Nutrien
Ag Solutions™

Sustainability Report

Nutrien Ag Solutions Latin America 2022

WE ARE NUTRIEN AG SOLUTIONS LATAM

Over the next pages, Nutrien Ag Solutions LATAM will report data and information about its results and achievements in 2022. More than that, it is committed to sharing how Nutrien Ag Solutions LATAM is working to generate value for its customers, employees, suppliers, and communities in Latin America, made up of Argentina, Brazil, Chile, and Uruguay. The terms "we", "us", "our", "The Company", and "Nutrien Ag Solutions LATAM" refer to Nutrien Ltd.'s group of wholly owned subsidiaries operating in Latin America.

EVERY DAY, NUTRIEN PUTS INTO PRACTICE ITS PURPOSE OF FEEDING THE FUTURE.

SUMMARY

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MESSAGE FROM THE VICE PRESIDENT AND MANAGING DIRECTOR, LATIN AMERICA

GRI 2-22

While the year 2022 began with Nutrien Ag Solutions LATAM strengthened and evolving, we are faced with a challenging global scenario. We face climate crises in Argentina and Uruguay, and economic and geopolitical difficulties in the region, intensified by the conflict between Russia and Ukraine. We still experience volatility in commodity prices, logistical restrictions, and exchange rate instability.

All of this has led to doubts from our clients about the supply of inputs and possible impacts on agricultural production. Fortunately, these uncertainties did not materialize, and we were able to meet the demands of the market. We had, however, to review our operations, make quick strategic changes and anticipate decisions to have availability in all our product lines. As a result of this effort, we have improved processes and systems, and invested in people.

These initial uncertainties, however, did not affect our growth strategy. In 2022, we announced three new acquisitions – Marca Agro, Casa do Adubo and Safra Rica. This movement allows us to be more relevant to small farmers as we strengthen our structure and acquire more skills to serve them. With Casa do Adubo, we increased our presence from 5 to 13 states in Brazil. When we add this structure to those in Argentina, Chile, and Uruguay, we reach more than 200 commercial units and 3,800 professionals working in the Latin American region.

Nutrien Ag Solutions LATAM is among the largest service platforms for farmers in the region. We see this market as a great opportunity, and we are increasingly investing in providing services, agronomic solutions, digital tools, and special programs for our consultants to extend their consulting time with our clients. We want to understand even more the needs and demands of small rural farmers to be perceived by them as the ideal partners for their decisions in the field.

If, on the one hand, we are focused on business growth, on the other hand, we are advancing in our sustainability strategy. In governance, we improved processes to improve, even more, our management in different links of the value chain.

In the social pillar, we launched the Equity, Diversity, and Inclusion program for the entire region, which included the release of a Manifesto and a booklet to help guide the topic internally so that inclusion occurs every day in our organization and so that people can be who they are. Still on this pillar, Nutrien Transforma (Nutrien Transforms) made advances to leave a legacy of social transformation in the communities where we are present. The Escola Transforma (School Transforms) project impacted more than 15 thousand students in 26 schools in 2022 and had the support of employees with voluntary actions in the region.

In the environmental pillar, we worked on the development of UP Algas fertilizer, made up of seaweed skeletons, and the Loveland Bio line of biological products. These new solutions aim to be less impactful to the environment. In addition, we completed the initial mapping of greenhouse gas emissions (scopes 1 and 2), covering operations in Latin America, and invested in two projects with a social impact linked to sustainable environmental practices applied to regenerative agriculture in communities in the Amazon region.

I assumed the interim presidency of Nutrien Ag Solutions LATAM in March 2023, but I already have a journey of years at the company as Director of Retail and Vice-President of Commercial Operations. I followed and participated closely in our growth, in the transformations of the areas, in the arrival of new companies and in the expansion of our operations both in Brazil and in the countries where we operate in Latin America. My confidence in a promising future and in the continued growth of our company is anchored in the strength of agribusiness in the region, in the many achievements we have made so far and in the enormous potential we have to lead a major transformation of agricultural retail in the region. The following pages reflect this journey and our commitment to corporate responsibility towards our stakeholders, society, and the environment.

"What differs us today in the transformation of agricultural retail is that the farmer is at the center of everything we do."

Carlos Brito,
Vice President and Managing Director, Latin America

THIS REPORT

GRI 2-3

Nutrien Ag Solutions LATAM has published another edition of its Sustainability Report covering the main strategies and actions developed by the Company in the period from January to December 2022. This year, the content includes, in addition to all its operations in Brazil, the Company's operations in Latin America, which also covers the following countries: Argentina, Chile and Uruguay.

This report puts Nutrien Ag Solutions LATAM's business model into perspective, using a three-pillar framework to organize its initiatives and projects: Customers, Governance and Environment.

The data and information presented below were inspired by the Global Reporting Initiative (GRI) Standards. To define the basis for prioritizing content, Nutrien material Environmental, Social and Governance (ESG) topics were considered, which were developed reflecting the relevant issues for Nutrien at a global level.

Materiality

GRI 3-1, 3-2

Relevant material issues are classified into three levels and reassessed annually to reflect the degree of associated risk and/or level of significance. The process captures the evolution of the main indicators, associated with the combination of ESG frameworks (e.g., Sustainability Accounting Standards Board - SASB, Task Force on Climate-related Financial Disclosures - TCFD) and financial and non-financial metrics used for analysis. This materiality process guides our decision-making process on our material issues and ESG priorities. This differs from the way materiality is defined for disclosure requirements under applicable securities laws or accounting standards. In 2022, materiality underwent an update conducted by our parent company, Nutrien Ltd., considering a dynamic and data-driven methodology. As a result, our materiality levels will continuing to evolve over time if necessary. In this update, no relevant level and topic changes were made.

Our material issues

Level 1

Topics that pose a greater risk to financial performance, operations, and reputation and that may have legal implications; or those that are of significant interest to stakeholders or may generate opportunities for Nutrien:

- Climate-related risks
- Greenhouse gas emissions and energy use
- Grower solutions (including soil health)
- Product stewardship
- Worker health and safety
- Equity, diversity and inclusion
- Responsible supply chain
- Integrity

Level 2

Topics that can generate a significant impact on the environmental and social spheres of the Company's operations or represent high interest to stakeholders and potential investors:

- Water stewardship
- Biodiversity
- Waste and tailings
- Human capital
- Community relations
- Cybersecurity and data privacy

Level 3

Additional or emerging topics, with growing impact or interest or those required by frameworks or rating agencies, but which do not currently represent a relevant impact or opportunity:

- Air quality
- Reclamation and remediation

More information on the materiality process is available in Nutrien Ltd.'s 2023 Environmental, Social and Governance ("ESG") Report.

Nutrien Ag Solutions LATAM is open to hearing your suggestions or questions regarding the content of LATAM Sustainability Report by email at faleconosco@nutrien.com.

ABOUT NUTRIEN

Nutrien works to feed the future in a sustainable and inclusive way. It is the largest supplier of agricultural inputs and services in the world, and with four operating segments:

- **Phosphate**
- **Nitrogen**
- **Potash**
- **Retail (Nutrien Ag Solutions[1])**

1. Known as Nutrien Soluções Agrícolas in Brazil.

In the Retail segment, Nutrien distributes crop nutrients, crop protection products, seed, and merchandise, and provides services directly to growers through a network of Retail locations in North America, South America, and Australia. In 2022, Nutrien had manufactured sales volumes of approximately 25 million tonnes of potash, nitrogen, and phosphate products for agricultural, industrial, and feed customers worldwide.

Nutrien worldwide Retail network in 2022

More than
4 thousand
crop consultants

More than
500 thousand
grower accounts

More than
US$21.4 billion
in retail sales

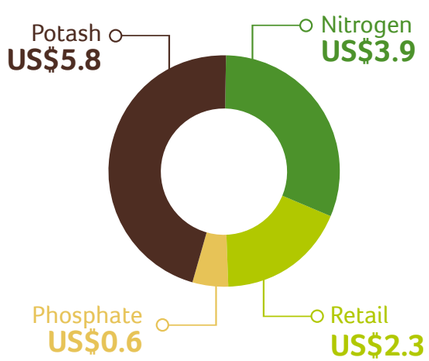
More information at www.nutrien.com

Presence in the World

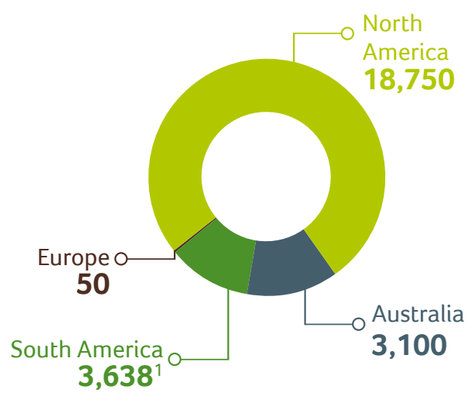
GRI 2-6

WHERE THE EARNINGS COME FROM

Adjusted EBITDA by operating segment in 2022 (US$ billions)



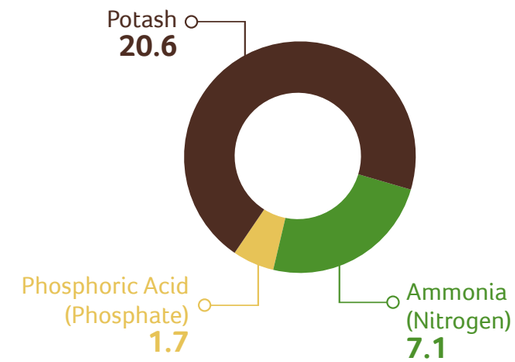
WHERE ITS EMPLOYEES WORK



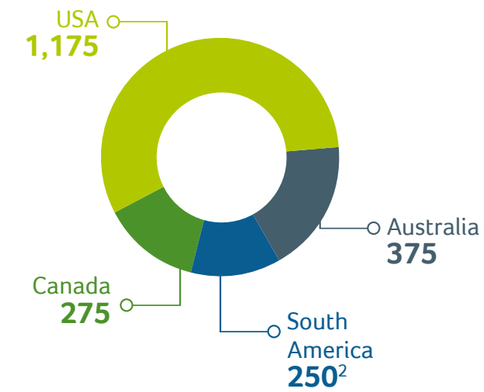
1. The global report issued in march did not include the number of employees from Casa do Adubo.

WHAT IS ITS PRODUCTION CAPACITY

Nameplate production capacity (million tonnes of fertilizer N-P-K, or nitrogen, potash and phosphate)



WHERE ITS RETAIL SELLING LOCATIONS ARE SITUATED



2. Included Legal Entities

Outstanding presence in Latin America

GRI 2-6

Brazil, Argentina, Chile, and Uruguay are the engines of development and accelerated growth. The performance of Nutrien Ag Solutions LATAM encompasses operations in these four countries, putting its strategy into practice with a vision to build one of the largest agricultural solutions platform and have the customer at the center of the business (read more about Nutrien Ag Solutions LATAM's business model on page 28). At the same time, the Company is executing its expansion plan to increase its presence in the region. The report by OECD/FAO Agricultural Outlook 2022-2031 indicates that Latin America and Caribbean are responsible for 13% of world agricultural and fisheries production and that this share should increase even more over the next decade, highlighting the importance of trade opening for region.

Nutrien Ag Solutions LATAM have been operating in Brazil since 2018 and, over this period, has made acquisitions that support its strategy of growth, expansion of units, and implementation of new technologies that leverage its presence throughout the national territory, as well as continue to sustain its journey towards the transformation of agricultural retail. To date, the Company has completed eight acquisitions, three of which were announced in 2022: Marca Agro Mercantil, Casa do Adubo and Agrodistribuidor Casal, and the retail chain Safra Rica. More information in the table on page 14.

GRI 2-6

In Argentina and Chile, Nutrien Ag Solutions LATAM has been present since 1995 with solutions in crop nutrition, seed management, crop protection, soil sampling, digital agronomy, and technical and product application advice. It owns Granucal and Azulfertil brands, with an industrial grain milling plant located in Colonia Hinojo, Olavarría in the province of Buenos Aires. In addition, the Company has another plant that formulates herbicides, insecticides, fungicides, and adjuvants in Casilda, in the province of Santa Fe, in Argentina.

In Uruguay, it continues its development and positions its digital agriculture tools to manage fields efficiently and sustainably. It has six agrocenters in the cities of Joven, Tarariras, Durazno, San José, Dolores and Constancia, and three satellites, located in Ombúes de Lavalle, Mercedes and Florida, which allows it to offer its solutions and recommendations in most of the productive hectares of the country.

Nutrien Ag Solutions LATAM's activities in the region

- Distribution of Agricultural Inputs
- Research and Development
- Blending and Marketing of Fertilizers
- Crop Protection
- Biological Products
- Seeds
- Production and Marketing of Specialties
- Foliar Nutrition
- Digital Agronomy
- Technical Advice for the Growers

3,638 employees, including **1,000 crop consultants** make up its workforce in the Latin American region.

These professionals support customers with solutions and recommendations that best meet their needs and challenges:

110,000 customers in the region

In 2022, part of the growth plan in Brazil of Nutrien Ag Solutions LATAM included the inauguration of 38 new Experience Centers, whose implementation began in 2021, totaling 49 Experience Centers in five states – Goiás, Tocantins, Minas Gerais, Mato Grosso do Sul and São Paulo. These spaces are important points of support and differentiated face-to-face interaction between the grower and the team of crop consultants for knowledge sharing, exchange of experiences, coexistence, and access to its digital platform of multi-brand products. The year was also marked by the announcement of the construction of a new fertilizer blender in Alfenas (MG). Scheduled to open in 2023, the initial capacity of the unit will aim to be 250,000 tonnes per year and may, in the future, have increased capacity to 440,000 tonnes. In addition to traditional formulations of fertilizers, NPK (Nitrogen, Phosphate and Potash), the new plant will have a vocation for adopting practices aimed at manufacturing special products. Nutrien Ag Solutions LATAM has four more fertilizer blenders in operation in the cities of Itapetininga (SP), Araxá (MG), Morrinhos (GO) and Cristalina (GO).

Units and operations in Latin America

GRI 2-6

2 Industrial Plants in Argentina – Buenos Aires and Santa Fe

9 Agricultural Centers - Uruguay
12 Agricultural Centers - Chile
49 Agricultural Centers - Argentina

4 Fertilizer Blenders – São Paulo, Minas Gerais and Goiás

2 seed processing units – Goiás
1 Nutritional Factory – São Paulo

49 Experience Centers - Goiás, Minas Gerais, Tocantins, São Paulo, Mato Grosso do Sul

1 Distribution Center - São Paulo

3 Own Silos - Goiás

6 offices – São Paulo, Campinas and Goiânia (Brazil); Buenos Aires (Argentina); Santiago de Chile (Chile); Dolores (Uruguay)

Operations in 13 Brazilian states (Acre, Bahia, Espírito Santo, Goiás, Maranhão, Mato Grosso, Mato Grosso do Sul, Minas Gerais, Pará, Rio de Janeiro, Rondônia, São Paulo and Tocantins)

How Nutrien Ag Solutions LATAM creates value

Purpose	Feeding the Future
Vision	Build the biggest and best agricultural solutions platform
Strategy	Live to serve the farmer
Principles	Create solutions from the farmer needs Enjoy the journey Embrace the new Leverage the best in each other Be authentic and value differences Be simple and agile
Values	Safety - we care for each other Integrity - we act with integrity Inclusion - we are better together Results - we create value

Three new retail chains under Nutrien Ag Solutions LATAM brand

In 2022, Nutrien Ag Solutions LATAM made three new acquisitions in Brazil, which add to the set of solutions and products in the region of the Company.

Marca Agro Mercantil - With 17 years in the market, the agricultural inputs retailer Agro Mercantil operates in Triângulo Mineiro, Alto Parnaíba and Sudoeste Mineiro through seven stores, with access to 1,700 customers in Minas Gerais. As a result, the Company now has 26 commercial units in that state, including stores and experience centers, a fertilizer blender in Araxá, in addition to 160 specialized crop consultants.

Casa do Adubo - Under Casa do Adubo and Agrodistribuidor Casal brands, Nutrien Ag Solutions LATAM acquired 39 stores and 10 redistribution units in the states of Acre, Bahia, Espírito Santo, Maranhão, Mato Grosso, Minas Gerais, Pará, Rio de Janeiro, Rondônia, São Paulo, and Tocantins. With the acquisition of the retail company with more than 85 years in the Brazilian market, the Company made a significant leap in its customer portfolio of small and medium growers, starting to operate in 13 Brazilian states to take its value proposal and its portfolio of customer-specific integrated solutions.

Safra Rica - With 19 years of experience, Safra Rica will add a customer base made up of growers of grains and other crops such as sugar cane and citrus fruits. The Company has nine retail units, seven in the northwest of São Paulo, and two in the southwest of Minas Gerais, regions with a focus on expansion and with access to more than 1,800 active customers..

Innovative and sustainable solutions for crops

Nutrien Ag Solutions LATAM has more than 200 brands, which offer solutions developed internally and incorporated through the acquired companies. These are high-performance products in the nutritional, fertilizer, crop protection and seed categories. Its commercial workforce has more than 1,000 crop consultants, who maintain a close relationship with the growers in the field. Its installed fertilizer production capacity reaches 500,000 tonnes per year, which should be doubled in 2023.

New Products

GRI 3-3 Product stewardship, 13.6.1

In 2022, Loveland products, proprietary brand expanded its product portfolio with the development of innovative solutions: Loveland Bio line, consisting of biological products.

Loveland products also launched a plant growth regulator (Coach), indicated for soybean, cotton, potato, bean, and corn crops. Under Agrichem brand, Booster Pro and Booster Infinity were launched, which support the grower in challenging times and inclement weather, focused on seed management and plant nutrition, respectively. Both are suitable for soybean, cotton, potato, bean, corn, horticultural, and cereal crops.

In the fertilizer segment, UP Fertilizantes line was launched, which completes a broad portfolio of plant nutrition solutions. One of the products in this special line is UP Algas, produced with renewable raw material.

Find out more about the new products between pages 29 and 34.

Nutrien Credit Card

GRI 13.22.1

To support the growers in their business needs, Nutrien Ag Solutrions LATAM launched Nutrien Credit Card, which offers its customers easy access to credit lines, without bureaucracy, with security and practicality. The product represents another step by the Company to develop an agile retail platform connected with farmers.

The new card is a tool for diversifying sources of financing for inputs and was initially made available to a group of 500 customers in the Brazilian Cerrado and Southeast region. It is also available to new and active customers at Experience Centers.

With whom the Company relates in Latin America

GRI 2-28, 2-29

Nutrien Ag Solutions LATAM maintains communication and relationship channels with its main stakeholders:

- Employees;
- Unions: National Union of the Crop Protection Products Industry (Sindiveg) and rural unions of agricultural growers;
- Non-governmental organizations and associations;
- Government authorities at federal, state and municipal levels;
- Local communities, especially where the Company implements social projects;
- Others: customers, media, academy, and suppliers.

Agribusiness and industry associations and entities

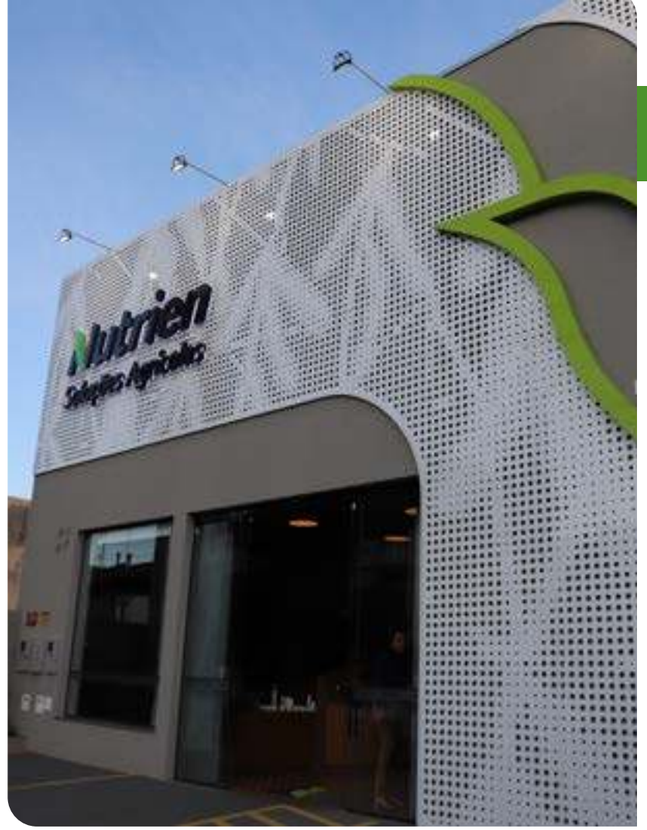
Nutrien Ag Solutions LATAM also actively participates in sectoral discussions with entities representing agribusiness in favor of a common and positive agenda, which allows the advancement of the crucial issues surrounding the sector and promotes the development of agribusiness.

Agribusiness and industry associations and entities

- AgGateway
- Asociación Argentina de Productores en Siembra Directa (AAPRESID)
- Asociación Argentina de Trigo (ARGENTRIGO)
- Asociación Civil Campo Limpio Argentina
- Asociación Civil Campo Limpio Uruguay
- Asociación Civil FERTILIZAR
- Asociación Gremial de Importadores y Productores de Fitosanitarios, Fertilizantes y Bioestimulantes para la Agricultura (IMPPA A.G.)
- Associação Brasileira das Indústrias de Tecnologia em Nutrição Vegetal (ABISOLO)
- Associação Brasileira de Agricultura de Precisão e Digital (AsBraAP)
- Associação Brasileira de Comunicação Empresarial (ABERJE)
- Associação Brasileira dos Produtores de Sementes de Soja (ABRASS)
- Associação Brasileira Pró-Desenvolvimento Regional Sustentável (ADIAL)
- Associação dos Misturadores de Adubo do Brasil (AMA)
- Associação Goiana dos Produtores de Sementes e Mudas (AGROSEM)
- Associação Nacional dos Distribuidores de Insumos Agrícolas e Veterinários (ANDAV)
- Associação Nacional para Difusão de Adubos (ANDA)
- Câmara Americana de Comércio (AMCHAM)
- Cámara de Comercio Argentino-Canadiense
- Câmara de Comércio Brasil-Canadá (CCBC)
- Cámara de Comercio de Productos Agroquímicos del Uruguay (CAMAGRO)
- Cámara de Fitosanitarios IMPPA (Asociación Gremial de Importadores y Productores de fitosanitarios, fertilizantes y bioestimulantes para la agricultura)
- Cámara de la Industria Argentina de Fertilizantes y Agroquímicos (CIAFA)
- Cámara de Sanidad Agropecuaria y Fertilizantes (CASAFE)
- Centro de Desenvolvimento do Agronegócio (CEDAGRO)
- Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável (CEBDS)
- Croplife
- Instituto Nacional de Processamento de Embalagens Vazias (INPEV)
- Movimento Brasil Competitivo (MBC)
- Sindicato Nacional da Indústria de Produtos para Defesa Vegetal (SINDIVEG)

Government Agencies

Nutrien Ag Solutions LATAM builds collaborative ways of working and channels of access and support with public authorities to positively impact the business and generate opportunities to establish public-private partnerships. There were about 60 interactions with government bodies at the three levels (federal, municipal, state) and the two powers (executive and legislative).
One of the highlights of the year was the public-private partnership with AgNest Farm, an innovation hub of the Brazilian Agricultural Research Corporation (Embrapa). Learn more on page 35.
In 2022, an agreement was also closed with the Secretary of Agriculture of the State of São Paulo for the use of its Experience Centers and stores in the State as a point of contact so that the farmer could regularize their Rural Environmental Registry (CAR) and/or acquire a ZIP CODE Rural (Address of Rural Property). Read more on page 32.



Communities where Nutrien Ag Solutions LATAM operates

Through its private social investment projects, such as Escola Transforma (School Transforms), Escuelas en Acción (Schools in Action) and Nutriendo El Futuro (Nurturing the Future), Nutrien Ag Solutions LATAM is impacting the education of thousands of people in Brazil and Argentina, as well as encouraging the involvement of its employees with the causes it supports through volunteer work. Read about the projects and initiatives in the Social chapter.

Customers

Daily, Nutrien Ag Solutions LATAM is side by side with the grower by providing solutions with inputs, services, and technical and agronomic knowledge. Its field team maintains this relationship at an important level with the ability to understand and manage expectations, make individual recommendations, and monitor the implementation of its solutions. Find out more on page 24.

Awards and Recognitions

Due to the work focused on the relationship and strengthening of its institutional and reputational agenda with its stakeholders, the Company received external recognition in 2022:

Executivo de Valor (Executive of Value) Award – given to the former Vice-President and Managing Director of Nutrien Ag Solutions for LATAM, André Dias, in the Agribusiness category. The award is the main initiative in recognition of the work of 20 Brazilian leaders in distinct categories, who make a difference in the management of people and companies.

Jatobá Award – winner in the Internal Communication/Boutique Agencies category with the campaign "Mês da Segurança Nutrien: feche as portas do perigo e abra as do cuidado" ("Nutrien Safety Month: close the doors of danger and open those of care"), which, in a lighter and more playful way, showed employees the dangers of everyday life and how to prevent these hazards.

RDI Brazil Award – with its Experience Center in Rio Verde (GO), Nutrien Ag Solutions LATAM ranked third in the Specialized Services category in the country's biggest retail design award, granted by the Retail Design Institute (RDI) Brazil. The Center's architecture and interior design allows the user to explore spaces to connect with other people, interact with new technologies, train, and receive support from crop consultants and specialists to access new services.

Caio Award – Nutrien Ag Solutions LATAM's Commercial Effectiveness team won second place in the Caio Award, which recognizes the work of companies and professionals in the Brazilian Events and Tourism Industry. The Company was awarded in the Regional Convention category at the 2022 Sales Convention.

Nutrien Ag Solutions LATAM's Sustainability Strategy

As the world's largest provider of crop inputs and services, Nutrien plays a leading role in cultivating solutions for growers to meet this challenge and support a new era of sustainable agriculture. By leveraging the competitive advantages of its integrated business model, Nutrien is well positioned to efficiently meet the needs of its customers and deliver long-term value for all its stakeholders.

Nutrien Ag Solutions LATAM is committed to continuous improvement of its environmental performance and it champions diversity and inclusive growth in the agriculture industry. The Company operates with a long-term view and is committed to working with its stakeholders as it addresses economic, environmental, and social priorities. Its business model provides several advantages compared to its competitors, including operational, financial and sustainability benefits.

In Latin America, Nutrien Ag Solutions LATAM has integrated its business strategy with its sustainability strategy, as it believes that one depends on the other to be successful. This strategy was designed considering the needs and priorities of the region, contemplating the reality of agriculture in each country and, at the same time, responding to the commitments established by the global Company.

Nutrien Ltd.'s 2030 Sustainability Commitments

Feeding the Planet Sustainably Strengthen food security by scaling sustainable and productive agriculture	Enable growers to adopt sustainable and productive agricultural products and practices on 75 million acres globally.
	Launch and scale a comprehensive Carbon Program, empowering growers, and its industry to accelerate climate-smart agriculture and soil carbon sequestration while rewarding growers for their efforts.
Environment and Climate Action Provide solutions and platforms to achieve emissions reductions in alignment with climate science	Achieve at least a 30% reduction in GHG emissions (scope 1 and 2) per tonne of its products produced, from a baseline year of 2018.
	Invest in new technologies and pursue the transition to low-carbon fertilizers, including low-carbon and clean ammonia[1].
Inclusive Agriculture Support rural livelihoods and increase participation of underrepresented stakeholders in agriculture	Leverage its farm-focused technology partnerships and investments to drive positive impact in industry and grower innovation and inclusion.
	Create new grower financial solutions to strengthen social, economic, and environmental outcomes in agriculture.

1. Low-carbon and clean ammonia previously referred to as blue and green ammonia. Low-carbon ammonia is ammonia made with direct GHG emissions typically reduced by approximately 60% but up to 80%, produced primarily utilizing carbon capture, utilization, and storage ("CCUS") or other low-emission production technologies. To be considered clean ammonia, more than 90% of GHG emissions must be reduced.

Sustainability Week

To provide employees with knowledge on topics related to Sustainability and the Company's strategy, Sustainability Week was held, with the participation of internal and external specialists, in November 2022. There were five days of panel discussions with external experts and it was broadcasted online so that everyone in Latin America could follow along.

On average, more than 190 people participated in each of the eight broadcast panels.

THE TOPICS ADDRESSED WERE:

- Importance of Sustainability for Agribusiness
- Engagement with Suppliers
- Inclusion of People with Disabilities
- Women, Career, and Invisible Barriers
- The role of CSR (Corporate Social Responsibility) for the Organization and Community
- The role of Volunteering in Social Projects
- Reverse Logistics

2022 Highlights

AT NUTRIEN AG SOLUTIONS LATAM

Main highlights of the year

Customers

110,000
Customers Served

More than
300
Field Events held with more than 1,000 growers

7
New Organic Products launched under Loveland brand

Nutrien Credit Card
Agile and Uncomplicated Credit

More than
500
women from the agribusiness attended in our Experience Centers

5.7 thousand
farmers and **4.5 million** hectares impacted by the digital precision agriculture platform Echelon™ in Argentina and Uruguay

More than
200
customers served with recommended farming solutions based on soil analysis, fertility maps and expected productivity data

Business

More than
200
Commercial Units in Latin America

49
Experience Centers delivered, 38 opened in 2022

3
important acquisitions of Brazilian companies: Marca Agro, Casa do Adubo/Casal and Safra Rica

Social

3,638
employees, all of whom completed online training on the Code of Conduct

30%
women on the staff

More than
300
crop consultants and technical managers engaged with training through the platform Desenvolve Nutrien, including the 'Escola de Sustentabilidade' (Sustainability School)

More than
15,000
students benefited in 25 schools in Brazil by 'Escola Transforma' (School Transforms) and 1 in Argentina by 'Escuela en Acción' (School in Action)

More than
500
active volunteers with more than 2,000 hours dedicated

CUSTOMER AT THE CENTER OF THE BUSINESS

Nutrien Ag Solutions LATAM is committed to transforming agriculture and doing what is right for its stakeholders and the planet. The business vision is to be the leading global integrated agriculture solutions provider, and its Feeding the Future Plan strives to create lasting change and sustainably feed a growing population by leveraging innovation and collaboration.

Nutrien Ag Solutions LATAM believes that the Company is uniquely positioned to drive sustainability across the agricultural value chain for improved economic, social and environmental outcomes.

Nutrien Ag Solutions LATAM's sustainable and productive agriculture approach aligns with the United Nations Food and Agriculture Organization (FAO) principles to increase productivity while protecting natural resources and enhancing grower resilience. Each aspect of sustainable and productive agriculture is interconnected and therefore requires an integrated systems approach.

Nutrien Ag Solutions LATAM is aware of the agricultural potential of its region, and it is advancing more to transform agricultural retail and become the partner of choice for growers, who may be able to take advantage of one of the leading platform of solutions for their businesses.

In Latin America, particularly, internal, and external factors impacted the sector's results in 2022 (learn more in Message from the Vice President and Managing Director, Latin America. In 2023, it is estimated for Brazil a growth of GDP (Gross Domestic Product) of agribusiness in the country of up to 2.5 in relation to the previous year, according to the National Confederation of Agriculture and Livestock (CNA). A balance sheet released by the National Supply Company (Conab) estimates that the Brazilian grain harvest in 2022/2023 is expected to reach a production of 310.9 million tonnes, a volume that represents an increase of 14.5%, which means, 39.3 million tonnes more to be harvested than last season.

In Argentina, the drought, late frosts, and intense heat in late

spring 2022 delayed the planting and harvesting of some crops. The effects of the unstable scenario of the Argentine economy, the war between Russia and Ukraine and other factors impacted the prices of inputs and logistics. The fertilizer market in the country reduced by approximately 16% internally and 35% in imports during 2022 versus 2021. Grain exchange of Buenos Aires estimates that, for 2023, the corn harvest will be 5% smaller. Soybean area maintains the same estimate as the 2021/2022 crop.
Uruguay is also paying attention to the drought in the region, which could compromise the performance of agribusiness in 2023. Likewise, Chile foresees little growth in the sector*.
Faced with these scenarios, Nutrien Ag Solutions LATAM is well-positioned to meet the end-to-end needs for small and medium-sized growers, with integrated products and services, adding knowledge and rewards for a more sustainable journey of their crops and rural properties and for the protection of crops against adverse weather conditions (see Booster Solution on page 15).

**Sources: Bolsa Cereales de Buenos Aires, Black Box Fertilizantes, Black Box Fitosanitarios, Fertilizar AC, Instituto Nacional de Tecnología Agropecuaria (INTA).*

Nutrien Ag Solutions LATAM's Customers

GRI 3-3 Biodiversity, 13.4.1

Nutrien Ag Solutions LATAM believes that it succeeds when growers succeed. In today's world, growers must thrive in ever-changing and unpredictable environments. The solutions the Company offers growers help strengthen food security; advance climate-smart agricultural practices; and enhance its technological capabilities and those of its growers.
The customers are at the center of everything Nutrien Ag Solutions LATAM does. The Company wants to serve them with the best initiatives in all important stages of their work, from farming the field to running their business. The Company's intention is to support the grower to becoming increasingly sustainable and prioritizing the practice of agriculture that is more integrated with social and environmental practices.

For this reason, in 2022, Nutrien Ag Solutions LATAM established the necessary processes to map the socio-environmental compliance profile of its customers in Brazil, through a system that makes it possible to cross-reference public information and digital intelligence. In a first stage, the Company started evaluating around 5,000 growers. A small group with risks associated with the mandatory parameters required by law was detected, of which, 10 growers were selected to participate in a pilot project to be monitored, using georeferencing tools for its entire customer base, which includes those in the Company's business plan and spot purchases, to ensure that Nutrien Ag Solutions LATAM does not have commercial relations with growers that are in the Government's public list of slave labor and/or with proven illegal deforestation on their properties. With the aim of integrating the customer base, for those who find themselves with illegal deforestation on their properties, Nutrien Ag Solutions LATAM is offering a third party consultancy service that supports growers in terms of socio-environmental adjustments required for them to become compliant, in addition to advising them on how to adopt more sustainable practices in their entire productive process.

In the same period, this process, which involved several areas of Nutrien Ag Solutions LATAM, also resulted in the creation of a project that foresees ways to subsidize farmers in Brazil who already comply and maintain sustainable practices beyond environmental mandatory legislation. Called Financiamento Verde (Green Financing), the project will initially be implemented in barter operations, seeking an additional appreciation in the price of the grain for those customers who hold third-party certifications, such as sustainable soy or coffee, or another certification that guarantees good sustainable practices in farming.
In addition to the barter, the SuperBarter project was created, in which the farmer buys inputs, pays in grains, and can even participate in an eventual price increase in the market. For customers with more sustainable farming practices, there will be different rates and conditions. To rely on the new solution, the rural growers must be a Nutrien client and be in socio-environmental compliance and with the company's other credit guidelines. In addition, those who present some recognized sustainability certification issued by third parties, which demonstrates responsible practices in the field, will have an additional value in the negotiation. These measures aim to encourage more farmers to incorporate sustainability principles and practices, in addition to ensuring compliance with environmental laws. In 2023, funding should be directed to other partners in Brazil, and the criteria will be disclosed to customers throughout the year.
To complete a set of integrated services and solutions, Nutrien Ag Solutions LATAM has also started to develop a pilot project to intermediate the sale of agricultural insurance between its customers and the main insurers in the market, to protect its production and act as a mitigation tool of risks through a differentiated and competitive product.

Business Model

Nutrien Ag Solutions LATAM's business model was structured to support its growth strategy and is its compass in its relationship with farmers. In 2022, the Company adjusted this model so that all pillars were even more in line with its value and excellence proposal, which includes the precepts of compliance and sustainability throughout the chain.

Nutrien Ag Solutions LATAM Business Model

Find out below about its performance in each element of the business model.

Integrated and Individualized Solutions

1

Nutrien Ag Solutions LATAM offer of more than 200 products from different brands, which include seeds, nutritional and crop protection products (chemical or biological). The Company takes a global look at its customers and offers an integrated platform that allows them to make individualized and relevant technical or service recommendations that adhere to each of them and generate value for their business. To choose the best solution, in addition to the expertise of crop consultants, there are also digital products that help them to better understand the reality of each farmer, to recommend the best product for each type of crop and area of their farm.

In 2022, Nutrien Ag Solutions LATAM expanded its operations and added new solutions to the portfolio with the acquisitions of Marca Agro Mercantil, Casa do Adubo and Safra Rica brands. The Company also launched new products aimed at plant nutrition, such as fertilizers and advanced nutrition that contribute decisively to a higher level of agricultural productivity.

Following the strategy in 2021, in 2022, Nutrien Ag Solutions LATAM continued mapping products available in the market and attributes that could be considered when classifying a product as more innovative. As a result, under the brand name of UP Fertilizantes product line, this year the Company launched UP Algas, its first fertilizer made from renewable material, as well as a biological range, which when combined with traditional fertilizers reduces the amount of chemical applied into the soil. UP Algas, for instance, is made from seaweed skeletons, retrieved from a seaweed "cemetery" in the state of Maranhão. The whole productive process is aligned with environmental studies carried out in the region, following strict quality and safety standards. **GRI 13.5.1**

Still in the nutritional category, Nutrien Ag Solutions LATAM introduced the plant growth regulator Coach to the market, which complements its portfolio in post-planting situations and in cases of water stress, which they tested through 200 trials with farmers.

In plant protection, a crucial category for the success of Brazilian agricultural activity with the use of technolo-

gies that include agricultural defensives (chemical and biological), the Company invested in the development of a strategy of biological solutions with the Loveland Bio line, which uses technologies that seek to have less negative impacts on the environment and can increase productivity. (See more in the highlight).
Argentina and Uruguay use the Echelon™ precision agriculture digital platform, which, together with other tools, offers complete solutions to the farmer. Nutrien Ag Solutions LATAM crop consultants work closely with the farmer to arrive at the most appropriate agronomic decision, with tailored recommendations, for seed and fertilizer application, from sowing planning to harvesting, in all types and sizes field.

Echelon™ Range:

ARGENTINA
- 5,200 growers
- 11,000 fields
- 53,000 cultivation plots
- 4 million hectares

URUGUAY
- 550 growers
- 1,200 fields
- 6,000 cultivation plots
- 500,000 hectares

In Chile, integrated solutions are offered in more than 230 cities, serving growers of fruit for export, such as cherries, grapes, avocados and citrus, and products that contribute to the country's food security, such as horticulture, cereals, and dairy products. Nutrien Ag Solutions LATAM has a complete portfolio of basic nutrition for soil and plants, as well as pesticides that ensure the quality and safety of fruits exported to the world, always combining technological tools (iView, Nutriscription, Echelon™), application services and technical monitoring by crops consultants.
Over the past seven years, Nutrien Ag Solutions LATAM in Chile has improved its crop fertilization model with SolBlends, SolUAN & SolBlacks, transforming a manual process in the field into an agronomic plan with high-quality standards, with analytics and tailored solutions for each crop and planting phase, which increases the efficiency of the farmer. Currently, there are five production plants in the country.

Our Range of Biologicals
GRI 3-3 Grower solutions, 3-3 Product stewardship, 13.5.1, 13.6.1

Biological products are agricultural inputs developed from natural organisms or substances, which help to ensure more innovative practices by maximizing productivity and efficiency, in addition to improving application safety to the farmer.
The new Loveland Bio solutions, launched in 2022, are part of this line. In all, there are seven products aimed at the efficient management of diseases and pests and activation of the plant's defense system. This innovation was conceived based on research and an in-depth study of the needs and challenges of soy growers so that they have more quality and productivity in each harvest.
In 2023, Nutrien Ag Solutions LATAM continues with the objective of expanding the offer of innovative solutions, aiming to cover a greater spectrum of pests and diseases that affect crops in the region and seeking new partners such as Simbiose, Novozymes and Agrivalle, with their high performance.

2 Excellence from Order to Delivery

Nutrien Ag Solutions LATAM's focus on operational excellence is a decisive factor in fulfilling what it promises to farmers. Therefore, it has been investing in Brazil in the implementation of a model based on resellers without stock, aiming to scheduled deliveries within two days after the order is placed and assured transport conducted by specialized companies and with online tracking. In essence, this transformation has already begun and has raised the level of the process. In 2022, the Company completed the centralization of inventories at all branches in the states of São Paulo, Goiás, Mato Grosso do Sul, and Minas Gerais.
In addition to the necessary transition of systems, hiring of logistics partners, efficiency in the use of new modes and vehicles for transport and training of crop consultants, the Company had challenges in the implementation of this new model in 2022, related to the Brazilian internal context, such as rains in some regions of the country, stoppages, and blockages on the main Brazilian highways after the election period and fuel prices. For 2023, the focus will be on adjusting the process, ensuring more efficiency, safety and, above all, the operational excellence of its logistics.
In Argentina, the logistics operation is not centralized. For the delivery of crop protection products, the contract provides for the use of trucks that are less than 10 years old and that use technology with lower carbon emissions. In the fertilizer category, Nutrien Ag Solutions LATAM has a differential of transporting products in bulk, which has been promoting a reduction in the use of plastic in our products.
Crop protection distribution centers in Argentina, Chile and Uruguay are ECOVADIS certified, bronze medal and CASAFE deposit program.

Sustainability in the Operation

Nutrien Ag Solutions LATAM is working so that its suppliers seek to adopt sustainable practices to reduce the environmental footprint with lower greenhouse gas emissions, among other initiatives. As an example, in Brazil, 100% of the fleet of the largest supplier uses engines with Euro 5 and Euro 6 systems, which reduce the emission of pollutants from diesel-powered vehicles. The outsourced warehouses where inventories are centralized also have an LED lighting system and natural lighting and electric forklift trucks.

Customized Experience

3

Nutrien Ag Solutions LATAM believes that delivering a personalized and relevant experience is an ever-evolving journey. To better serve customers, it develops its solutions based on a deep understanding of the needs of rural growers, not only in agricultural management, but in the entire management of their business. This is the way to strengthen the relationship of partnership, closeness, and trust.

This experience is designed so that the farmer can be served in the way they prefer, when they need it. As part of this strategy, the Experience Centers were built to deliver a more personalized experience, foster connections and networking, share knowledge and allow customers to interact and learn more about products and solutions. The Company offers specialized training for its customers' employees, and develop educational and support actions for the socio-environmental regularization of growers, as well as classes in partnership with universities.

- **49 Experience Centers opened** (38 Centers inaugurated in 2022)
- **Presence in the states** of Goiás, Minas Gerais, Tocantins, and São Paulo
- **50 growers on average** participate in each event held at the Center
- Customer satisfaction rate **with the centers is 95%**

Support for education, technology, and entrepreneurship in the countryside

In partnership with the Department of Agriculture of the State of São Paulo, Nutrien Ag Solutions LATAM make its Experience Centers available to support growers in regularizing their Rural Environmental Registry (CAR) and creating their Rural ZIP CODE. The CAR is an electronic register, mandatory for all rural properties, which makes it possible to exercise greater control over compliance with environmental law, as well as assist in meeting national and international goals for maintaining native vegetation and ecological restoration of ecosystems. This registration also facilitates the life of the rural owner who intends to obtain environmental licenses, proving the regularity of the property. Rural ZIP CODE, on the other hand, allows more distant properties to be found by GPS, facilitating the access of growers to online purchase resources, for example. This action was carried out in five cities in the State of São Paulo, with 125 farmers assisted and 12 thousand hectares regularized.

A space was also opened in the center of Patos de Minas (MG) to disseminate knowledge about precision agriculture to university students, together with the University Center of Patos de Minas (UNIPAM).

The Company also promoted the first 'Conectadas por Agro' (Connected by Agribusiness) Meeting at the Experience Centers in the cities of Uberlândia (MG), Formosa (GO), Porto Nacional (TO) and Uruaçu (GO). Nutrien Ag Solutions LATAM's goal was to connect all women with influence in agribusiness in a space for conversations and relationships. 500 women participating in the face-to-face event in Uberlândia and via the online platform in Uruaçu, Formosa and Porto Nacional followed the 'Você Protagonista' (You Protagonist)" conversation held with prominent growers in the sector.

Relevant and Reliable Recommendation

4

GRI 3-3 Grower solutions, 3-3 Product stewardship, 13.5.1, 13.6.1

To differentiate themselves in its sector and be a relevant and reliable choice for the farmer, Nutrien Ag Solutions LATAM combines the products in its portfolio with innovative tools and the personalized service of its crop consultants. The Company also seeks to understand the entire operation of the farmer, from cash management to product application and harvesting. Thus, it aims to recommend the best technical or service solution for each need, which represents a differential for its customers.

'Nutrien em Campo' (Nutrien in the Field) is an important channel for sharing knowledge with farmers. Specialized technicians give lectures focusing on solutions, sustainable management, and other topics relevant to work in the field.

In Argentina, Nutrien Ag Solutions LATAM held the 'Farmer's Week', which made it possible to promote activities and dialogues with local growers.

More than 300 'Nutrien em Campo' (Nutrien in the Field) events held in 2022 in all regions where Nutrien Ag Solutions LATAM operates, focusing on presenting its solutions for corn and soy, with the attendance of more than 1,000 growers.

Farmer's Day

In July 2022, Nutrien Ag Solutions LATAM honored rural farmers with an event day. In the morning, a round of conversation was organized between Sonia Bonato (Agriculturalist and Director of Aprosoja), Samanta Pineda (Founding partner of Pineda and Krahn Advogados) and Renato Girotto (CEO of Brain Agriculture), with the São Paulo office and more than 40 Experience Centers and stores from all over Brazil connected to the panel, so that the farmers present could follow the debate. Then, a group of farmers who were in São Paulo had the opportunity to spend an afternoon with the Nutrien Ag Solutions LATAM team.

Another highlight this year was the 'Campo Indica' (Field Indicates) Project, a pilot project carried out in Minas Gerais in Brazil. Over up to 18 months, the main limitations of the entire production process were raised through testimonials from the farmers themselves in specific workshops, added to the digital imaging of the areas, definitions of production environments, collections and interpretations of soil analysis, which allows the performance of Nutrien Ag Solutions LATAM's specialized team in developing and offering individualized, with impartial recommendations and agronomic solutions, focusing on fertility/soil health, sustainability and better use of the productive area. This initiative will be extended to other regions in 2023.
The Company is working to build digital tools for recommending the purchase and use of inputs, combining its research and development data, historical customer data, its productivity, soil and other conditions, leveraging precision agriculture tools, satellite imagery and other technologies that can help the farmer to make the best decisions on a daily basis. These solutions are expected to continue to evolve in 2023 to further help farmers to reach better levels of profitability.

More Qualified Crop Consultants

In 2022, Nutrien Ag Solutions LATAM invested in the knowledge of its crop consultants through Desenvolve Nutrien (Develop Nutrien), an educational platform that provides training and content. Through it, its sales force can be trained on strategic topics, such as digital and precision agriculture, agronomic techniques, in addition to sales techniques. One of the highlights provided by the tool was the 'Escola de Sustentabilidade' (Sustainability School), training consisting of four modules aimed exclusively at the commercial team. Participants had access to topics ranging from the evolution of agriculture to climate change, conservation agriculture, best sustainable agronomic practices, socio-environmental compliance, carbon market, and green finance.
Agrichem also organized technical training for its commercial partners through the 'Academia de Nutrição Agrichem' (Agrichem Nutrition Academy), with in-person and online classes on soil fertility, plant physiology, plant nutrition, and best practices in crop management. In all, there were 50 classes in the year and 10 modules accessed.

In 2022:

- **360 people** from the Commercial team used the Desenvolve Nutrien (Develop Nutrien) platform
- **30 territory commercial managers, 272 crop consultants (CTVs) and 37 solutions consultants trained** in 2022 at the 'Escola de Sustentabilidade' (Sustainability School)
- **111 professionals trained** by the 'Academia de Nutrição Agrichem' (Agrichem Nutrition Academy)

5 Digital

Nutrien Ag Solutions LATAM's digital strategy helps connect all these pillars and deliver solutions to farmers that support their day-to-day decisions on the farm. Technology and data are leveraged to support consultants and clients in making the right choices.
Through a digital platform, the consultant can draw up a harvest plan together with the farmer, considering the characteristics of the region, culture, soil type, water management, among others. It is also possible to request the purchase of inputs and services, and choose products based on the type of issue or pest or environmental class, comparing seeds and searching for more information on recommended use and dose.
The platform also connects with precision farming tools to offer complete and customized solutions. Combining information from meteorological stations, satellite and soil analysis, it is possible to work together with farmers to understand the behavior of the plots, aiming at decision-making to optimize inputs, improve environmental management and maximize results.
This journey started in 2022, in a pilot project where more than 200 customers were served with specific solutions for their crops, recommended based on soil analysis, fertility maps and expected productivity data. In 2023, more customers will be able to connect all this intelligence to the formulation of specific fertilizers for their crop, application recommendation and better choice of inputs.

Innovation

In 2022, Nutrien Ag Solutions LATAM entered a partnership with AgNest Farm, the hub of the Brazilian Agricultural Research Corporation (Embrapa) to promote open innovation and entrepreneurship with a focus on generating digital and innovative solutions for agriculture. Through this public-private partnership, an experimental area at Embrapa, in Jaguariúna (SP), is serving to test innovative technologies and accelerate startups that are working on new management solutions. The project began with the planting of soybeans in an area of 20 hectares, using 100% of its digital solutions, with recommendations for precision agriculture and all the precepts of what is most modern, sustainable, and technological.
In Chile, the iView is offered, which is a technology that captures the specificities of each location and helps crop consultants and farmers to make decisions in an integral way, helping clients to improve their efficiency in the use of inputs and to understand the variability of each cultivation.

Events in 2022

The year marked the return of most of the events attended at fairs and events in the sector. Nutrien Ag Solutions LATAM has participated in some of the most relevant events in the agribusiness sector.

ExpoAgro Argentina – This was the first major agricultural exhibition fair held in the post-Covid-19 pandemic period. Nutrien Ag Solutions LATAM sponsored the event and established direct contact with the grower to reinforce its value proposition.

CREA Congress – Argentina – Nutrien Ag Solutions LATAM participated as a sponsor, with a space in the "Networking" area of the event, where it shared all the functionalities of its Echelon™ digital platform, which allows a more efficient and sustainable management of each lot.

Aapresid Congress – Argentina Nutrien Ag Solutions LATAM provided Aapresid Congress participants with the Nutrien experience, with the aim of showing how the Company enable growers to lead their fields.

Agroactiva – Uruguay – Nutrien Ag Solutions LATAM was present at this important event in the Uruguayan market, sharing with customers all the details of the Company's value proposition.

7th National Congress of Women in Agro (CNMA) – This event in Brazil represented an important space for debating themes and policies that prioritize women in agribusiness.

Nutrien Ag Solutions LATAM participated in the event with a space to receive congresswomen and guests.

9th Fertilizer Brazilian Congress
Nutrien Ag. Solutions LATAM was present at the 9th Brazilian Fertilizer Congress. The Company's fertilizer leader for Latin America, participated in the panel "Reflections of the international crisis on the Brazilian market" to discuss how the sector's crisis affected Brazil.

Hortitec, AgroBrasília and Agrotins
The Company was also present at several agribusiness fairs in Brazil.

Participation in major industry fairs

Focusing on the process of expansion and growth at a regional level, Nutrien Ag Solutions LATAM shared its value proposition at the largest agricultural fair in Latin America, ExpoAgro, held in Argentina. In the four days of the event, the Company presented the complete range of services and solutions for the entire cycle of agricultural culture and promoted moments of experience and relationship with growers and visitors in general.
Through the **#Nutrien Experience** spaces, everyone had access to information and videos that show the solutions in seeds, services and applications, logistics network and digital technologies used in agriculture. There was also an area dedicated to receiving guests and intensifying the relationship with customers and stakeholders with direct action in the agribusiness sector in the region.

At ExpoAgro, Nutrien Ag Solutions LATAM received

15,000 visitors

245 invited growers

The **#Nutrien Experience** space was attended by 80 journalists. In all, 120 employees worked at the fair.
Another important event in the sector, with a program aimed mainly at women in agribusiness, the 7th National Congress of Women in Agro (CNMA), held in São Paulo, had the participation of Nutrien Ag Solutions LATAM, which has increasingly invested in debates and initiatives that prioritize women in agribusiness so that they can have more voice and leadership in the field.
At its stand, the Company received congresswomen and guests for conversations on topics relevant to the growers present, such as Sustainability, Diversity, Education and Digital Agriculture. The Company also took part in panels with varied themes about the world of agribusiness. One of the highlights was the debate "Economic, financial and environmental impacts", which was attended by the former Vice-President and Managing Director of Nutrien for Latin America.

GOVERNANCE

GRI 2-23, 3-3 Integrity

A strong corporate governance framework ensures the interests of its stakeholders are at the center of every decision Nutrien Ag Solutions LATAM makes. Its practices not only meet the requirements of regulatory authorities, but also stand up to the highest ethical standards.

With a solid structure, committed to perfecting good practices and based on its Code of Conduct, the Company conducts its activities and operations in Latin America in accordance with the principles and values that guide its conduct in the world, ensuring for transparency and dialogue with different stakeholders.

In 2022, Nutrien Ag Solutions LATAM formalized the adoption of human rights principles into its practices and promoted, in the relationship with employees and other stakeholders, a dignified, impartial, diverse environment that repudiates and combats any type of harassment and prejudice.

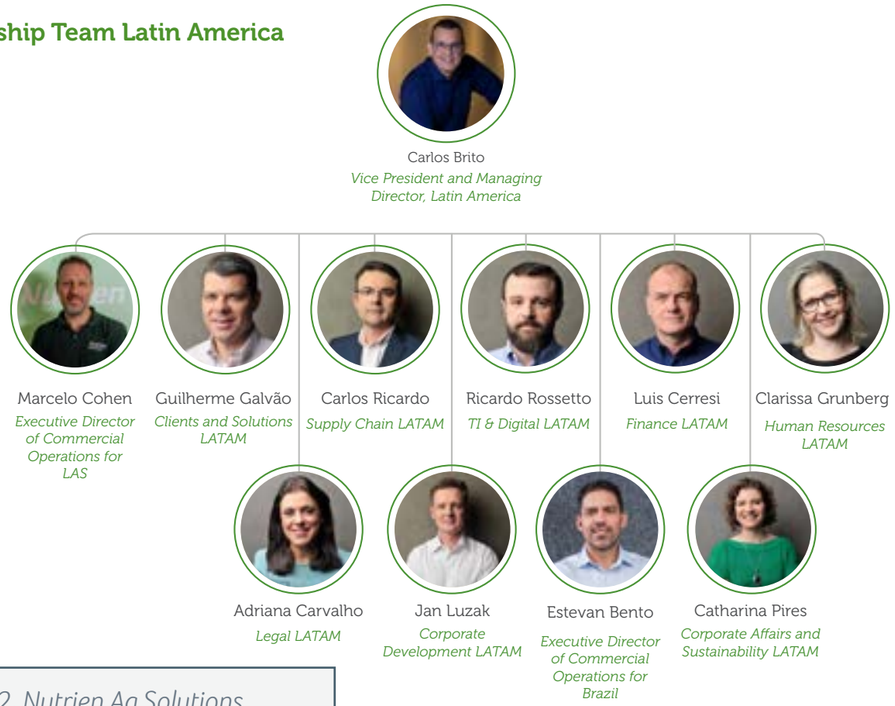
Governance Structure

GRI 2-9

Nutrien Ag Solutions LATAM operates under a single governance in Latin America (which includes Brazil, Argentina, Chile, and Uruguay). The Company's administration is carried out by an Executive Team, composed of the Vice President and Managing Director in Latin America, and 9 Executive Directors.

Executive leadership of Nutrien Ag Solutions LATAM (LATAM, encompassing Brazil, Argentina, Chile and Uruguay)

LALT: Leadership Team Latin America



In 2022, Nutrien Ag Solutions LATAM Executive Leadership was:

73% *Men*

27% *Women*

The governance structure of Nutrien Ag Solutions LATAM is divided into three pillars: Business, People and Transformation. Everyone connects to the executive forum of the Latin America Leadership Team (LALT) as a chain of help and decision-making. There are also local committees and forums responsible for making decisions and supervising the management of the organization's impacts on the economy, the environment and people.

Local Forums and Committees

Nutrien Ag Solutions LATAM has the following local forums to discuss relevant business issues:

Executive Forums:

Latin America Leadership (LALT) Team - Nutrien Ag Solutions LATAM's executive leadership team meets periodically (weekly, monthly and quarterly) to discuss issues such as updating business actions and its priority initiatives, the Safety, Health and Environment (SH&E) area and the Human Resources area. It is composed of a representative from each area of the organization and its attributions include approving decisions and sharing information.

Business Executive Team (BET) - This is a weekly meeting of the Extended Leadership Team (ELT) focused on the business, to monitor actions and support the operation team.

Business Steering Team (BST) - It is a weekly meeting of the LALT team focused on the business, also to monitor actions and support the operation team.

Extended Leadership Team (ELT) - Monthly meetings of the group of executives who report directly to LALT to align initiatives and communication and develop the organization's senior leadership.

Operational Forums:

- Sales and Operation Execution
- Tactical Clients
- Operational Customers

Planning Forums:

- Demand Review
- Sales and Operation Planning
- Forecast Review
- Business Team
- **Customer Management LATAM:** It is a monthly meeting of the ELT focused on the customer, to follow up and discuss priorities connected to this public.

It also has the following **local committees**:

SH&E Committee - The SH&E Committee is a monthly meeting structured between the leaders of the sites and the technical team with the objective of planning, coordinating and implementing preventive actions in SH&E through the follow-up and monitoring of indicators, management of action plans and critical analysis of the effectiveness of implemented programs, aiming to create a safer work environment and contributing to the continuous improvement of the management process.

Integrity Committee - Its purpose is to analyze and deliberate on cases of deviations from the Code of Conduct, on the indicators that will allow the diagnosis and adoption of actions to remedy relevant issues. The group also discusses the training schedule and communication/acculturation actions and any other topic that has a relevant impact from the perspective of integrity for the Company. **GRI 2-25**

ESG Committee - Its fundamental role is to promote the incorporation of the sustainability theme as an attribute within the culture of Nutrien Ag Solutions LATAM, in addition to approving the initiatives and budget allocated to them. This Committee, composed by all LALT members and coordinated by Sustainability area, meets quarterly to monitor the initiatives developed by the multidisciplinary groups.

Organizational Efficiency

Two organizational transformations were implemented aiming at the centralization and efficiency of operational activities, services and decision processes:

Nutrien Business Services (NBS) started operating in Brazil to assist Nutrien Ag Solutions LATAM in activities in the Fiscal/Tax, Accounting, Supplier Payments, Purchasing and Stores, Experience Centers and Human Resources areas.

There was a migration of part of purchases of low value and complexity to the **Shared Services Center (CSC)**, reserving strategic processes to a specialized team focused on the entire region. With the support of the Procurement area, Nutrien Ag Solutions LATAM has structured a team that has the challenge of buying seeds from third parties, in large quantities and with the desired quality. As part of the lessons learned from the implementation phase of this model, adjustments to the process will be prioritized in 2023.

In the pesticide supplies category, the supplier base increased by around 200%, especially in private label. As a result, the Company's business relationships with suppliers in China and India were strengthened. For fertilizers, Canada and the United States were also important partners due to the impact on purchases in the Russian market, because of the war between Russia and Ukraine.

Nutrien Ag Solutions LATAM also expanded the portfolio of nutrition suppliers by approximately 50% in relation to purchased items. Due to logistical supply issues, it was necessary to develop new suppliers in its crop protection base and to supply nutrition raw materials. On the other hand, Facilities service base was unified through a provider with capability to serve the region. The Company also consolidated sales of assets (land, fleets, among others) and items that generated significant revenue.

Ethics and Compliance

GRI 2-23, 3-3 Integrity

Through Nutrien Ag Solutions LATAM's Integrity Program, the Company seeks to ensure integrity in its operations and strengthen an ethical culture inside and outside Nutrien Ag Solutions LATAM, including the newly acquired companies. The scope of this program includes ***"Our Code of Conduct: Doing Business with Integrity".***

Nutrien Ag Solutions LATAM reached the target of 100% of people trained throughout Latin America in 2022, with the exception of Casa do Adubo employees, as they were in the final phase of integration.

1. Including the entire Latin America leadership team.

Nutrien Ag Solutions LATAM also has a Supplier Code of Ethics. Its fulfillment is a mandatory condition for these partners, established in the contract. Contract drafts include clauses ranging from full compliance with local laws applicable to the contract itself. Nutrien Ag Solutions LATAM has zero tolerance in case of violation of contractual clauses. In contracts where the Company's standard drafts are not used, but those of suppliers' are, it requests the inclusion of anti-corruption clauses and the obligation to comply with our Code of Conduct. The Sustainable Procurement Policy is also being made available on the Company's website. **GRI 205-2**

Integrity Helpline

GRI 2-25, 2-26

Nutrien Ag Solutions LATAM has a 24-hour service dedicated to analyzing and resolving issues related to the Code of Conduct and related policies. The Integrity Helpline can be used by both internal and external audiences to clarify doubts or express concerns about ethical issues and is available in all languages of the countries in which Nutrien Ag Solutions LATAM operates. The channel is managed by an independent provider, and all contacts are protected by confidentiality and, if desired, anonymity.

INTEGRITY HELPLINE

- Site: https://secure.ethicspoint.com/domain/media/pt/gui/48425/index.html
- E-mail: integrity@nutrien.com
- Telephone: 0800 892 0683 – Brazil

The open-door policy also allows any employee to speak up and raise Code of Conduct concerns with their immediate manager and the areas of Human Resources, Legal, and the Integrity Group. Allegations are investigated by the Integrity Group to decide on the appropriate response. Anonymous calls are not tracked or recorded, so the person's identity is preserved. The whistleblower is informed during the investigation of the occurrence and receives the note of the result as soon as the investigation is completed.

Risk Management

GRI 3-3 Cybersecurity and data privacy

Responsibility and accountability for risk management is embedded in all levels of its organization, and Nutrien Ag Solutions LATAM strive to integrate risk management into key decision-making processes and strategies. By considering risk throughout its business, it seeks to effectively manage the risks that could have an impact on its ability to deliver on its strategy. Nutrien Ag Solutions LATAM follows Nutrien Ltd's Enterprise Risk Management governance, but risks are identified and managed locally, by the appropriate risk owner. Risk management is a continuous process, which allows them to identify, assess, handle, monitor, communicate, and record potential events or situations that may affect the achievement of their business objectives and strategic planning. The Pillars of Sustainability are also a fundamental part of this analysis of risks and opportunities.

As part of a robust integrity program, the structure gained new professionals with a focus on implementing training and a culture of integrity in the region. In addition, new tools for controlling risks were adopted. Among them, the implementation of a process monitoring system is expected to make it possible to identify the root cause of an action that represents a potential risk or impact and to act preventively.

All the legal requirements of the General Data Protection Law (LGPD law in Brazil) were also implemented, which required the standardization of rules and practices to promote the protection of personal data of employees and other stakeholders on an equal basis. For the newly acquired companies, an assessment of these legal requirements is expected to be carried out in 2023, through an external consultancy, to prepare an action plan, under the control of the Executive Committee to ensure its application.

Reinforcing the awareness of employees across the region about data security, especially in the virtual environment, the Cybersecurity Week was held, led by the Information Technology team in partnership with Nutrien Ag Solutions LATAM's Legal Department.

Responsible Purchases

GRI 2-6, 3-3 Responsible supply chain, 13.22.1

In the relationship with suppliers, Nutrien Ag Solutions LATAM started the Responsible Procurement project to mitigate the main risks in this chain and to improve governance levels in the management of these partners. Nutrien Ag Solutions LATAM's supply chain includes companies from countries such as Brazil, China, South Africa, Peru, Argentina, Canada, United States, India and Chile and includes:

- **Direct Suppliers:**
  Chemicals, mineral products, and packaging.

- **Indirect Suppliers:**
  Corporate services, logistics and fleets, services related to information technology, marketing and human resources purchases, repair and operating materials, and investment in equipment.

The project consisted of mapping categories and subcategories of purchases made by the Company, with the support of a specialized consultancy. These categories then became part of a risk matrix from a responsible perspective. The year was dedicated to organizing this project, which will be structured in 2023, with the creation of a support area within Purchasing, responsible for Supplier Relationship Management, Sustainability, Business Intelligence, Purchasing Projects and Change Management. This area will enable the management of Nutrien Ag Solutions LATAM's suppliers in order to minimize the intrinsic risks of major acquisitions. With this initiative, Nutrien Ag Solutions LATAM takes another step towards the development of its supply chain and, at the same time, ensures the monitoring of critical suppliers in economic and socio-environmental aspects.

In 2022:
5.2 thousand active suppliers

Among the main purchases of Nutrien Ag Solutions LATAM in Brazil, there were no identified suppliers and operations which did not support freedom of association and collective bargaining of workers or have risk of child labor or forced labor or analogous to slavery. To provide services to the Company, suppliers must present documents that prove their performance in accordance with Brazilian labor legislation. **GRI 407-1, 408-1, 409-1**

SOCIAL

GRI 3-3 Human capital, 13.20.1

The engagement and empowerment of its employees are fundamental to Nutrien Ag Solutions LATAM's success. Likewise, Nutrien Ag Solutions LATAM values the communities in the regions where it operates. It wants to contribute to everyone's development and quality of life, inside and outside the Company.

Time Nutrien Ag Solutions LATAM team

In 2022, Nutrien Ag Solutions LATAM continued its journey to build a strong culture in the region, integrating the newly acquired companies and the group of employees who joined Nutrien Ag Solutions LATAM's team.
Nutrien Ag Solutions LATAM is experiencing a unique moment in its history in Latin America by fostering a diverse and inclusive work environment, with joint efforts so that everyone knows the journey of the Company globally and locally, its business strategy, with commitment and engagement to its purpose, principles and values.

Profile of Nutrien Ag Solutions LATAM employees in 2022[1]

GRI 2-7

3,638 employees,

67% more employees than in 2021[2]

1,122 women

2,516 men

*1. The data here only involve employees with an indefinite contract due to the new staffing policy. Therefore, interns, apprentices and temporary workers are not counted. **Information from December 2022.*

2. The increase in the number of employees from 2021 to 2022 is due to the integration of new companies and the hiring of new professionals to ensure the execution of the growth strategy of Nutrien Ag Solutions LATAM and to the fact that this report considers the countries Argentina, Brazil, Chile and Uruguay, and not just Brazil, as in the previous year.

Equity, Diversity and Inclusion

GRI 3-3 Equity, diversity and Inclusion, 13.15.1

Nutrien Ag Solutions LATAM wants its working conditions to be an engine of innovation and productivity, and promoting a respectful, open, diverse and inclusive environment is the way to achieve this goal.
Therefore, the Company respects and encourages the manifestation of individual characteristics so that all people feel valued for being who they are, the way they are and, thus, can establish greater value interactions, generate innovation and differentiate solutions and fulfill their potential.
To support its ambition to be an increasingly inclusive company, Nutrien Ag Solutions LATAM created the Equity, Diversity and Inclusion Program, working on Gender, Race and Ethnicity, LGBTQ + and People with Disabilities. The initiative aims to help it bring greater representation towards minority groups and thus transform its corporate and field environment.
Nutrien Ag Solutions LATAM wants to create a journey of transparency and commitment to equity, diversity and inclusion, with concrete actions on the following fronts:

Education and Awareness - performance of employees as agents aiming to promote transformation in the Company, with leaders aware of their role in this change.

Internal Development - creating internal programs to drive transformation.

Affirmative Selection - structured inclusion of hiring parameters and criteria with a diversity perspective.

Impact on the Value Chain - acting to influence customers, partners, suppliers and the community in which it operates.

As the first initiatives of the program, a Video Manifesto and the guide #IamDiversity #IamNutrien were created, disseminated to all LATAM countries to promote the understanding and appreciation of diversity internally and in personal relationships. The guide addresses issues related to racism, ageism, sexual orientation- and gender identity-based harassment and discrimination, and a series of unconscious biases that are present in society. With it, Nutrien Ag Solutions LATAM wants to contribute so that the diversity initiatives in its Company are understood, respected, and applied. The process of integrating new employees also now has a module dedicated to the subject.

To support the dissemination of the culture of Equity, Diversity and Inclusion in the Company, registrations were opened for participation in groups of allied people (gender, races, and ethnicities, LGBTQ +), with the aim of mapping and analyzing the needs of minority groups and creating plans of action aligned with the program's strategy. The groups played an important ambassadorial role, and the initiatives generated will be reported to the local Sustainability Committee. There were 101 people registered to participate in these initiatives:

- 65% women, 34% men and 1% non-binary
- 63% white people, 37% people of color
- 88% from Brazil, 8% from Argentina, 3% from Uruguay and 1% from Chile
- 42% of the subscribers went to the gender group, 28% chose the LGBTQ+ group and 30% the race and ethnic group

The calendar of important dates focusing on these audiences was also part of the communication and internal initiatives and conversation circles with employees:

- International Women's Day
- Rural Women's Day
- Mother's Day
- Pride Month
- National Disabilities Independence Day

Family Policy

In 2022, Nutrien Ag Solutions LATAM launched the Family Policy, an extended policy for all LATAM employees, which covers all types of families and is granted to mothers, fathers or guardians due to birth, adoption or custody of a child. (read more in Benefits, page 56).

Support Network

GRI 3-3 Equity, diversity and Inclusion, 13.15.1

In 2022, Nutrien Ag Solutions LATAM entered a partnership with the NGO Ser Especial (Be Special), in Brazil, through which it hired 20 employees with different degrees of mental disability. This project allows for the development of these professionals through the learning of social and technical skills for their effective insertion in the job market.
The Company also maintains a partnership with the Rede Empresarial de Inclusão Social (Business Network for Social Inclusion) (REIS), an entity that brings together and mobilizes companies in Brazil to promote the inclusion of people with disabilities in the job market.

More Collaborative Spaces

In early 2022, still with some impacts from Covid-19 pandemic, with attention to the protocols required for this new moment, administrative employees returned to the offices, initiating the transition to a new, more collaborative, and open work model.

People kept the hybrid system, with days of the week at home office and others at offices.
Employees from São Paulo (SP) had the experience of working in a new space, completely redesigned. Offices were also opened in Goiânia, Campinas, and Ribeirão Preto, in Brazil. In 2023, two more will be inaugurated: one in Rio Verde (GO) and another in Argentina.

Communication and Engagement

Whether at events or through the media, Nutrien Ag Solutions LATAM maintained direct and frequent contact with its employees in 2022.
The 'Juntos Somos Mais' (Together we are more) sales convention brought together the entire commercial area for the first time in a single event. It was a time to listen and get to know the Company's senior leadership, their expectations and talk about results and goals.
"Lidera Nutrien 22" (Lead Nutrien) – The Leadership that Nurtures was also held, an event that brought together leaders from Brazil and Latin America South (Argentina,

Chile and Uruguay) to align business strategy and culture, and to present the strategic plan for equity, diversity and inclusion.
'Conecta Nutrien' (Connect Nutrien), Nutrien Ag Solutions LATAM's main internal communication channel, is a platform through which employees interact with their colleagues, receive relevant information about the business and company news, and have access to Company policies and documents. People can access it from their computer or mobile phone, read the posts and publish texts and photos. Other forms of communication with employees in 2022 were:

Terra Adentro Newsletter – channel in Spanish with news about operations in Argentina, Chile and Uruguay.

Nutrien Brasil Comunica (Nutrien Brazil Communicates) Newsletter – more relevant information that happened during the week in the operations, in the field, in the offices and in the Experience Centers.

Social Media – pages on Instagram, YouTube, Facebook and LinkedIn with posts about news and the Company's performance in social responsibility. Nutrien Brazil profile on LinkedIn reached the mark of 100,000 followers in 2022.

Local Website – institutional content in Portuguese and Spanish.

Suggestion Box – channel for comments or ideas to make Nutrien Ag Solutions LATAM an even better place.

"Meu Voto, Meu Futuro" (My Vote, My Future) internal Campaign

This educational campaign aimed at employees was an important milestone during the election period in Brazil in 2022. The focus was on explaining the negative effects that fake news and polarized debates on social networks can have. The objective was to bring political content to everyone in a light, friendly and accessible way, as well as to make clear Nutrien Ag Solutions LATAM's position of neutrality for maintaining an open, ethical, transparent dialogue and respect for democratic institutions. Conceived by the Governmental and Institutional Relations area, the campaign had personalized communication, weekly, through informative materials in the Company's internal channels.
This conduct based on transparency is adopted by Nutrien Ag Solutions LATAM in all the countries where it operates in Latin America, and educational and pioneering projects of this nature will be increasingly important to promote employee awareness.

Talent Attraction

With the fulfillment of expansion and growth plan of Nutrien Ag Solutions LATAM for the year, the focus also remained on attraction and recruitment activities, integration of new professionals, performance management and retention.
In Latin America, Nutrien Ag Solutions LATAM started using an external market tool that allows the selection of candidates through the wide dissemination of vacancies in several channels. The decision to create a robust and centralized database, combined with efficient exposure, supports the Company's talent search strategy throughout the region. The system also brings internal efficiency in the monitoring and evolution of the process by managers, in real time, ensuring agility in communication and engagement of those involved.
In 2022, a program for training sales promoters was implemented and two new internship programs were created – Corporate and Agricultural Engineers. The initiatives allowed the selection process to consider equity, diversity, and inclusion at filling vacancies, in line with diversity and inclusion strategy of Nutrien Ag Solutions LATAM. For the selection of internship candidates, initiatives and partnerships with universities in search of newly graduated talent were also considered. In all, 50 candidates were recruited, who went through training and development programs contemplating the generational diversity aspect of the group.

For the year 2023, the idea is that Nutrien Ag Solutions LATAM will continue these initiatives, including the criterion of equity, diversity and inclusion in all selection processes.
The external communication channels were also decisive in supporting the journey of building differentiated teams and reinforcing talent in open positions in the regions where Nutrien Ag Solutions LATAM operates. Both social media and local releases in the press and specialized media amplified our positioning and bold growth strategy and generated positive exposure.

Professional Development

Nutrien Ag Solutions LATAM encourages a work environment that inspires, drives and connects people. Therefore, the Company values learning and supports its employees with continuous development opportunities, with structured processes, training and guidance. In order to improve the Performance Assessment method, leadership training sessions were carried out – extending to all employees – which were based on the Company´s culture. At the same time, a new system for monitoring targets and performance assessments, in a standardized way, was implemented for the entire region. Nutrien Ag Solutions LATAM also consolidated the leadership assessment model, the succession plan, and the Individual Development Plan.
The language subsidy policy was also implemented to meet the needs of employees who maintain direct interaction with global areas and with colleagues from countries in Latin America.

Safety First

GRI 3-3 Worker health and safety; 3-3 Reclamation and remediation, 403-1

Security in Offices, Experience Centers, stores and manufacturing is cultivated through prevention, work safety, process risk control and vehicle safety. Nutrien Ag Solutions LATAM understands each person as an agent promoting safe behavior in their workplace (and beyond), practicing the Culture of Care, without exception.

Culture of Care: Lead, Collaborate, Challenge and Trust

Nutrien Ag Solutions LATAM directs its efforts to be a reference in best SH&E practices. Continuing the Three-Year Plan, a strategy that came into force in Brazil in January 2021 and in other countries in Latin America South in January 2022, the SH&E area is developing a series of initiatives to standardize the company's operations. In these three years, all topics related to health, safety, occupational hygiene, environment, and crisis management will be revisited to create a common standard for the region.
All activities are covered by the SH&E Management System, including those of outsourced professionals. This system has tools such as Job Safety Analysis (JSA), Preliminary Hazard Analysis (APP) and its own process for Change Management, in addition to programs for activities considered critical for the life and management of contractors. In addition, monthly audits of the SH&E area are carried out at the manufacturing units and meetings of SH&E committees at the manufacturing units, with a defined action plan to address points of continuous improvement and evaluation of effectiveness.
In 2022, with the arrival of new companies incorporated in parallel with organic growth, in a first phase, the 100-Day Plan was adopted, which provides a faster transition to operating within the standards established by SH&E. Risks impacting people, operations and the license to operate are addressed.

In 2022:
11,950
hours of SH&E training

Find out below about some initiatives in safety conducted in 2022. All of them converge so that our motto "Em Casa Seguros, Todos os Dias" (Everyone Home Safe Every Day) is always remembered and achieved by all its professionals.

Warning Sign
In addition to investments in collective and individual protection equipment and improvements in physical installations, Nutrien Ag Solutions LATAM created an important mechanism for identifying unsafe situations or near-miss accidents: the Signal Alert Program.
The tool helps the Company evolve in its quest to eliminate or minimize risks and, since its launch in 2021, has had great support from employees in Brazil. All recorded incidents are periodically discussed by the local Safety Committees for evaluation and action plans. In cases of imminent risks, the SH&E area has autonomy for immediate action. The program is being implemented in the countries of Latin America South. Thanks mainly to this initiative, in 2022, indicators of reportable injuries are five times lower than those recorded globally.

4,070
deviations reported in the Signal Alert Program in 2022

These numbers are positive and fundamental for the Culture of Care. It is unsafe acts and unsafe conditions that form the base of the pyramid. Each Warning Sign pointed out is the reflection of an accurate and careful look at identifying hazards, even small ones, accompanied by a mitigation measure. Structured action at this level is key to accident prevention and one of the key programs for the low accident rate in LATAM.

Leadership and Safety
Another important initiative is the Leadership in Safety Program, which is already implemented in the three countries of Latin America South – Argentina, Chile and Uruguay. Through it, leaders undergo training and awareness about their non-transferable role in dealing with safety issues for their teams. In Brazil, the program will be put into practice in 2023, with the same focus and for leaders with teams exposed to situations that may represent a risk.

Safety Month

Nutrien Ag Solutions LATAM Safety Month, held in August 2022, gained prominence throughout the region with a program that had a playful campaign to alert and sensitize employees about dangerous situations. Characters were created to represent the dangers of haste, exception, presumption, improvisation, and overconfidence.
With the theme "Feche as portas do perigo e abra as portas do cuidado" ("Close the doors of danger and open the doors of care"), the campaign was designed to actively encourage everyone's participation, through short testimonials, with examples of real situations experienced at work or at home, and the conduct adopted, in addition to daily safety dialogues throughout the month, focused on identifying and preventing hazards.
The initiative was externally recognized by Jatobá Award, in the Internal Communication/Boutique Agency category, considered one of the most relevant awards in Brazil.

Vehicle Safety

Vehicle Safety Policy, with the rules applicable to driving vehicles from the Company's fleet, establishes the vehicle model most suited to the activities and risks inherent to the type of terrain to which drivers are subject in their daily work, in addition to helping to change the behavior of drivers. The policy has been adopted in Brazil since 2020 and will come into effect in Latin America South countries in 2023. In Brazil, training focused on defensive and safe driving in 2022 was prioritized.
As part of the risk control and mitigation measures, the Vehicle Safety Committee meets every month to discuss the results of the program, its challenges and strategies to accelerate changes in driver behavior.

Safe job
GRI 403-9

High consequence injury risks related to work at Nutrien Ag Solutions LATAM refer to work at height, confined space and electricity. In 2022, it had no high consequence injury events. Actions to eliminate and minimize risks include training, investments in collective and individual protection equipment, administrative measures, risk management tools and daily safety dialogues.

In Brazil, there were four injuries, with a rate of 0.12, for employees in 2022, mainly related to ankle sprains and foot injuries, but there were no high-consequence work-related deaths or injuries. For outsourced workers, there were three injuries, with a rate of 1.25, mainly related to shoulder dislocation and foot injuries. In Latin America South (Argentina, Chile and Uruguay), there were five injuries, with a rate of 0.42, mainly related to ankle sprains and foot injuries. No accidents and injuries involving outsourced workers were recorded.

Employee health and safety rates and figures GRI 403-9	**Brazil[1]**			**Latin America South[2]**	
	2020	**2021**	**2022**	**2021**	**2022**
Number of reportable work-related injuries	2	6	4	6	5
Reportable work-related injury rate	0.18	0.42	0.12	0.72	0.42

1. In 2022, for Brazil, the number of hours worked by employees was 4,886,095.46 hours. Rate calculations were based on 200,000 hours worked.
2. In 2022, for Latin America South, the number of hours worked by employees was 2,145,945 hours. Rate calculations were based on 200,000 hours worked.
3. There were no high-consequence work-related deaths or injuries in 2022.

Outsourced workers health and safety rates and figures (Brazil only)[1,2] GRI 403-9	**2020**	**2021**	**2022**
Number of reportable work-related injuries	0	4	3
Reportable work-related injury rate	0	2.20	1.25

1. In 2022, the number of hours worked was 480,431 hours worked by third-party contractors. Rate calculations were based on 200,000 hours worked.
2. There were no high-consequence work-related deaths or injuries in 2022.

Hygiene & Occupational Health
GRI 3-3 Worker health and safety, 403-3

Nutrien Ag Solutions LATAM has specialist professionals responsible for taking care of practices, processes and governance related to the correct use of Personal Protective Equipment (PPE) in line with the activity that requires its use. These people, in partnership with the HR team, ensure the correct adequacy of the positions in relation to the activities and risks involved in accordance with labor legislation. Occupational health services are performed by third-party companies hired in accordance with compliance guidelines and the General Data Protection Law (LGPD) of Nutrien Ag Solutions LATAM. Employees access these services through the SH&E team, according to demand.
Even with the gradual return to face-to-face work throughout 2022, with 100% of employees returning part of the week to the offices in the last quarter of the year, Nutrien Ag Solutions LATAM maintained all protocols regarding testing, case control, returns and removals generated by Covid-19.

During the year, health campaigns were carried out for employees in Latin America, such as flu vaccination campaigns and prevention of sexually transmitted diseases. Awareness and care for early detection of breast cancer (Pink October) and prostate cancer (Blue November) were also reinforced through campaigns, as well as attention to mental health (White January).

Benefits

GRI 3-3 Equity, diversity and inclusion, 13.15.1, 403-6

The benefits offered to employees are comparable with the best practices in the market. Some of them are extended to legal dependents, such as medical assistance and dental assistance, and there is no monthly fee for the employee or dependents, only co-payment for medical assistance. In Brazil, Nutrien Ag Solutions LATAM also offers a social and psychological assistance program and an annual flu vaccination campaign.

In 2022, the Company implemented the Family Policy, which applies to all types of family formation, which includes heterosexual and same-sex couples, as well as single mothers and fathers of children by birth or adoption. The benefit grants six months or two months of leave, depending on the role played by the employee in caring for the child, ensuring that, in some cases, each employee decides how to use the months of leave from the birth or adoption of the child. In this sense, the new rules will benefit two representative figures (Person 1 and Person 2), which will be defined by the employee when applying for the policy, regardless of gender or sexual orientation.

- Person 1 – eligible for six-month leave
- Person 2 – eligible for two-month leave

For some countries, this initiative has an important impact, as the right to this benefit according to local legislation is more restricted. The Family Policy reflects the principles of equity of the corporation and the understanding of shared responsibility in raising children, as Nutrien Ag Solutions LATAM understands the right to dedicate oneself to parenting in a more equitable way, regardless of the family model.

The remuneration strategy of the Company in Brazil considers union negotiation, in accordance with the law in force and the practice of the local market to ensure a competitive compensation compared to the local cost of living and that helps in attracting and retaining talent. The definition of a salary adequate to the cost of living is one whose salary strategy respects the realities of each region based on data from salary surveys by specialized consultants. In 2022, 100% of employees in Brazil and 56% of employees in Latin America South (Argentina, Chile and Uruguay) were covered by union collective bargaining agreement related to salary levels, resulting in an average of 90%, and all employees, regardless of gender, received wages above adequate for the cost of living.

GRI 2-30, 13.21.1

Relationship with Communities

GRI 3-3 Community relations, 13.13.1

Nutrien Ag Solutions LATAM strives to meaningfully contribute to the communities globally and locally where it operates. It collaborates with community partners who share its values and approach.

With this purpose in mind, 'Nutrien Transforma' (Nutrien Transforms) was born, a program that focuses its social action strategy, divided into two pillars:

Private Social Investment

- Make its own investment in educational projects
- Make donations or transfers of resources in cases of disasters, emergencies or public calamities
- Focus on incentive projects, made available by tax incentive laws, for social initiatives in the areas of culture, sports, children, the elderly, people with disabilities and health.

Volunteering

- Maintain a program to disseminate the culture of volunteering, encouraging employee engagement and aiming at the development of the locations where it operates.

Social Investment

	2020	2021	2022
Own Resource	-	US$248 thousand	US$933 thousand in Brazil US$230 thousand in Argentina
Donations	US$20 thousand	US$37 thousand	US$41 thousand in Brazil US$5 thousand in Argentina
Tax Incentives Laws	-	US$37 thousand	US$353 thousand in Brazil

In 2022, Nutrien Ag Solutions LATAM's own resources were used in the Escola Transforma (School Transforms)/Escuelas en Acción (School in Action), Nutriendo el Futuro (Nurturing the Future), Cuidando Nuestras Cuencas (Caring for our watersheds) projects, as well as in initiatives coordinated by partners (The Nature Conservancy and IVISAM/4H) in the Amazon region, in Brazil. Donations made in 2022 were directed to organizations that responded to calamity and/or catastrophic situations in the regions where Nutrien Soluções Agrícolas LATAM operates, as well as the allocation of goods and/or products from the organization.

Escola Transforma / Escuelas en Acción (School Transforms / Schools in Action)

Under the 'Nutrien Transforma' (Nutrien Transforms) Program, its main project in the pillar of private social investment was created: 'Escola Transforma' (School Transforms). Launched in 2021 as a pilot project in partnership with Rede Educare, it aims to promote initiatives to improve education in the municipalities where Nutrien Ag Solutions LATAM is present with investment in public school facilities, access to social technology and teacher training. This work relies on the participation of Nutrien Ag Solutions LATAM volunteers. Improvements in 26 schools included renovations, construction of 23 playgrounds, 23 vegetable gardens, 21 reading rooms, 2 movie theaters, 1 science laboratory, 3 toy libraries, in addition to the donation of more than 810 toys and 8,700 books and socio-educational actions, among others.
In 2022, the Company started the project outside Brazil, with the possibility of expansion: 'Escuelas em Acción' (School in Action) has already benefited 140 students aged 6 to 12 in Santo Antônio de Areco, Argentina.

In 2022:

15,609 students benefited from 'Escola Transforma' (School Transforms)

26 participating schools, one of them in Argentina

US$628,500 invested in Brazil and **US$55,000** in Argentina

Nutriendo El Futuro (Nurturing the Future)

In 2022, Nutrien Ag Solutions LATAM created 'Nutriendo El Futuro' (Nurturing the Future) to promote educational projects with social development in Argentina that cover topics such as teacher training, professional training, digital inclusion, sustainable food production, food safety and hygiene, and development of productive projects. Taking these areas as a reference, the program seeks the active and direct participation of Nutrien Ag Solutions LATAM employees in projects in their communities. 'Nutriendo el Futuro' (Nurturing the Future) is carried out in partnership with the NGO United Way Argentina and Nutrien's global headquarters.

- **21 initiatives evaluated** and **15 selected**
- **4,000** people benefited
- **21 NGOs** involved
- **100 hours** of volunteering
- **US$100,000** invested

Cuidando Nuestras Cuencas (Caring for our watersheds)

The 'Cuidando Nuestras Cuencas' **(Caring for our watersheds)** project supports the education of young people in secondary education to promote environmental care, in the region of Areco, important river basins in Argentina.

In 2022:

625 students benefited

59 participating teachers

29 schools

US$75,000 invested

Volunteering

Volunteering is part of Nutrien Ag Solutions LATAM because it understands that the transformation, it wants to bring about, needs the support of its employees, who are often part of the communities served. Volunteers participate in revitalization activities and socio-educational actions in schools assisted by 'Nutrien Transforma' (Nutrien Transforms). In each volunteer action at a school, 12 activities were carried out involving painting, organization of the toy library and recreation. To advance the volunteer program, a management and monitoring platform was designed to be launched in 2023

In 2022:

50 volunteer actions

507 volunteers

2,053 hours of volunteer work

ENVIRONMENTAL

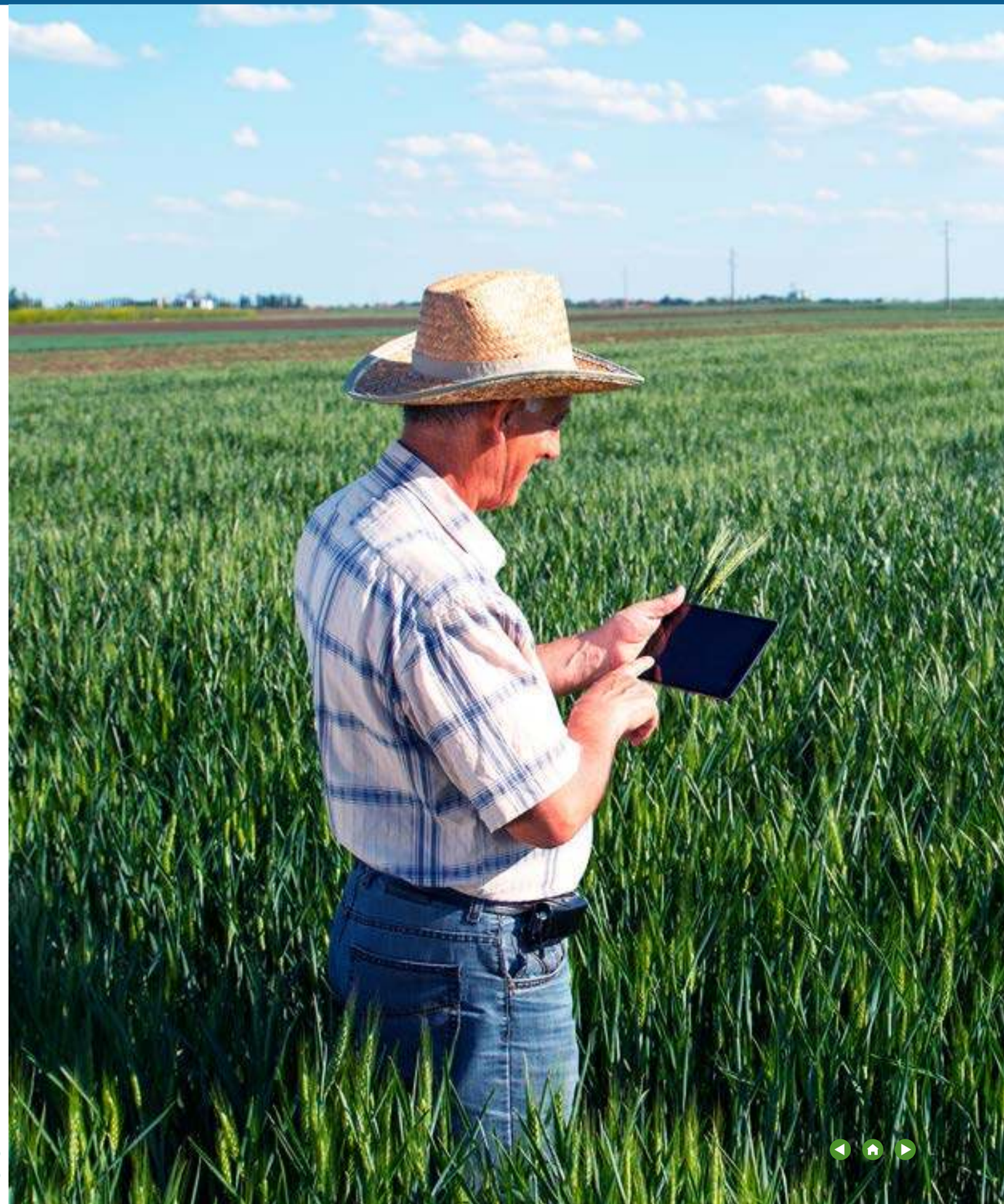
Nutrien Ag Solutions LATAM is committed to developing products and innovative solutions that help its business and growers tackle the environmental challenges facing the agriculture industry and to reduce the environmental impacts of its operations on air, land, and water. Discover below the initiatives that Nutrien Ag Solutions LATAM is doing in this direction.

New solutions for the farmer

In 2022, Nutrien Ag Solutions LATAM worked on developing solutions that, in addition to helping rural growers take care of their crops in the best way, aim to have less impact on the environment.

UP Algas – A fertilizer made with renewable raw material, composed of seaweed skeletons extracted from an algae "graveyard" in Brazil. Learn more on page 29.

Loveland Bio – A line of biological products developed with technologies that have less impact on the environment and which activate the defense system of plants against pests and diseases. Learn more about Loveland Bio's solutions and Nutrien Ag Solutions LATAM's biological products on page 30.



Reduction of the Environmental Footprint

Managing the reduction of the environmental footprint is also one of the crucial points of the Environmental pillar and, in this direction, Nutrien Ag Solutions LATAM took important steps in 2022.

Greenhouse gas emissions and energy use

GRI 3-3 Greenhouse gas emissions and energy use, 3-3 Climate-related risks, 13.1.1, 13.2.1, 305-1, 305-2

Climate change directly influences the agricultural sector, which may affect production patterns, planting times, soil productivity and the use of fertilizers and nutrients. Therefore, potential climate-related impacts were identified as one of the main concerns of Nutrien Ag Solutions LATAM's stakeholders. The Company is focused not only on reducing the carbon footprint with the application of fertilizers, but also on partnering with growers to increase crop yields while reducing greenhouse gas (GHG) emissions in the field, supporting agricultural practices that are aligned with these objectives.

GHG emissions and electricity consumption contribute negatively to climate-related risks. As GHG emissions increase, the likelihood of adverse weather events increases, as does the adverse impact on the agricultural sector. In addition, the emission of gases resulting from the production of fertilizers must also be considered. To monitor these impacts, Nutrien Ag Solutions LATAM concluded, in 2022, the initial mapping of GHG (scopes 1 and 2*), covering operations in Latin America. The emissions data show a significant increase in 2022 compared to 2020 and 2021 due to the inclusion of emissions from Latin American South countries (Argentina, Chile, and Uruguay) in 2022 (in previous years, only Brazil was considered) and for the use of a different collection methodology this year, with a new information management system.

**Direct (scope 1) GHG emissions: greenhouse gas (GHG) emissions from sources that are owned or controlled by the organization. Energy indirect (scope 2) GHG emissions: greenhouse gas (GHG) emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization.*

The Company has been working to build the scope 3 data collection for quantification using GHG Protocol-aligned methods to quantify based on the expected availability and quality of internal and external data. These are the first steps towards understanding GHG impacts across the value chain.

Direct emissions of greenhouse gases (scope 1) in the year were 23,354.29 tCO_2e*. Indirect emissions from energy acquisition (scope 2) were 2,639 tCO_2e*.

**The definition of CO_2e is carbon dioxide (CO_2) equivalent: measure used to compare the emissions from various types of greenhouse gas (GHG) based on their global warming potential (GWP). The unit is metric tonnes of CO_2 equivalent.*

Greenhouse Gas (GHG) Emissions (in tCO_2e)[1] GRI 305-1	2021	2022
Direct GHG emission (scope 1)	19,569	23,354
Indirect emissions from energy acquisition (scope 2)	1,983	2,639
Total	**21,552**	**25,993**

1.The base year used for the calculation of emissions was 2021. For scope 1, the gases included in the calculation were CO_2, CH_4, N_2O, HFCs, and in scope 2 the gas used for the calculation was carbon dioxide (CO_2). The data include Brazil and Latin America South. Part of the 2021 data was revisited and restated. The emissions data show a significant increase in 2022 compared to 2021 due to the inclusion of emissions from Latin American South countries (Argentina, Chile, and Uruguay) in 2022 (in previous years, only Brazil was considered) and for the use of a different collection methodology this year, with a new information management system ***(GRI 2-4).***

Indirect emissions from energy acquisition, by country (tCO_2e)[1] GRI 305-2	2021	2022
Brazil	611	677
Latin America South	1,372	1,962
Total	**1,983**	**2,639**

1. In Brazil, the base year chosen was 2021, the year in which total emissions were 610 tCO_2e. In operations in Latin America, the base year chosen was 2022, when there were total emissions of 1,962.16 t CO_2e.

Water Stewardship

GRI 3-3 Water stewardship, 303-2, 303-3, 303-4, 303-5

Nutrien Ag Solutions LATAM is committed to the conscientious use of water, seeking reuse and the lowest consumption whenever possible. In the Company's operations, the activity that requires industrial treatment of effluents is the production process of liquid fertilizers, in Ribeirão Preto (SP), Brazil, in which part of the treated effluents are reused in cleaning processes. The remainder is disposed of in the sewer system, in accordance with legislation. The other units do not use water in the production process and, as a result, do not generate industrial effluents as waste. However, all sanitary effluent is collected in septic tanks and disposed along with municipal treatment.

In the countries of Latin America South, the industrial effluents generated by the activities of Nutrien Ag Solutions LATAM are treated by qualified companies, which carry out the correct disposal of this material. In addition, water is reused for cleaning purposes and, if tests detect the presence of fertilizers, the effluents are applied agronomically. In the quest to improve control in operations, Nutrien Ag Solutions LATAM is developing mechanisms to track the effectiveness of measures taken for water stewardship. In 2022, adding the operations in Brazil and Latin America South (Argentina, Chile and Uruguay), Nutrien Ag Solutions LATAM discharged 1,012 megaliters (ML) of water. In operations in Brazil, there was an increase of 13% in the volume of water discharged, while in Latin America South (Argentina, Chile and Uruguay) there was a decrease of 32%.

Total water discharged (ML)[1] GRI 303-4	2021	2022
Brazil	6	7
Latin America South	1,474	1,005
Total	**1,480**	**1,012**

*1. The values reported as referring to the total water disposed for 2021 were corrected, as the monthly value had been recorded, and not the total value for the corresponding years (**GRI 2-4**). Nutrien Ag Solutions LATAM does not monitor water stress areas. Discharged water has a concentration of total dissolved solids greater than 1,000 mg/L.*

The total amount of water withdrawn in the year was approximately 1,108 megaliters, taken from groundwater. There is no withdrawal in areas with water stress, and all withdrawn water is fresh, which means, with a concentration of total dissolved solids equal to or less than 1,000 mg/L.

Total water withdrawal per source (ML)[1] GRI 303-3	2021	2022
Brazil	44	46
Latin America South	1,512	1,062
Total	**1,556**	**1,108**

1.All water is collected from an underground source. The 2021 data includes all Nutrien Ag Solutions LATAM, with Terra Nova data from September 2021 and BioRural data from November 2021. The 2022 data include all of Nutrien Ag Solutions LATAM, including the September 2022 acquisition from Marca Agro , but does not include the number of water withdrawal of the Casa do Adubo units.

The total amount of water consumed was 96 megaliters. This value is calculated by subtracting the water withdrawn from the water discharged.

Total water consumption (ML)[1,2] GRI 303-5	2021	2022
Brazil	38	39
Latin America South	38	57
Total	**76**	**96**

1. The data is calculated by subtracting the water withdrawn from the water disposed.
*2. The 2021 data includes all Nutrien Ag Solutions LATAM companies, with data from Terra Nova as of September 2021 and BioRural data as of November 2021. The 2022 data includes all of Nutrien Ag Solutions LATAM, including the September 2022 acquisition of Marca Agro, but does not include the number of water consumption of the Casa do Adubo units. The reported data do not show water consumption in areas of water stress. Data for 2021 and 2022 have been corrected and changed for this report. **(GRI 2-4)***

Waste Management

GRI 3-3 Waste and tailings, 306-3, 306-4, 306-5

Nutrien has been seeking to expand and implement a Global Waste Minimization Standard, with the aim of defining a goal by 2025. The proper management and treatment of waste generated for the operations of Nutrien Ag Solutions LATAM, as well as the implementation of collection systems, reuse and recycling are concerns of the company.

In 2022, representatives of Nutrien Ag Solutions LATAM visited farmers throughout the region to provide greater support for waste management. The Company does not send industrial waste to landfills in the region. To this end, national partnerships and contracts were concluded, particularly in Brazil, for the co-processing or incineration of this type of waste. The Company separates the types of waste (industrial, organic and recycling) it generates and the correct destination for the respective partners, and promotes training on this topic for its customers.

In Brazil, the destination of products is controlled and tracked on environmental platforms, with the issuance of a Waste Transport Memorial (MTR) and online monitoring. In the countries of Latin America South (Argentina, Chile and Uruguay), the transport of special waste is controlled in a work with companies licensed for this activity, in order to ensure correct management from generation to final destination.

In 2022, the total waste generated was 742,623 tonnes. Of the total non-hazardous waste, 113,816 tonnes were sent for recycling. The significant reduction in the volume of recyclable waste from 2021 to 2022 refers to the review of processes that generated the disposal of recyclable waste, which were reassessed and eliminated. Hazardous waste totaled 399,062 tonnes and was entirely destined for incineration and co-processing, with energy recovery.

Waste generated, by type and destination (in tonnes) GRI 306-3, 306-4, 306-5	2021	2022
Total hazardous waste	363,080	399,062
Waste destined for incineration and co-processing, with energy recovery	351,890	399,062
Other disposal operations	0	0
Waste destined for confinement in landfill	11,190	0
Total non-hazardous waste	1,247,190	343,561
Waste destined for recycling operations	802,090	113,816
Waste destined for incineration without energy recovery	0	159,549
Waste destined for confinement in landfill	445,100	70,196
Total waste generated	**1,610,270**	**742,623**

LEED Certification

In 2022, Nutrien Ag Solutions LATAM inaugurated three new units in Brazil that meet the requirements of LEED Certification (Leadership in Energy and Environmental Design) for the parameterization of sustainable buildings issued by the American entity U.S. Green Building Council (USGBC). The Experience Centers in Dourados (Mato Grosso do Sul), Rio Verde (Goiás) and Alfenas (Minas Gerais) had their projects adapted. The Company increased the filtering system of the air conditioning system, adopting connections and metals with reduced water consumption and expanding measures to reduce energy consumption with the use of a system with photovoltaic panels, with activation of light fixtures by presence sensor and the possibility of lighting at 20%, 40%, 60% and 100%. It also continues to adopt the use of Forest Stewardship Council (FSC) - certified wood in furniture and implement the segregation of spaces for waste collection. The acquisition of Renewable Energy Certificates was also adopted, which allows them to prove the origin of the electricity consumed and the corresponding reduction in greenhouse gas emissions. The three units are in the final certification process.

Sistema Campo Limpo (Clean Field System)

Nutrien Ag Solutions LATAM is associated with the National Institute for Processing Empty Packages (INPEV), an entity that promotes the correct disposal of empty containers of crop protection products through the Clean Field System in Brazil and Argentina. It indicates, on all invoices, the nearest packaging collection center and encourages returns.

Contributing to the fight against deforestation

GRI 3-3 Biodiversity

In 2022, Nutrien Ag Solutions LATAM sponsored the study "Agrifood chains and challenges in combating deforestation: stakeholders, regulation, markets and strategies", coordinated by the Brazilian Business Council for Sustainable Development (CEBDS) and in partnership with the NGO Imaflora, with the objective of analyzing and better understanding the relationship between agrifood chains and deforestation in Brazil.

The final report consists of two sections: a geospatial analysis and a quantitative analysis that includes a literature review, current regulations and the role of different actors in addressing the issue, as well as case studies of several companies in the sector that operate in Brazil and what each one of them is doing in the fight against deforestation in their production chains. The study was launched at an event organized by CEBDS during COP27, and is available in full here.

Respect for land use

GRI 3-3 Community relations, 13.13.1

Nutrien Ag Solutions LATAM is committed to respecting and guaranteeing land and resource rights. Therefore, in 2022, it signed three commitments and positions on the subject: the Climate Neutrality Commitment; the sector's position on sustainability in food systems in Brazil and the position of the Brazilian business sector on the Amazon, all initiatives led by CEBDS.

Education and social impact in the Amazon region

GRI 13.22

Nutrien Ag Solutions LATAM is also investing in communities in the Amazon region through partnerships with established organizations in the region. In 2022, partnerships for two projects with social impact associated with sustainable environmental practices applied to regenerative agriculture were signed.

IVISAM/4H - Investment of US$30,000 in the construction of the 4H Amazônia Didactic Agroecological Unit with the main objective of contributing to the production of scientific knowledge and appreciation of knowledge. The initiative will be a tool for education, social impact and training in regenerative agriculture and agroecology in favor of sustainable development in the Amazon, with an expectation of impacting a thousand young people between 5 and 26 years old.

Cacau Floresta (Cocoa Forest) Project - Investment of US$250,000 in this project coordinated by The Nature Conservancy (TNC) Brazil in the State of Pará, which aims to promote the recovery of degraded areas of family farmers with agroforestry based on cocoa, a species native to the Amazon and of high market value. In this way, the project contributes to improving the income of farmers and to the food security of families, since the cultivation of cocoa is combined with other species, such as fruits and vegetables. By promoting agroforestry, the project also contributes to valuing the standing forest, proving that it is possible to obtain income and sustain it without causing deforestation.

Photo credits: Kevin Arnold

NUTRIEN AG SOLUTIONS LATAM TOWARDS THE FUTURE

Nutrien Ag Solutions LATAM is working to successfully conclude the phase in which it created the foundations of its business model in Latin America in a sustainable manner. It is moving towards consolidating a regional operation with gains in scale and standardized processes, directing efforts towards stabilizing its operations, reviewing and concluding projects and systems implemented so far and executing initiatives still under way in the region.

In line with its business strategy, Nutrien Ag Solutions LATAM continues to evolve in the Sustainability pillars. It wants each employee to be increasingly proud of its journey towards sustainability. It works to make Nutrien Ag Solutions LATAM a company that is recognized and admired internally and externally for its ESG and customer relationship practices and, thus, is also an admired employer of choice for new talent.

Recent history shows how Brazilian agribusiness has been resilient and has sought to overcome internal and external challenges when they arise, based on the use of new technologies and sustainable and innovative techniques. And Nutrien Ag Solutions LATAM has been preparing to overcome these challenges through its Nutrition, Seeds and Fertilizers and Crop Protection businesses.

Nutrien Ag Solutions LATAM's inspiration is to serve the farmer in an individualized way and presenting to each one the products and services best suited to their needs. This is the great challenge that moves the Company every day, everywhere, to find more innovative solutions and customize the way it is offering its recommendations to customers. After all, Nutrien Ag Solutions LATAM exists to facilitate the daily routine in the field and provide productivity gains to farmers, always following the precepts of economic and socio-environmental sustainability.

GRI CONTENT **SUMMARY**

DECLARATION OF USE	Nutrien has reported the information mentioned in the GRI Content Summary for the period January 1 to December 31, 2022 based on the GRI Standards.
GRI 1 USED	GRI 1 - Fundamentals 2021
APPLICABLE INDUSTRY STANDARDS	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	REFERENCE NUMBER OF THE APPLICABLE SECTOR STANDARD
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	Nutrien Ag Solutions LATAM is headquartered at Fidêncio Ramos Street, 308A, 9th and 10th floors, in São Paulo (São Paulo), Brazil.	
	2-2 Entities included in the organization's sustainability reporting	This Sustainability Report is made up of the following entities: • Nutrien Participações Ltda. • Nutrien Soluções Agrícolas Ltda. • Agrichem do Brasil S.A. • Agrosema Comercial Agrícola Ltda. • APMS Participações Societárias Ltda. • Fronteira Armazéns Gerais Ltda. • Fronteira Comércio e Representação de Produtos Agrícolas Ltda. • Sementes Goiás Ltda. • Terra Nova Comércio, Representações e Assistência Técnica Agrícola Ltda. • Confiança Agrícola Ltda. • Bio Rural Comércio e Representações Ltda. • Marca Agro Mercantil Ltda. • Casa do Adubo S.A. • Casal Comércio e Serviços Ltda. • Selfos SP Participações S.A. • Estevão Participações Ltda. • Nutrien Ag Solutions Argentina S.A. • Nutrien Ag Solutions Uruguay S.A. • Nutrien Ag Solutions Chile S.A.	
	2-3 Reporting period, frequency and contact point	Page 6	
	2-4 Restatements of information	Pages 63, 64 Report reformulations compared to the previous report, if applicable, will be pointed out throughout the text of this Sustainability Report.	
	2-6 Activities, value chain and other business relationships	Pages 10, 11, 12, 13, 45	
	2-7 Employees	Page 46	
	2-8 Workers who are not employees	Nutrien Ag Solutions LATAM does not monitor the indicator.	
	2-9 Governance structure and composition	Page 40	
	2-22 Statement on sustainable development strategy	Page 4	
	2-23 Policy commitments	Pages 38, 42	
	2-25 Processes to remediate negative impacts	Pages 41, 43	
	2-26 Mechanisms for seeking advice and raising concerns	Page 43	
	2-27 Compliance with laws and regulations	No significant cases of non-compliance with laws and regulations were registered in the year 2022, as well as in the years 2020 and 2021.	
	2-28 Membership associations	Page 17	
	2-29 Approach to stakeholder engagement	Page 16	
	2-30 Collective bargaining agreements	Page 56	
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 7	
	3-2 List of material topics	Page 7	
	3-3 Management of material topics - Biodiversity	Pages 26, 66	
	3-3 Management of material topics - Responsible supply chain	Page 45	13.22.1
	3-3 Management of material topics - Human capital	Page 46 Nutrien Ag Solutions LATAM has no policies or commitments regarding the recruitment of workers from suppliers or regarding compensation.	13.20.1
	3-3 Management of material topics - Cybersecurity and data privacy	Page 44	
	3-3 Management of material topics - Greenhouse gas emissions and energy use	Page 62	
	3-3 Management of material topics - Equity, diversity and inclusion	Pages 48, 49	

GRI CONTENT SUMMARY

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	REFERENCE NUMBER OF THE APPLICABLE SECTOR STANDARD
GRI 3: Material Topics 2021	3-3 Management of material topics - Water stewardship	Page 63	
	3-3 Management of material topics - Community relations	Page 57	13.13.1
	3-3 Management of material topics - Remediation and recovery	Page 52	
	3-3 Management of material topics - Waste and tailings	Page 65	
	3-3 Management of material topics - Product stewardship	Pages 15, 30, 33	
	3-3 Management of material topics - Climate-related risks	Page 62	
	3-3 Management of material topics - Grower solutions (including soil health)	Pages 30, 33	
	3-3 Management of material topics - Worker health and safety	Page 52	
	3-3 Reclamation and remediation	Page 52	
	3-3 Integrity	Pages 38, 42	
SECTOR CONTENTS			
GRI 13.6: Pesticides use	13.6.2 Report the volume and intensity of pesticides used	Data related to the volume and intensity of pesticides used by levels of toxicity risk are not available.	
GRI 13.23: Supply chain traceability	Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels)	At the moment, the only visibility in terms of traceability is the manufacturing lot number for purchases of finished pesticide and nutritional products.	
THEMATIC CONTENTS			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 43	
GRI 303: Water and Effluents 2018	303-2 Management of water dischargerelated impacts	Page 63	13.7.3
	303-3 Water withdrawal	Pages 63, 64	13.7.4
	303-4 Water discharge	Pages 63, 64	13.7.5
	303-5 Water consumption	Pages 63, 64	13.7.6

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	REFERENCE NUMBER OF THE APPLICABLE SECTOR STANDARD
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	Pages 62, 63	13.1.2
	305-2 Energy indirect (scope 2) GHG emissions	Pages 62, 63	13.1.3
GRI 306: Waste 2020	306-3 Waste generated	Page 65	13.8.4
	306-4 Waste diverted from disposal	Page 65	13.8.5
	306-5 Waste directed to disposal	Page 65	13.8.6
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 52	13.19.2
	403-3 Occupational health services	Page 55	13.19.4
	403-6 Promotion of worker health	Page 56	13.19.7
	403-9 Work-related injuries	Page 54	13.19.10
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	In 2022, the mathematical ratio between salary and base salary for women and men Nutrien Ag Solutions LATAM was 1.0, indicating that there are no salary differences based on gender.	13.15.3
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 45	13.18.2
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 45	13.17.2
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 45	13.16.2

FORWARD-LOOKING STATEMENTS

Certain statements and other information included in this report constitute "forward-looking information" or "forward-looking statements" (collectively, "forward-looking statements") under applicable securities laws (such statements are often accompanied by words such as "anticipate", "forecast", "expect", "believe", "may", "will", "should", "estimate", "intend", "plan" or other similar words). All statements in this document, other than those relating to historical information or current conditions, are forward-looking statements, including, but not limited to: the Company's business strategies, plans, prospects, pilot projects, production and capacity, opportunities and its sustainability, climate change and ESG plans, initiatives and strategies; the Company's vision to be a leading integrated agriculture solutions provider; the Company's ESG opportunities and expectations and risks related thereto; expectations regarding the Company's Feeding the Future Plan and its 2030 commitments; the Company's 2030 GHG emissions reduction commitment, including its plans, expectations and strategies with respect thereto and anticipated capital expenditures required to achieve such commitment; the Company's initiatives to promote sustainable and productive agriculture and food production and its commitments and goals related thereto, including the planned expansion in Latin America; our commitment to invest in research and development and new technologies to support a transition to low-carbon fertilizers, including low-carbon and ammonia; our initiatives to invest in organic and renewable products launched under our proprietary brand; our initiatives relating to the reduction of Scope 1 and 2 GHG emissions and assessments of Scope 3 GHG emissions; the Company's focus on economically maximizing CO2 capture and sequestration utilizing existing infrastructure and implementing climate smart agriculture; the Company's pursuit of opportunities relating to its blue/low-carbon ammonia and other short-term opportunities for reducing GHG emissions associated with ammonia production; the implementation of our Carbon Program and the anticipated benefits to the Company and growers therefrom; the Company's ability to implement technology and leverage our farm-focused technology to reduce GHG emissions; our commitment to leverage partnerships and investments to drive innovation and inclusion and the anticipated benefits thereof; our commitment to create new financial solutions to strengthen social, economic and environmental outcomes in agriculture; our equity, diversity and inclusion initiatives and expected timing thereof; expected market and industry conditions with respect to harvests in Latin America; expectations regarding our health and safety initiatives; the Company's community and social investment initiatives, including its ability to implement its strategic sustainability priorities and the impact therefrom; our plans to integrate risk management into key decision-making; our initiative to expand and build upon existing digital tools; our plans to comply with data protection laws and implementation of internal processes in relation thereto; the expected impact of seasonality, including drought conditions, import and export volumes, economic sanctions, operating rates; acquisitions and divestitures and the anticipated benefits thereof; and expectations in connection with our ability to deliver long-term value for all stakeholders. These forward-looking statements are subject to a number of assumptions, risks and uncertainties, many of which are beyond our control, which could cause actual results to differ materially from such forward--looking statements. As such, undue reliance should not be placed on these forward-looking statements.

All of the forward-looking statements are qualified by the assumptions that are stated or inherent in such forward-looking statements, including the assumptions referred to below and elsewhere in this document. Although we believe that these assumptions are reasonable, having regard to our experience and our perception of historical trends, the assumptions set forth below are not exhaustive of the factors that may affect any of the forward-looking statements and the reader should not place undue reliance on these assumptions and such forward-looking statements. Current conditions, economic and otherwise, render assumptions, although reasonable when made, subject to greater uncertainty.

Additional key assumptions that have been made in relation to the operation of our business as currently planned and our ability to achieve our business objectives include, among other things: assumptions with respect to our ability to successfully complete, integrate and realize the anticipated benefits of our already completed and future acquisitions and divestitures, and that we will be able to implement our standards, controls, procedures and policies in respect of any acquired businesses and realize the expected synergies; that future business, regulatory and industry conditions will be within the parameters expected by us, including with respect to prices, margins, demand, supply, product availability, supplier agreements, availability and cost of labor and interest, exchange, inflation and effective tax rates; the receipt, in a timely manner, of regulatory and third-party approvals; assumptions with respect to global economic conditions and the accuracy of our market outlook expectations for 2023 and in the future; assumptions with respect to the expected impacts, direct and indirect, of the war between Ukraine and Russia on, among other things, global supply and demand, including for crop nutrients, energy and commodity prices, global interest rates, supply chains and the global macroeconomic environment, including inflation; the adequacy of our cash generated from operations and our ability to access our credit facilities or capital markets for additional sources of financing; our ability to identify suitable candidates for acquisitions and divestitures and negotiate acceptable terms; our ability to maintain investment grade ratings and achieve our performance targets; our ability to successfully negotiate sales contracts; our ability to successfully implement new initiatives and programs; the Company's ability to successfully deploy capital and pursue other operational measures, and the anticipated benefits therefrom; the successful implementation by the Company of proposed or potential strategies and plans in respect thereof; projected capital investment levels; the flexibility of the Company's capital spending plans and the associated source of funding; and the development and performance of technology and technological innovations and the future use and development of technology and associated expected future results; in respect of our GHG emissions reduction commitment and other sustainability and climate-related initiatives and targets, we have made assumptions with respect to, among other things: energy efficiency improvements, carbon capture, utilization and storage, the successful application to our current and future operations of existing and new technologies; projected capital investment levels, the flexibility of the Company's capital spending plans and the associated sources of funding; and the development, availability and performance of technology and technological innovations and associated expected future results. Additional key assumptions relating to the operation of the Company's business as currently planned and the ability to achieve its business objectives are detailed from time to time in the Company reports, including its 2022 annual report dated February 16, 2023 and its annual information form dated February 16, 2023 for the year ended December 31, 2022, filed with the Canadian securities regulators and the Securities and Exchange Commission in the US.

Events or circumstances could cause actual results to differ materially from those in the forward-looking statements. Such events or circumstances include, but are not limited to: (i) with respect to the Company meeting its 2030 climate and GHG emissions reduction commitment, including: our ability to deploy sufficient capital to fund the necessary expenditures to implement the necessary operational changes to achieve this commitment; our ability to implement requisite operational changes; our ability to implement some or all of the strategy and technology necessary to efficiently and effectively achieve expected future results, including in respect of such GHG emissions reduction commitment; the availability and commercial viability and scalability of emission reduction strategies and related technology and products; the development and execution of implementing strategies to meet such GHG emissions reduction commitment; (ii) in respect of the Company's other 2030 commitments, including: our ability to deploy sufficient capital to fund the necessary expenditures to implement the necessary operational changes to achieve these commitments; our ability to implement requisite operational changes; our ability to implement some or all of the technology necessary to efficiently and effectively achieve expected future results; the availability and commercial viability and scalability of required technology and products; development and growth of end market demand for sustainable products and solutions; the performance of third parties; the development and execution of implementing strategies to meet such commitment; and (iii) with respect to the Company's business generally and its ability to meet its other targets, commitments, goals, strategies, and related milestones and schedules disclosed herein: general global economic, market and business conditions; failure to complete announced and future acquisitions or divestitures at all or on the expected terms and within the expected timeline; the successful and timely implementation of capital projects; climate change and weather conditions, including impacts from regional flooding and/or drought conditions; crop planted acreage, yield and prices; the supply and demand and price levels for our products; governmental and regulatory requirements and actions by governmental authorities, including changes in government policy (including tariffs, trade restrictions and climate change initiatives), government ownership requirements, changes in environmental, tax and other laws or regula-

tions and the interpretation thereof; political risks, including civil unrest, actions by armed groups, or conflict and malicious acts including terrorism; the occurrence of a major environmental or safety incident; innovation and cybersecurity risks related to our systems, including our costs of addressing or mitigating such risks; counterparty and sovereign risk; delays in completion of turnarounds at our major facilities; interruptions of or constraints in availability of key inputs, including natural gas and sulfur; any significant impairment of the carrying amount of certain assets; risks and uncertainties associated with obtaining regulatory, third-party and stakeholder approvals outside of the Company's control for its operations, projects, initiatives and activities and the satisfaction of any conditions to such approvals; the impact of technology and risks associated with developing and implementing new technologies; the accuracy of cost estimates; risks related to reputational loss; certain complications that may arise in our mining processes; the ability to attract, engage and retain skilled employees; labour strikes or other forms of work stoppages; the war between Ukraine and Russia and its potential impact on, among other things, global market conditions and supply and demand, including for crop nutrients, energy and commodity prices, interest rates, supply chains and the global economy generally; and other risk factors detailed from time to time in the Company's reports, including its 2022 annual report dated February 16, 2023 and its annual information form dated February 16, 2023 for the year ended December 31, 2022, filed with the Canadian securities regulators and the Securities and Exchange Commission in the US.
The forward-looking statements in this document are made as of the date hereof and the Company disclaims any intention or obligation to update or revise any forward-looking statements in this document as a result of new information or future events, except as may be required under applicable Canadian securities legislation or applicable US federal securities laws.

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Direction of Corporate Affairs and Sustainability Area

The areas of Communication, Health, Safety & Environment, Logistics, Marketing, Digital, Finance, Human Resources, Customers and Solutions, Retail, Acquisitions & Legal and Compliance have participated in the development of this publication

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