3. Subject to these legal obligations and to the Articles and By-Laws of the Corporation, the Board retains the responsibility for managing its own affairs, including:
 - (i) planning its composition and size;
 - (ii) determining independence of Board members;
 - (iii) selecting its Chair;
 - (iv) nominating candidates for election to the Board;
 - (v) appointing Committees;
 - (vi) determining Director compensation;
 - (vii) periodically discussing matters of interest separate from and independent of any influence from management; and
 - (viii) assessing the effectiveness of the Board, Committees and Directors in fulfilling their responsibilities.
- (c) Management and Human Resources. The Board has the responsibility to:
 - (i) appoint the Chief Executive Officer, and provide advice and counsel to the Chief Executive Officer in the execution of the Chief Executive Officer's duties;
 - (ii) approve Terms of Reference for the Chief Executive Officer;
 - (iii) evaluate the Chief Executive Officer's performance at least annually against agreed upon written objectives and, with only independent members of the Board present, determine and approve the Chief Executive Officer's compensation level based on this evaluation, taking into account the views and recommendations of the Human Resources & Compensation Committee;
 - (iv) satisfy itself, to the extent feasible, as to the integrity of the Chief Executive Officer and other executive officers and that the Chief Executive Officer and other executive officers are creating a culture of integrity throughout the organization;
 - (v) approve certain decisions relating to senior management, including the:
 - (A) appointment and discharge of executive officers;
 - (B) compensation and benefits for executive officers;
 - (C) acceptance by the Chief Executive Officer of any outside directorships on public companies (other than non-profit organizations) or any significant public service commitments; and
 - (D) employment, consulting, retirement and severance agreements, and other special arrangements proposed for executive officers;

- (vi) take reasonable steps to ensure that succession planning and management development programs are in place, including:
 - (A) the succession plan for the Chief Executive Officer;
 - (B) a succession planning program with respect to other senior management, including a program to train and develop management; and
 - (C) criteria and processes for recognition, promotion, training, development, and appointment of senior management are consistent with the future leadership requirements of the Corporation;
- (vii) take reasonable steps to create opportunities to become acquainted with employees who have the potential to become members of senior management, including presentations to the Board by these employees, Director visits to their workplace, or interaction with them at social occasions; and
- (viii) approve certain matters relating to all employees, including:
 - (A) the annual salary/incentive policies and programs for employees;
 - (B) new benefit programs or material changes to existing programs;
 - (C) material changes in retirement plans; and
 - (D) material benefits granted to retiring employees outside of benefits received under approved retirement plans and other benefit programs.
- (d) Strategy and Plans. The Board has the responsibility to:
 - (i) adopt a strategic planning process, and participate with management, at least annually, in the development of, and ultimately approve, the Corporation's strategic plan, taking into account, among other things, the opportunities and risks of the Corporation's business;
 - (ii) approve the annual business plans that implement the strategic plan;
 - (iii) approve annual capital and operating budgets that support the Corporation's ability to meet its strategic objectives;
 - (iv) approve the Corporation's political donations policy;
 - (v) approve the entering into, or withdrawing from, lines of business that are, or are likely to be, material to the Corporation;
 - (vi) approve financial and operating objectives used in determining compensation if they are different from the strategic, capital or operating plans referred to above;
 - (vii) approve material divestitures and acquisitions;
 - (viii) monitor the Corporation's progress towards its strategic objectives, and revise and alter its direction through management in light of changing circumstances; and
 - (ix) review, at every regularly scheduled Board meeting if feasible, recent developments that may affect the Corporation's strategy.
- (e) Financial and Corporate Issues. The Board has the responsibility to:
 - (i) take reasonable steps to ensure the implementation and integrity of the Corporation's internal control and management information systems;
 - (ii) monitor operating and financial performance relative to budgets and objectives;
 - (iii) review and approve the annual financial statements and notes, and related MD&A of financial condition and results of operations contained in the annual report, the annual information form, and the management proxy circular;
 - (iv) review and approve the quarterly financial results and approve the release thereof by management;
 - (v) declare dividends;
 - (vi) approve financings, changes in authorized capital, issue and repurchase of shares, issue of debt securities, listing of shares and other securities, and related prospectuses and trust indentures;
 - (vii) subject to confirmation by the shareholders of the Corporation at each annual meeting, appoint the external auditors for the Corporation and approve the auditor's fees;
 - (viii) approve banking resolutions and significant changes in banking relationships;

- (ix) approve appointments of, or material changes in relationships with, corporate trustees;
- (x) approve significant contracts, transactions, and other arrangements or commitments that may be expected to have a material impact on the Corporation; and
- (xi) approve the commencement or settlement of litigation that may be expected to have a material impact on the Corporation.
- (f) Business and Risk Management. The Board has the responsibility to:
 - (i) take reasonable steps to ensure that management identifies and understands the principal risks of the Corporation's business, implements appropriate systems to manage these risks and achieves a proper balance between risk and returns;
 - (ii) receive, at least annually, reports from management on matters relating to, among others, ethical conduct, environmental management, and employee health and safety; and
 - (iii) review corporate insurance.
- (g) Policies and Procedures. The Board has the responsibility to:
 - (i) develop the Corporation's approach to corporate governance, including the development of the Corporate Governance Guidelines;
 - (ii) monitor compliance with the significant policies and procedures by which the Corporation is operated;
 - (iii) direct management to ensure that the Corporation operates at all times within applicable laws and regulations; and
 - (iv) review significant new corporate policies or material amendments to existing policies (including, for example, policies regarding business conduct, conflict of interest and the environment).
- (h) Compliance Reporting and Corporate Communications. The Board has the responsibility to:
 - (i) adopt a communication or disclosure policy for the Corporation and take reasonable steps to ensure that the Corporation has in place effective communication processes with shareholders and other stakeholders and with financial, regulatory and other institutions and agencies as appropriate;
 - (ii) approve interaction with shareholders on all items requiring shareholder approval;
 - (iii) approve the content of the Corporation's major communications to shareholders and the investing public, including any prospectuses that may be issued, and any significant information respecting the Corporation contained in any documents incorporated by reference in any such prospectuses;
 - (iv) take reasonable steps to ensure that the financial performance of the Corporation is accurately and fairly reported to shareholders, other security holders and regulators on a timely and regular basis, and in accordance with generally accepted accounting principles;
 - (v) take reasonable steps to oversee the timely reporting of any other developments that have a material impact on the Corporation; and
 - (vi) report annually to shareholders on the Board's stewardship for the preceding year (the Annual Report).
- (i) Access to Independent Directors. The Board of Directors has established a procedure by which security holders may provide feedback directly to the independent directors as a group, and by which any interested party may communicate directly with the Board Chair and the independent directors. Interested parties may contact the Board Chair and the other independent directors as a group by contacting the Board Chair by sending by regular mail (or other means of delivery) to the corporate headquarters address of the Corporation a sealed envelope marked "Private and Strictly Confidential – Attention: Chair of the Board of Directors of Agrium Inc." Any such envelope shall be delivered unopened to the Board Chair.
- (j) Expectations and Responsibilities of Individual Directors. Each Director is responsible to provide constructive counsel to and oversight of management, consistent with a director's statutory and fiduciary obligations to the Corporation. The specific expectations and responsibilities of individual directors are set out in the Individual Directors Terms of Reference which is attached as Appendix 1 and incorporated by reference herein. The Individual Director Terms of Reference complement the Charters for the Board of Directors and each of the four Committees of the Board, as well as the Terms of Reference for a Committee Chair and the Board Chair, all of which are available on the Corporation's website under "Governance" at www.agrium.com.

3. General Legal Obligations of the Board of Directors

- (a) Legal Matters. The Board has the responsibility to:
- (i) direct management to ensure legal requirements have been met, and documents and records have been properly prepared, approved and maintained;
 - (ii) approve changes in the By-Laws and Articles of Incorporation, matters requiring shareholder approval, and agendas for shareholder meetings;
 - (iii) approve the Corporation's legal structure, name, logo, mission statement and vision statement; and
 - (iv) perform such functions as it reserves to itself or which cannot, by law, be delegated to Committees of the Board or to an individual member of the Board or to management.

4. Outside Consultants or Advisors

At the Corporation's expense, the Board may retain, when it considers it necessary or desirable, outside consultants or advisors to advise the Board independently on any matter. The Board shall have the sole authority to retain and terminate any such consultants or advisors, including sole authority to review a consultant's or advisor's fees and other retention terms.

5. Review of Board Charter

The Board shall assess the adequacy of this Charter annually and shall make any changes deemed necessary or appropriate.

6. Non-Exhaustive List

The foregoing list of duties is not exhaustive, and the Board may, in addition, perform such other functions as may be necessary or appropriate in the circumstances for the performance of its responsibilities.

Appendix 1 to Schedule C — Terms of Reference for Individual Directors

1. Introduction

These Terms of Reference are intended to identify specific responsibilities of individual members of the Board of Directors and thereby to enhance coordination and communication within the Board as well as between the Board and management. The responsibilities identified here are to be carried out consistently with the principles stated in the Corporation's Corporate Governance Guidelines and the Corporation's Code of Business Conduct and Ethics. These Terms of Reference complement the Charters for the Board and for the four Committees of the Board, as well as the respective Terms of Reference for the Board Chair and for the Chief Executive Officer.

2. Responsibilities of Corporate Stewardship

Each Director has the responsibility to:

- (a) advance the interests of the Corporation and the effectiveness of the Board by bringing his or her knowledge and experience to bear on the strategic and operational issues facing the Corporation;
- (b) exercise a director's fiduciary obligations to shareholders and other stakeholders;
- (c) provide constructive counsel to and oversight of management;
- (d) preserve the confidentiality of non-public and proprietary information;
- (e) be available as a resource to management and the Board; and
- (f) demonstrate a willingness and availability for individual consultation with the Board Chair and the Chief Executive Officer.

3. Responsibilities of Integrity and Loyalty

Each Director has the responsibility to:

- (a) comply with the Corporation's Code of Business Conduct and Ethics;
- (b) disclose to the Corporate Secretary, prior to the beginning of his or her service on the Board, and promptly thereafter, all potential conflicts of interest, so that a course of action can be determined to resolve any such conflicts before any interest of the Corporation is jeopardized;
- (c) promptly inform the Corporate Secretary, upon undertaking any new significant interests or relationships not previously disclosed, of this change in potential conflicts of interest; and
- (d) disclose to the Board Chair, in advance of any Board vote or discussion, if the Board or a Committee of the Board is deliberating on a matter that may affect the Director's interests or relationships outside the Corporation, so that consideration can be given to the Director's abstention from discussion, abstention from voting, or other recusal.

4. Responsibilities of Diligence

Each Director has the responsibility to:

- (a) prepare for each Board and Committee meeting by reading the reports and background materials provided for the meeting;
- (b) attend meetings of the Board and Committees of the Board of which the Director is a member, in person or by telephone, video conference, or other communication facilities that permit all persons participating in the meeting to communicate with each other, and make all reasonable efforts to attend the annual meeting of shareholders; and
- (c) as necessary and appropriate, communicate with the Chair and with the Chief Executive Officer between meetings, including to provide advance notice of the Director's intention to introduce significant and previously unknown information at a Board meeting.

5. Responsibilities of Effective Communication

Each Director has the responsibility to:

- (a) participate fully and frankly in the deliberations and discussions of the Board;
- (b) encourage free and open discussion of the Corporation's affairs by the Board;
- (c) establish an effective, independent and respected presence and a collegial relationship with other Directors;
- (d) focus inquiries on issues related to strategy, policy, and results;
- (e) respect the Chief Executive Officer's role as the chief spokesperson for the Corporation and participate in external communications only at the request of, with the approval of, and in coordination with, the Chief Executive Officer; and
- (f) indicate where appropriate, when conveying personal views in public, that his or her views are personal and do not represent the views of the Corporation or the Board.

6. Responsibilities of Committee Work

Each Director has the responsibility to:

- (a) participate on Committees and become knowledgeable about the purpose and goals of each Committee; and
- (b) understand the process of Committee work, and the role of management and staff supporting the Committee.

7. Responsibilities of Knowledge Acquisition

Each Director has the responsibility to:

- (a) become generally knowledgeable of the Corporation's business and its industry;
- (b) participate in Director orientation and continuing education initiatives developed by the Corporation from time to time;
- (c) maintain an understanding of the regulatory, legislative, business, social and political environments within which the Corporation operates; and
- (d) become acquainted with the senior managers and high potential candidates of the Corporation, including by visiting them in their workplace.

8. Personal Characteristics

Each Director should possess the following personal characteristics and competencies in order to be considered for initial and continuing Board membership:

- (a) demonstrated integrity and high ethical standards and an established reputation for honesty and ethical conduct;
- (b) career experience, business knowledge, and sound judgment relevant to the Corporation's business purpose, financial responsibilities, and risk profile;
- (c) understanding of fiduciary duty;
- (d) communication, advocacy, and consensus-building skills;
- (e) experience and abilities that complement those of other Board members so as to enhance the Board's effectiveness and performance; and
- (f) willingness to devote sufficient time and energies to the work of the Board and its Committees.

Schedule D — Human Resources & Compensation Committee Work Plan

| Agenda Items | Q1 | Q2 | Q3 | Q4 | As Required |
|---|----|----|----|----|-------------|
| Chief Executive Officer Performance and Compensation | | | | | |
| Review the evaluation process for CEO in prior fiscal year and evaluate CEO performance in prior fiscal year | ✓ | | | | |
| Review CEO pay position relative to peer group | ✓ | | ✓ | | |
| Recommend to the independent members of the Board for approval, CEO annual incentive target, base salary and long-term equity incentive allocations for current fiscal year | ✓ | | | | |
| Mid-year review of compensation against changes in 12 month trailing average foreign exchange rate | | | ✓ | | |
| Review update on CEO goal achievement year to date | | ✓ | ✓ | ✓ | |
| CEO look-back/look-forward total take analysis | ✓ | | | | |
| Review and approve proposed CEO performance goals and objectives for pending fiscal year | | | | ✓ | |
| Senior Executive Performance and Compensation (other than CEO) | | | | | |
| Review and approve annual incentive pools for prior year's performance including payouts to senior executives | ✓ | | | | |
| In consultation with the CEO, review and approve key performance indicators for senior executives for current fiscal year | ✓ | | | | |
| Review pay positions relative to peer groups | ✓ | | ✓ | | |
| Recommend to the Board for approval the senior executives' annual incentive targets, base salaries and long-term equity incentive allocations for current fiscal year | ✓ | | | | |
| Mid-year review of compensation against changes in 12 month trailing average foreign exchange rate | | | ✓ | | |
| Review update on achievement of key performance indicators and corporate performance goals | | ✓ | ✓ | ✓ | |
| Comprehensive review of trends in termination and change in control practices, senior executive contract provisions, and incremental and aggregate payments pursuant to officer contracts and corporate policies and programs | | | | | ✓ |
| Recommend appointment and compensation of new executive officers | | | | | ✓ |
| Review and monitor compliance with senior executive equity ownership guidelines | ✓ | | | ✓ | |
| Compensation and Benefit Programs and Design | | | | | |
| Review and recommend to the Board, Agrium's philosophy, strategy and policies on executive compensation | | | | ✓ | |
| Review status of pension plan investment performance and administration | | ✓ | | | |
| Scheduled review of any anticipated changes to Agrium's compensation plans or benefit programs | | | | | ✓ |
| Review U.S. retirement savings plans audits | | | ✓ | | |
| Review Compensation and PSU peer groups data | | | ✓ | | |
| Scheduled review of program and/or plan design changes for pending fiscal year | | | | ✓ | |
| Approve budgets related to salary increases, payouts related to annual incentive programs and maturing PSU payouts | ✓ | | | | |
| Approve budgets related to current year PSU and RSU grants; as well as, Stock Option/SAR grants to all participants | ✓ | | | | |
| Monitor performance metrics, estimated payouts and dilution related to annual incentive and long-term incentive plans | ✓ | ✓ | ✓ | ✓ | |
| Annual <i>in camera</i> session with Senior Vice President, Human Resources | | | | ✓ | |
| Succession Planning | | | | | |
| Review CEO succession planning and development | ✓ | ✓ | ✓ | ✓ | |
| Review senior executives and management succession planning and development | | ✓ | | | |
| Review organizational changes | | | | | ✓ |
| Governance | | | | | |
| Review emerging issues and trends related to executive compensation | | ✓ | | | |
| Assess whether Agrium's executive compensation plans, policies, programs and specific arrangements for senior executives align with the Corporation's executive compensation philosophy, strategy and principles, taking into account Agrium's risk profile | ✓ | | | | |
| Review Agrium's compensation program to ensure the programs do not motivate excessive or inappropriate risk taking | ✓ | | | | |
| Review of compensation consultant independence and performance | | | | ✓ | |
| Review and approve CD&A and compensation disclosure for inclusion in management proxy circular | ✓ | | | | |
| Assess the HR literacy, financial literacy and financial expertise of the members of the HR&C Committee | ✓ | | | | |
| Review of HR&C Committee Charter | ✓ | | | | |

Schedule E — PSU/RSU Plan

Effective January 1, 2015, the PSU/RSU Plan consolidated, amended and restated its predecessor plans and introduced RSUs. The following provisions apply in the event that the participant ceases to be entitled to participate in the PSU/RSU Plan:

| Circumstances Involving Cessation of Entitlement to Participate | |
|--|--|
| PSUs | |
| Retirement Age 60 or Older | <ul style="list-style-type: none"> PSUs continue to vest and are settled and paid at the end of the applicable performance period(s). |
| Retirement Age 55 to 59 | <ul style="list-style-type: none"> The PSU holder is entitled to the cash payment to which he or she would have been entitled if he or she continued employment throughout the applicable performance period(s) for the PSUs held, prorated to reflect the actual period between the commencement of each performance period and the retirement date, based on actual performance of the applicable performance metric(s) for each performance period. |
| Termination Without Cause (including Constructive Dismissal) – not involving a Change in Control | <ul style="list-style-type: none"> The PSU holder shall be entitled to the cash payment to which he or she would have been entitled if he or she continued employment throughout the performance period(s) for the PSUs held, prorated to reflect the actual period between the commencement of each performance period and the severance date, based on actual performance of the applicable performance metric(s) for each applicable performance period. |
| Change in Control | <ul style="list-style-type: none"> PSUs do not vest on change in control unless: <ul style="list-style-type: none"> the successor company fails to continue or substitute the PSUs, in which case the PSU holder is entitled to a lump sum payment equal to the market value of vested PSUs held by the PSU holder in their account as of the date of the change in control, with immediate full vesting of 100% of their PSUs as of such date (unless otherwise determined by the Board); or the PSUs are continued or substituted and the PSU holder is terminated without cause within two years following the change in control, in which case the PSU holder is entitled to a lump sum payment equal to the market value of vested PSUs held by the PSU holder in their account as of the termination date, with immediate full vesting of 100% of their PSUs as of such date (unless otherwise determined by the Board). The Board has the authority, in connection with a change in control transaction, to accelerate vesting in order to permit PSU holders to redeem all of their PSUs for a lump sum payment equal to the market value of vested PSUs held by the PSU holder in their account as of the date of the change in control, with immediate full vesting of 100% of their PSUs as of such date (unless otherwise determined by the Board). |

| RSUs | |
|--|--|
| Retirement Age 60 or Older | <ul style="list-style-type: none"> • RSUs continue to vest and are settled and paid at the end of the restricted period(s). |
| Retirement Age 55 to 59 | <ul style="list-style-type: none"> • The RSU holder is entitled to the cash payment to which he or she would have been entitled if he or she continued employment throughout the restricted period(s) for the RSUs held, prorated to reflect the actual period between the commencement of each restricted period and the retirement date. |
| Termination Without Cause (including Constructive Dismissal) – not involving a Change in Control | <ul style="list-style-type: none"> • The RSU holder shall be entitled to the cash payment to which he or she would have been entitled if he or she continued employment throughout the restricted period(s) for the RSUs held, prorated to reflect the actual period between the commencement of each restricted period and the severance date. |
| Change in Control | <ul style="list-style-type: none"> • RSUs do not vest on change in control unless: <ul style="list-style-type: none"> • the successor company fails to continue or substitute the RSUs, in which case the RSU holder is entitled to a lump sum payment equal to the market value of vested RSUs held by the RSU holder in their account as of the date of the change in control, with immediate full vesting of 100% of their RSUs as of such date (unless otherwise determined by the Board); or • the RSUs are continued or substituted and the RSU holder is terminated without cause within two years following the change in control, in which case the RSU holder is entitled to a lump sum payment equal to the market value of vested RSUs held by the RSU holder in their account as of the termination date, with immediate full vesting of 100% of their RSUs as of such date (unless otherwise determined by the Board). • The Board has the authority, in connection with a change in control transaction, to accelerate vesting in order to permit RSU holders to redeem all of their RSUs for a lump sum payment equal to the market value of vested RSUs held by the RSU holder in their account as of the date of the change in control, with immediate full vesting of 100% of their RSUs as of such date (unless otherwise determined by the Board). |

Schedule F — Stock Option/Tandem SAR Plan

Stock Option Plan

Stock Options (which include Stock Options with TSARs if the Stock Option was granted on or before December 31, 2014) are issued to executives and senior leaders in Canada. Stock Options with TSARs give the holder a right to receive, on exercise, a Stock Option or a TSAR. If the TSAR is exercised the participant receives a cash amount (less withholdings) equal to the appreciation in value of the underlying common shares between the day of grant and the day of exercise. If the Stock Option is exercised, the participant has the right to purchase the share at the exercise price set at the time of grant. In 2016, 16 employees received Stock Option grants.

The following section presents prescribed disclosure concerning the Stock Option Plan in the form adopted by the Board, as required under Form 51-102F5 — *Information Circular* and TSX Company Manual Section 613 — *Security-Based Compensation Arrangements*. The Stock Option Plan is the Corporation's only compensation plan providing for the issuance of securities of the Corporation as compensation and is accordingly the only security-based compensation arrangement for purposes of TSX Company Manual Section 613:

| | |
|--|---|
| Eligibility | <ul style="list-style-type: none"> Granted at the discretion of the Board. Eligible participants include: <ul style="list-style-type: none"> for Stock Options granted on or before December 31, 2014, any officer or employee; for Stock Options granted on and after January 1, 2015, executive officers of Agrium Inc.; and for Stock Options granted on and after January 1, 2016, executive officers of Agrium Inc. or certain other members of senior leadership. Non-executive directors are not eligible. No Stock Options are held by non-executive directors. |
| Number of Securities Issuable and Issued as at the record date | <ul style="list-style-type: none"> As at the record date: <ul style="list-style-type: none"> <u>Plan Fixed Maximum</u> – the total fixed maximum number of common shares issuable under the Stock Option Plan, including common shares that have been issued upon the exercise of Stock Options since inception of the Stock Option Plan, when combined with any other security-based compensation arrangement of the Corporation, is 18,650,625 common shares, representing 13.50% of the common shares outstanding; <u>Total Stock Options Exercised Since Plan Inception</u> – a total of 11,780,957 Stock Options have been exercised under the Stock Option Plan since its inception in 1994, representing 8.53% of the common shares outstanding; <u>Number of Common Shares Underlying Outstanding Stock Options</u> – the number of common shares issuable on the exercise of actual Stock Options that have been granted and remain outstanding under the Stock Option Plan is 2,329,895 common shares, representing in the aggregate 1.69% of the common shares outstanding; and <u>Number of Common Shares Available for Future Grants</u> – the total number of common shares that are reserved for issuance upon the exercise of Stock Options and that remain available for future Stock Option grants under the Stock Option Plan, when combined with any other security-based compensation arrangement of the Corporation, is 4,539,773 common shares, representing 3.29% of the common shares outstanding. |

Common shares underlying Stock Options that are not exercised or that are terminated on the exercise of TSARs are available for future Stock Option grants.

In 2016, 514,779 Stock Options were granted, representing 0.37% of common shares outstanding as at the record date.

| Number of Securities Issuable and Issued as at December 31, 2016 | | | | Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a)) (c) |
|--|--|---|--|---|
| | Plan Category | Number of securities to be issued upon exercise of outstanding options, warrants and rights (a) | Weighted-average exercise price of outstanding options, warrants and rights (U.S.\$) (b) | |
| | Equity compensation plans approved by security holders | 1,897,284 | 93.97 | 4,972,859 |
| | Equity compensation plans not approved by security holders | N/A | N/A | N/A |
| | Total | 1,897,284 | 93.97 | 4,972,859 |

| | |
|--|---|
| Plan Limits | <ul style="list-style-type: none"> The maximum number of common shares in respect of which Stock Options have been granted to any one optionee pursuant to any security-based compensation arrangement of the Corporation and which remain outstanding shall not exceed 5% of the outstanding common shares as at the date of the grant of the Stock Option. The maximum number of common shares which are issuable to insiders at any time pursuant to any security-based compensation arrangement of the Corporation shall not exceed 10% of the common shares as at the date of the grant of the Stock Option. The maximum number of common shares which may be issued to insiders within a one-year period pursuant to any security-based compensation arrangement of the Corporation shall not exceed 10% of the outstanding common shares as at the date of the grant of the Stock Option. The maximum number of common shares which may be issued to any one insider within a one-year period pursuant to any security-based compensation arrangement of the Corporation shall not exceed 5% of the outstanding common shares as at the date of the grant of the Stock Option. |
| Exercise Price | <ul style="list-style-type: none"> The Board can determine the exercise price. Where not determined, the exercise price will be the closing price on the NYSE in U.S. dollars on the last day preceding the date of grant. In no circumstance may the exercise price be lower than the market price of the common shares on the date of the grant of the Stock Options. |
| Vesting | <ul style="list-style-type: none"> Unless otherwise determined by the Board at the time of grant, Stock Options vest 25% on the first, second, third and fourth anniversaries of the date of grant. |
| Term | <ul style="list-style-type: none"> Unless otherwise determined by the Board at the time of grant, Stock Options shall expire ten years from the date the Stock Options are granted. |
| Calculating Market Appreciation of SARs | <ul style="list-style-type: none"> Stock Options granted on or before December 31, 2014 may be granted with TSARs. The ability to grant TSARs with Stock Options was eliminated effective January 1, 2015. Where TSARs are exercised by the optionee, a cash amount (less withholdings) is payable to the optionee equal to the appreciation in value of the underlying common shares between the day of grant and the day of exercise. The amount payable on exercise of a TSAR is different for non-U.S. and U.S. taxpayers. For non-U.S. taxpayers, the amount payable is the highest price on the day of exercise. For U.S. taxpayers, the amount payable is the closing price on the day of exercise. On exercise of a TSAR, the related option is cancelled. |
| Ability to transform Stock Options to SARs | <ul style="list-style-type: none"> Stock Options may not be transformed by the Corporation into TSARs involving the issuance of securities from treasury. |

Circumstances Involving Cessation of Entitlement to Participate

For Stock Options Granted On or Before December 31, 2012

| | |
|------------------------------------|---|
| Mandatory Retirement Before Age 65 | <ul style="list-style-type: none"> Stock Options continue to vest in accordance with their terms and must be exercised by the earlier of the expiry date or four years following the date of mandatory retirement. |
| Retirement Age 60 or Older | <ul style="list-style-type: none"> Stock Options continue to vest in accordance with their terms and must be exercised by their expiry date. |

| | |
|--|--|
| Retirement Age 55 to 59 (with 20 years' service) | <ul style="list-style-type: none"> Stock Options continue to vest in accordance with their terms and must be exercised by the earlier of the expiry date or four years following the date of retirement. |
| Retirement Age 55 to 59 (without 20 years' service) | <ul style="list-style-type: none"> Stock Options continue to vest for 60 days post-retirement in accordance with their terms and must be exercised by the earlier of the expiry date or four years following the date of retirement. |
| Resignation | <ul style="list-style-type: none"> Stock Options continue to vest for 60 days following the date of resignation in accordance with their terms and must be exercised by the earlier of the expiry date or 60 days following the date of resignation. |
| Termination Without Cause (including Constructive Dismissal) – not involving a Change in Control | <ul style="list-style-type: none"> Stock Options vest on the date of termination in accordance with their terms and must be exercised by the earlier of the expiry date or one year following the severance date. |
| Change in Control | <ul style="list-style-type: none"> Stock Options vest at the time of the change in control and must be exercised by the earlier of the expiry date or any expiry date set by a resolution of the Board. |
| Termination with Cause or any Other Termination, other than upon a Change in Control | <ul style="list-style-type: none"> Unvested Stock Options continue to vest for 60 days following termination in accordance with their terms and must be exercised by the earlier of the expiry date or 60 days following the date of termination. |
| For Stock Options Granted On or After January 1, 2013 | |
| Retirement Age 60 or Older | <ul style="list-style-type: none"> Stock Options continue to vest in accordance with their terms and must be exercised by their expiry date. |
| Retirement Age 55 to 59 | <ul style="list-style-type: none"> Unvested Stock Options as of the date of retirement are forfeited. Vested Stock Options must be exercised by the earlier of the expiry date or five years following the date of retirement. |
| Resignation | <ul style="list-style-type: none"> Unvested Stock Options as of the date of resignation are forfeited. Vested Stock Options must be exercised by the earlier of the expiry date or 90 days following the date of resignation. |
| Termination Without Cause (including Constructive Dismissal) – not involving a Change in Control | <ul style="list-style-type: none"> Unvested Stock Options continue to vest until the severance date. Vested Stock Options must be exercised by the earlier of the expiry date or 90 days following the severance date. |
| Change in Control | <ul style="list-style-type: none"> Stock Options do not vest on change in control unless: <ul style="list-style-type: none"> the successor company fails to continue or substitute the Stock Options; or the Stock Options are continued or substituted and the optionee is terminated without cause within two years following the change in control. Vested Stock Options must be exercised by their expiry date. |
| Termination with Cause | <ul style="list-style-type: none"> All vested and unvested Stock Options as of the date of termination are forfeited. |

| Other Terms | |
|----------------------|---|
| Assignability | <ul style="list-style-type: none"> Stock Options are non-transferable and non-assignable except as follows: non-U.S. taxpayers may transfer a Stock Option to i) a spouse, ii) a trustee acting on behalf of the optionee, iii) a corporation, partnership or trust controlled by the optionee or by the optionee's immediate family, iv) a legal representative controlled by the optionee or optionee's spouse, or v) registered retirement vehicles of the optionee. |
| Amending Procedure | <ul style="list-style-type: none"> Subject to the restrictions below, the Board may amend, suspend, or discontinue the Plan, and amend or discontinue any Options granted under the Plan, at any time, provided that no such amendment may alter or impair any previously granted Option without the consent of the holder. Without limiting the foregoing, the Board can amend the Plan, and the terms of any Stock Option granted under the Plan, without obtaining shareholder approval, to: <ul style="list-style-type: none"> amend the vesting provisions in circumstances involving the retirement, termination, death, or disability of optionees; amend the provisions relating to a change in control; amend the termination provisions (other than to extend the expiry date of the term (except as may be imposed by a trading blackout) in circumstances that would require shareholder approval, as described below); amend the eligibility requirements of eligible participants which would have the potential of broadening insider participation (other than to include non-executive directors as eligible participants that would require shareholder approval, as described below); add any form of financial assistance; amend a financial assistance provision which is more favourable to eligible participants; add a cashless exercise feature, payable in cash or securities, whether or not the feature provides for a full deduction of the number of underlying common shares from the reserved common shares; add a deferred or restricted share unit or any other provision which results in eligible participants receiving securities while no cash consideration is received by the Corporation; or make other amendments of a housekeeping nature. Shareholder approval is required to amend the Stock Option Plan to: <ul style="list-style-type: none"> increase the share reserve (including to change from a fixed maximum number of shares to a fixed maximum percentage of shares); change the manner of determining the exercise price so that it is below the market price at grant; include non-executive directors as eligible participants; amend the assignment and transfer provisions; or amend the amending provisions. Shareholder approval is required to amend Stock Options granted under the Stock Option Plan to: <ul style="list-style-type: none"> reduce the exercise price or cancel and reissue Stock Options so as to in effect reduce the exercise price; extend the expiry date of the term (except as may be imposed by a trading blackout); and permit Stock Options to be transferred or assigned other than in accordance with the existing provisions. |
| Financial Assistance | <ul style="list-style-type: none"> Agrium does not provide financial assistance to participants in relation to Stock Options. |
| Adjustments | <ul style="list-style-type: none"> The number of Stock Options granted may be adjusted in the event of a corporate reorganization or change in control. |

| | |
|------------------|--|
| | <ul style="list-style-type: none"> • With respect to Stock Options granted on or before December 31, 2012, the optionee may vote or otherwise participate in change in control transactions on the same basis as if their vested and unvested Options had been exercised. • The Board has the authority, in connection with a change in control transaction, to accelerate vesting in order to permit optionees to exercise all of their Stock Options subject to and conditional upon the completion of such transaction. |
| Trading Blackout | <ul style="list-style-type: none"> • Where the Stock Option expires during, or within 5 trading days after a trading blackout period, then the Stock Option shall expire 10 days after the blackout period is lifted. |

Schedule G — Stock Appreciation Rights (SAR) Plan

Stock Appreciation Rights Plan

Senior executives and senior leaders outside of Canada receive stand-alone SARs instead of Stock Options. SARs give the holder a right to receive, on exercise of the SAR, a cash amount (less withholdings) equal to the appreciation in value of the underlying common shares between the day of grant and the day of exercise. The exercise price is set at the same time using the same process as Stock Options. In 2016, six employees received SAR grants.

The following section presents prescribed disclosure concerning the Corporation's Amended and Restated Stock Appreciation Rights Plan in the form adopted by the Board, with effect January 1, 2014:

| | |
|---|---|
| Eligibility | <ul style="list-style-type: none"> • Granted at the discretion of the Board. • Eligible participants include officers and employees. |
| Exercise Price | <ul style="list-style-type: none"> • The Board can determine the exercise price. Where not determined by the Board, the exercise price will be the closing price on the NYSE in U.S. dollars on the last day preceding the date of grant. • In no circumstance may the exercise price be lower than the market price of Agrium's common shares on the date of the grant of the SAR. |
| Vesting | <ul style="list-style-type: none"> • Unless otherwise determined by the Board at the time of grant, SARs vest 25% on the first, second, third and fourth anniversaries of the date of grant. |
| Term | <ul style="list-style-type: none"> • Unless otherwise determined by the Board at the time of grant, SARs shall be exercisable for ten years from the date of grant. |
| Circumstances Involving Cessation of Entitlement to Participate | <ul style="list-style-type: none"> • Vesting and expiry provisions in the SAR Plan applicable for SAR holders who leave Agrium are materially the same as those that apply to Stock Option holders as described in "Schedule F – Stock Option/Tandem SAR Plan" under Circumstances Involving Cessation of Entitlement to Participate. |



Any questions and requests for assistance may be directed to the
Strategic Shareholder Advisor and Proxy Solicitation Agent:



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