

Community Relations

September 2023

The Nutrien Community Relations strategy is supported by our dedication to authentic community outreach and engagement. Nutrien takes a proactive approach to consulting with community leaders on outreach plans. We rely on receiving input from stakeholders across our community footprint to strengthen our contributions and promote transparency. We also engage with our communities by participating in community events, as members of Community Advisory Panels, Chambers of Commerce and other civic or charitable organizations. Our corporate commitment includes ongoing, two-way stakeholder dialogue to ensure that our investments reflect our diverse communities and their needs to maximize positive outcomes. Our approach to Community Relations governs how Nutrien engages community at every opportunity.

The environmental, social and economic health of communities is a priority for us. Nutrien is an active and contributing member of our local and global community, by creating long-term, mutually beneficial relationships.

Our strategic commitment to Community Relations includes:

- Community Investment
- Strategic Inclusion and
- Operational Safety

Our executive leadership team is committed to Community Relations as a part of our corporate strategy. We believe that sustainability related metrics, inclusive of community relations, are tied to financial and operational performance. These metrics are a part of our company Purpose and individual leader commitments to Feeding the Future.

Community Investment

We invest in community initiatives and partnerships that enhance the quality of life in regions where we operate. Nutrien engages with communities through these partnerships to understand community issues, concerns and needs. This support comes partly in the traditional form of financial support, but also via community outreach, joint programming with stakeholders whose values reflect the goals and values of our company, as well as through employee volunteer time and donations.

Strategic themes and guidelines have been established to direct our community investment in areas where we operate. We focus our investments on (1) Sustainable Agriculture, (2) Environmental Stewardship, (3) Inclusive Industry, and (4) Resilient Communities. Our facilities, branches, terminals, and employees across the globe operate in diverse and distinct settings. At our individual locations, committees of local Nutrien employees review investment requests and are empowered to make decisions, often incorporating feedback from consultation with local community stakeholders. This cooperative engagement ensures that our community

investments and outreach plans are meeting community needs and are reflective of Nutrien's shared values. Collaborating with community partners who share our values enables Nutrien to make a positive and lasting impact.

Strategic Inclusion

We support community initiatives that:

- Build more inclusive communities;
- Develop careers and opportunities for women in non-traditional roles;
- Address the gaps Indigenous People face including supporting reconciliation efforts;
- Support meaningful engagement for veterans in communities;
- Address the gaps historically under-represented populations in the local area face in alignment with our operational and business strategy.

Nutrien is committed to supporting diversity and inclusion through our procurement practices, with the goal to minimize barriers and eliminate biases to supplier engagement. The inclusion of diverse suppliers creates a sustainable competitive advantage that benefits all Nutrien stakeholders and positively impacts the global community. Our procurement policies and procedures are designed to ensure that fair consideration is given to all potential suppliers. Nutrien takes a merit-based approach to contracting and evaluating supplier performance, with diversity and inclusion considerations included. We also advocate beyond our own supply chain to create economic prosperity and a more inclusive agriculture sector.

Operational Safety

Ongoing, two-way stakeholder dialogue across a variety of channels helps us focus and refine our efforts to minimize negative impacts and maximize positive outcomes in the communities where we operate. The type and frequency of our engagement with community stakeholders is based on the scope and potential impacts of our operations and the degree to which communities wish to be involved.

We actively communicate and consult with experts outside Nutrien to improve our understanding of Safety, Health & Environment (SHE) related issues associated with our operations to maintain public confidence in the integrity of our operations. Environmental, safety and community performance data is collected at new operation sites the first year after acquisition.

To lay a strong foundation for safety, we use comprehensive management systems and analytical tools, build common beliefs around safety, promote proactive safety practices, and focus on significant injury prevention and emergency preparedness. If we become aware of circumstances relating to Nutrien's operations that raise a safety concern, Nutrien employees have stop work authority, are obligated to report the matter and have access to the Nutrien Compliance Hotline, which is available 24 hours a day, 7 days a week and is administered by a vendor independent to Nutrien. When a concern is reported, the Compliance Department

decides what type of investigation and response is appropriate. If a community in which Nutrien operates in experiences an emergency, Nutrien's Emergency Management Team and

the local site team gather information, determine probable actions to mitigate the expected hazards, confirm facts and proactively communicate with impacted stakeholders. All response activities will follow Incident Command System (ICS) processes.