

Nutrien Ag Solutions

Joint Modern Slavery Statement

2025

for

Agrium Australia Pty Ltd	ACN 100 419 314
Agrium Asia Pacific Limited	ACN 081 890 459
Agrium SP Holdings Pty Ltd	ACN 146 674 400
Agrium SP Investment Pty Limited	ACN 146 676 388
Agrium South Pacific Pty Limited	ACN 146 679 610
Combined Rural Traders Pty Limited	ACN 000 838 899
Nutrien Ag Credit Pty Ltd	ACN 643 304 447
Nutrien Ag Solutions Limited	ACN 008 743 217
Platinum Operations Pty Ltd	ACN 140 741 153
Ruralco Holdings Limited	ACN 009 660 879
Total Eden Holdings Pty Ltd	ACN 148 941 226
Total Eden McCrackens Group Pty Ltd	ACN 116 714 802
Total Eden Pty Ltd	ACN 010 118 895

ABOUT THIS STATEMENT

This document constitutes the Modern Slavery Statement (“**Statement**”) in respect of the Australian operations of Nutrien Ltd. (TSX & NYSE: NTR) (collectively, “**Nutrien Ag Solutions**”), pursuant to the Modern Slavery Act 2018 (Cth) (“**Act**”) for the period of 1 January 2025 to 31 December 2025 (“**Reporting Period**”). This is a joint statement on behalf of the reporting entities outlined in Appendix One that meet the reporting thresholds under the Act (“**Nutrien Reporting Entities**”) and the entities they control, which make up Nutrien Ag Solutions. References to “we”, “us” or “our” in this Statement refer to Nutrien Ag Solutions, unless stated otherwise. To prepare this Statement, we engaged with personnel in key departments of Nutrien Ag Solutions. This Statement was approved by the Nutrien Reporting Entities.

SECTION ONE: INTRODUCTION

At Nutrien, we recognise that modern slavery can occur in many forms, including indentured servitude, human trafficking, forced labour, forced marriage, debt bondage, child labour and deceptive recruiting for labour or services (collectively, “**Modern Slavery**”). We understand that the private sector, along with other stakeholders, can play a key role in the fight against Modern Slavery and that the Act requires businesses to assess the risk of Modern Slavery in their operations and supply chain.

We aim to work with business partners that share our commitment to doing business with integrity and understand that respect in the workplace is the foundation for doing business with integrity. We are committed to respecting and observing all human rights, in accordance with applicable laws and the principles outlined in applicable international standards, including the Voluntary Principles on Security and Human Rights and the core conventions of the International Labour Organization and the United Nations (“**UN**”), such as the UN’s Universal Declaration of Human Rights, the UN’s Declaration on the Rights of Indigenous Peoples and the UN’s Guiding Principles on Business and Human Rights.

We aim to identify Modern Slavery risks and address those risks in our supply chains and operations through a process of continuous improvement and collaboration with relevant stakeholders across our operations.

SECTION TWO: OUR GROUP STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Our Group Structure and Operations

Global

The Nutrien Reporting Entities are wholly, or majority (indirectly) owned Australian subsidiaries of Nutrien Ltd. (“**Nutrien**”). Nutrien is a leading global provider of crop inputs and services. Nutrien operates a world-class network of production, distribution and agriculture retail facilities that positions the company to efficiently serve farmers. Nutrien is a corporation organised under the laws of Canada and is listed on the Toronto Stock Exchange and New York Stock Exchange.

Australia

Nutrien Ag Solutions has been servicing the Australian agricultural industry for over 180 years. We offer customers in all States and Territories of Australia complete agricultural solutions including farm inputs, farming merchandise, water and irrigation services, agronomic and farm planning advisory services, wool-

brokerage services, insurance brokerage services, livestock and rural real estate agency services. Information on the Nutrien Reporting Entities and organisational structure is outlined in Appendix One.

The Nutrien Reporting Entities also hold non-controlling investments in several key Australian agricultural businesses, including 50% interests in:

- **AuctionsPlus Pty Ltd** – a market leader in providing online services for the buying and selling of livestock and wool via online auctions (Agrium Australia Pty Ltd)
- **AWH Pty Ltd** – a leading Australian wool and independent cotton handler and one of Australia’s leading general warehouse and specialist logistics providers (Agrium SP Holdings Pty Limited)
- **Nutrien Harcourts Pty Ltd** – a leading provider of real estate services in regional and rural Australia, through a network of real estate agencies (Agrium SP Holdings Pty Limited)
- **TLX Pty Ltd** – operates the Tasmania Livestock Exchange (Agrium SP Holdings Pty Limited)

Locations and retailers: In Australia, Nutrien Ag Solutions has a network of approximately 620 company locations, offices and distribution-related assets. Figures are current at 30 April 2026.



What We Do

Farm Inputs

We develop and manufacture our proprietary crop protection, plant nutrition and animal health products in Australia. With facilities in Kwinana (Western Australia) and Laverton North (Victoria), we are proudly investing in Australian jobs and infrastructure to ensure farmers have increased certainty of supply and quality. We also work with our key suppliers to source a wide range of farming inputs including agricultural chemistry, seed, fertiliser and animal health products.

Agronomy Services

Through our nationwide agronomy services and products, we are supporting growers to be more productive and profitable. Our agronomists work closely with growers to understand their production systems, monitor and measure relevant parameters and make recommendations to improve productivity and profitability.

Wool and Livestock

Nutrien Ag Solutions facilitates the sale of wool, cattle and sheep, which in turn helps feed and clothe communities.

Professional Services

We support Australian agriculture through industry-focused insurance products, finance options and real estate services.

Water and Irrigation

Water is vital in farming, and we support large irrigation projects with advice, planning and construction. Our customers include almond farms in Victoria and pastoral stations in Western Australia. We also operate an experienced water broking business assisting growers to manage and optimise their water assets, as well as a digital marketplace and clearing house for water market products.

Our People

Nutrien Ag Solutions employs approximately 3,675¹ people across Australia. These employees work across Australia in each of the segments described above. Outside of our core operations, we also employ people in supporting functions such as Logistics, as well as in corporate functions such as Finance, Human Resources, Information Technology, Internal Audit, Procurement, Proprietary Product Research and Development, Legal, Retail, Safety and Risk, Strategy and Corporate Development, Customer and Business Services and Marketing.

¹ Current at 22 April 2026.

Our headcount by employment type is set out below:

Employment Type	# of Employees
Permanent Full/Part Time	3,021
Fixed Term Full/Part Time	42
Casual	612
Total Employees	3,675

Our Supply Chains

The businesses of the Nutrien Reporting Entities procure products and services from several countries across the world. These products and services generally fit into two broad categories, as follows:

- (a) products sourced for resale; or
- (b) products sourced for internal use, including inputs used for manufacturing or further processing prior to resale or provision of services.

Figure A provides further information regarding these products and services.

Figure A

Type of Goods / Services	Description
Merchandise products	Crop protection chemical products, animal health chemical products, fencing and agricultural equipment, seed acquired for resale
Fertiliser (includes bulk fertiliser, plant nutrition and speciality fertiliser)	Acquired for resale
Raw materials/chemicals	Used in manufacture and formulation of animal health, plant nutrition, adjuvants, crop protection products for resale
Office equipment/consumables	Coffee, tea, other beverages, cleaning products, office furniture, printing, stationery, uniforms for internal use
Technology and IT	Electronics, tablets, laptops, desktops, mobile phones for internal use
Transport	Vehicles, communications service providers, forklifts, plant and equipment (loaders, skid steers, headers, etc.) for internal use
Contractors/third parties	Independent agents/contractors engaged to provide services to customers on behalf of Nutrien Ag Solutions, including information technology services, livestock and real estate agency, wool broking and storage and handling, insurance, agronomic advice, seed cleaning and coating, seed and fertiliser spreading

Professional services	Auditors, tax consultants, legal advisors, environmental consultants, safety advisors, workers compensation advisors, architects, fire engineers, building surveyors engaged for internal use
Facilities management	Cleaning, security, premises for internal use
Utilities	Power, water, gas for internal use
Drum services	Transportation and cleaning of company owned and recyclable drums
Trial collaborators	Third party laboratory service providers engaged for the purposes of product testing and trials
Network transportation	Engagement of third-party transport service providers for the transportation of various finished goods to our retail network and distribution centres

SECTION THREE: MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

All Nutrien policies and processes apply to each of the Nutrien Reporting Entities.

Risk Assessment

In Australia, we engaged in the following risk assessment processes:

- (a) a focused, risk-based assessment of our supplier base considering factors such as sector or industry risk, geographic locations, business models and the presence of potentially vulnerable groups within our operations and supply chains;
- (b) a review of the responses to our Supplier Responsible Sourcing Questionnaire (see Section Four for further details);
- (c) consideration of the latest advice from government and key industry associations on Modern Slavery control measures;
- (d) a review of our recruitment, employee engagement (including training) and remuneration practices; and
- (e) a review of our risk management infrastructure including, but not limited to, applicable governance bodies, policies, procedures and legal obligations.

As a result of our risk assessment and mitigation measures, we consider the risk of Modern Slavery occurring within the operations of the Nutrien Reporting Entities and their owned or controlled entities to be **low overall**.

Potential Risks in Our Supply Chain

We recognise that several of our direct suppliers are likely to rely on extensive global supply chains for the goods and/or services provided to us which makes it particularly challenging to have direct and meaningful visibility across our supply chain beyond the first tier of direct procurement.

Certain manufacturing regions and materials carry a higher risk of Modern Slavery by virtue of its prevalence in particular countries. There are also risks linked to certain industries such as manufacturing and agriculture even in countries considered to have lower risks of Modern Slavery.

Potential Modern Slavery risks may arise in respect of procurement from the following categories by virtue of the industry and country of origin risks.

Procurement of Goods

Category	Description																		
Supply of rural and general merchandise products	Merchandise goods which are procured by the businesses of the Nutrien Reporting Entities as fully developed products are largely imported.																		
Proprietary (“in-house” brands)	Within Australia, Nutrien Ag Solutions has manufacturing sites (Kwinana in Western Australia and Laverton North in Victoria) where products for our “in-house” brands are manufactured. Components for these products are also manufactured in several jurisdictions. For example, during the Reporting Period, there were 281 suppliers for Loveland Agri Products across the following countries: <table><tr><td>Australia</td><td>Belgium</td><td>Chile</td></tr><tr><td>China</td><td>Germany</td><td>Hong Kong</td></tr><tr><td>India</td><td>Italy</td><td>Malaysia</td></tr><tr><td>New Zealand</td><td>Poland</td><td>Singapore</td></tr><tr><td>Switzerland</td><td>Taiwan</td><td>Thailand</td></tr><tr><td>United Arab Emirates</td><td>United Kingdom</td><td>United States of America</td></tr></table>	Australia	Belgium	Chile	China	Germany	Hong Kong	India	Italy	Malaysia	New Zealand	Poland	Singapore	Switzerland	Taiwan	Thailand	United Arab Emirates	United Kingdom	United States of America
Australia	Belgium	Chile																	
China	Germany	Hong Kong																	
India	Italy	Malaysia																	
New Zealand	Poland	Singapore																	
Switzerland	Taiwan	Thailand																	
United Arab Emirates	United Kingdom	United States of America																	
Fertiliser	During the Reporting Period, fertiliser was sourced directly from the following countries: <table><tr><td>Belgium</td><td>Brunei</td><td>Canada</td></tr><tr><td>Chile</td><td>China</td><td>Germany</td></tr><tr><td>Indonesia</td><td>Israel</td><td>Malaysia</td></tr><tr><td>Netherlands</td><td>Poland</td><td>Qatar</td></tr><tr><td>Saudi Arabia</td><td>South Korea</td><td>Taiwan</td></tr><tr><td>United States</td><td></td><td></td></tr></table> Fertiliser was also purchased in Australia, much of which originates from both the above locations and others from time to time.	Belgium	Brunei	Canada	Chile	China	Germany	Indonesia	Israel	Malaysia	Netherlands	Poland	Qatar	Saudi Arabia	South Korea	Taiwan	United States		
Belgium	Brunei	Canada																	
Chile	China	Germany																	
Indonesia	Israel	Malaysia																	
Netherlands	Poland	Qatar																	
Saudi Arabia	South Korea	Taiwan																	
United States																			
Crop Protection	Nutrien Ag Solutions’ crop protection suppliers are likely to source crop protection products, components and/or chemicals from overseas including from countries with a potential higher risk of Modern Slavery.																		
Fencing	Approximately 50% of products in this category are sourced from suppliers that manufacture fence products in Australia from Australian steel and timber. The remaining 50% of products are sourced from suppliers that import finished goods from around the world.																		
Animal Health	Our major suppliers of pharmaceutical type animal health products are all multinational suppliers with significant global interests and are likely to source animal health products, components and/or chemicals from overseas																		

	including from higher-risk countries.
Seed	Many of our seed suppliers are Australian-based companies with Australian based seed production. There are, however, some multinational companies that supply seed that may have seed breeding and production operations in countries with a potential higher risk of Modern Slavery.
Water	Our water products are sourced for supply, or supply and install projects such as commercial and residential irrigation, fertigation, pump stations and other projects. In terms of direct procurement, many of our water products are locally sourced in Australia, with limited direct supply from China and the United States in small quantities. We source different goods, materials, and parts from various suppliers to support our water business. We understand that some of our local suppliers are larger multinational manufacturers and distributors who source themselves from the United States, Europe, China and Israel.

Procurement of Services

Category	Description
Cleaning	Cleaning has been identified as a higher-risk industry due to several factors, including but not limited to the higher proportions of vulnerable workers in the industry and because these services are often performed by sub-contractors in complex arrangements.
Labour hire	The risks of Modern Slavery rising from labour hire in the Australian agricultural sector have been publicised in recent years. There have been reports in the media of lower-skilled workers placed via labour hire agencies on farms and construction sites where workers were found to have been working in conditions akin to Modern Slavery. However, this is not considered a risk for our own operations, given the Nutrien Reporting Entities and their businesses only supply goods and services to participants in the agricultural sector and do not engage with the procurement of on-farm labour. To the extent that third parties provide contract labour for logistics or warehousing activities, these activities typically require higher-skilled labour and have lower risks of Modern Slavery.
IT and communication services	We have identified 121 suppliers of goods and services related to IT and communication services, 18 of which have offshore operations and 28 of which source products or services internationally ² . In relation to IT products such as laptops and smart phone batteries, there are known risks associated with the mining and production of minerals such as cobalt and lithium that have been associated with high-risk mining practices and human rights issues. There has also been risk reported in connection with the manufacture of some technology hardware. Such risks are common to any company that uses these goods and services regardless of their industry or geographic location.

² Current at 01 May 2026.

Shipping and logistics	Modern Slavery risks have been highlighted in recent years in relation to the shipping industry.
Livestock	A small segment of our business employs people to assist with livestock mustering, irrigation construction and support as yard hands, activities that may be associated with a higher risk of Modern Slavery.

SECTION FOUR: ADDRESSING THE RISK OF MODERN SLAVERY

Nutrien has several controls and processes in place to assess and address the risk of Modern Slavery in our supply chains and operations. Responsibility and accountability for risk management are embedded in all levels of our organisation, and we strive to integrate risk management into key decision-making processes and strategies. By considering risk throughout our business, we seek to effectively manage the risks that could have an impact on our ability to deliver on our strategy.

Governance & Policies/Procedures

Governance: Global

Our strong corporate governance framework aims to keep the interests of our stakeholders at the centre of every decision we make. The Board of Directors of Nutrien (“**Board**”) oversees the prudent management of Nutrien’s business. Nutrien’s governance systems include policies and processes that define the roles and responsibilities of the Board, along with the Executive Leadership Team.

Nutrien’s Audit Committee is responsible for overseeing Nutrien’s accounting and financial reporting processes, financial risk management, and reviewing audits of Nutrien’s financial statements. In addition, Nutrien’s Audit Committee reviews significant compliance policies with the Chief Legal Officer and Chief Integrity Officer and reviews procedures relating to the communication of and compliance with Nutrien’s Code of Conduct (see further details below in this Section Four).

Governance: Australia

The Nutrien Ag Solutions Corporate Integrity Committee (“**Australian Corporate Integrity Committee**”) assists Nutrien Ag Solutions management to identify and manage risk, compliance obligations and related issues. The Australian Corporate Integrity Committee is multi-disciplinary, with members drawn from each key business unit and function, including Safety and Risk, Human Resources, Finance, Internal Audit, IT, Procurement, Fertiliser Sourcing and Sales and Legal, and includes the Australian Managing Director. The Australian Corporate Integrity Committee Charter expressly cites Modern Slavery as an area of responsibility and oversight. Modern Slavery is a standing item at each Australian Corporate Integrity Committee meeting.

Policies: Global

We have several regularly reviewed global policies, standards and procedures that support our efforts to respect human rights in our operations and supply chains, including mitigating risks related to Modern Slavery in our supply chains. These policies have global coverage and apply to all locations in which Nutrien conducts business, including Australia.

Nutrien's Code of Conduct ("Code")

Our most important assets are our employees, customers, shareholders, value-chain partners, suppliers, and the communities in which we operate. It is critical that we maintain the trust of each of these stakeholders.

Our Code helps us fulfill our ethical responsibilities by:

- (a) committing to the public and our stakeholders our unwavering integrity in every aspect of our business;
- (b) describing our values and principles of business conduct, including our own high standards and fundamental respect for the rule of law, including human rights;
- (c) guiding employees on how to engage in integrity-based decision-making in all our operations around the world; and
- (d) outlining our approach to interacting the right way with stakeholders and acting in the best interest of shareholders.

The Code also outlines our commitment to compliance with all applicable laws in any jurisdiction where we do business. For additional information, the Code can be found on our website at nutrien.com.

Nutrien's Supplier Code of Conduct ("Supplier Code")

Nutrien strives to partner with suppliers that share our core values. Our Supplier Code outlines Nutrien's principles and expectations for suppliers of goods and contractors performing services for, or on behalf of, Nutrien. Our Supplier Code is intended to apply to all suppliers that provide goods and services to Nutrien, whether directly or indirectly. It outlines our expectations related to human rights and labour in our supply chains, including prohibitions on illegal, forced, or compulsory child labour and human trafficking. It also includes standards regarding health and safety, working conditions, wages, hours of work and others.

Our Supplier Code is aligned with Nutrien's core values: we put safety first, we act with integrity, we are stronger together, and we deliver with excellence ("**Core Values**"). The Supplier Code identifies the behaviours that we expect our suppliers to demonstrate related to the products or services they provide to us around the world.

Acceptance by our suppliers to the principles of the Supplier Code is an important part of our decision-making process. Where possible, and in our own template documents by default, supplier contract terms and conditions for the purchase of goods include terms requiring our suppliers and their employees and subcontractors to conduct their operations pursuant to the contract in accordance with our Supplier Code. We aim to maintain these provisions in final contracts and to include similar provisions when utilising supplier originated contract templates.

Where suppliers refuse to follow the principles of the Supplier Code or show signs that they are not committed to improving their practices to comply with its principles, we will review our relationship with the supplier. Where contractual commitments and applicable laws permit, this review may include termination of our relationship with the non-compliant supplier. For additional information, the Supplier Code can be found on our website at nutrien.com.

Nutrien's Global Integrity Program ("Integrity Program")

The Integrity Program provides the knowledge and tools for all employees to achieve business results the right way – with integrity. The Integrity Program consists of four pillars: risk intelligence, learning, speaking up and investigations. We have a dedicated Integrity Program page on our global intranet to ensure all employees have access to information and resources in each of these pillars that allows employees to find the current policies that apply to their activities based on their role and location in the organisation. Each of these four pillars assists in our identification of risks of Modern Slavery in our supply chains and operations. The relevant aspects are discussed below.

(a) Risk Intelligence

Nutrien's risk intelligence activities include assessment and mitigation tools for human rights, compliance, integrity and legal factors that are available to employees on a risk basis, considering their specific role. These tools include customer and supplier reputation due diligence.

Our Risk Intelligence program includes third-party risk management. Globally, our Procurement team is primarily responsible for our third-party due diligence processes and is supported by our Legal and Integrity teams.

(b) Learning

See further below.

(c) Speaking Up

One of the most important ways to do business with integrity is to speak up by asking questions and reporting concerns about situations that may violate the Code or an associated policy.

Our confidential Integrity Helpline complements other methods of speaking up that enable employees and stakeholders to report any violations or suspected violations of the Code and other associated Nutrien policies, or any behaviour that does not comply with applicable laws. The Integrity Helpline is available 24 hours a day, 365 days per year, and is administered by a third party. It is available to employees and external stakeholders, with the web address and telephone numbers posted and available on several platforms, including publicly available on Nutrien's external website. The Code also clearly sets out our no-retaliation policy, which is designed to enable employees to raise good faith issues in a safe environment without fear of retaliation.

(d) Investigations

We strive to maintain a speaking up culture where all concerns related to the Code (as well as an associated policy) will be investigated under the oversight of the Integrity Group. All questions and concerns are taken seriously and handled promptly, confidentially, and professionally, in accordance with our compliance investigation principles.

Supplier Due Diligence

Supplier Responsible Sourcing Questionnaire (“Supplier Questionnaire”)

In Australia, Nutrien Ag Solutions has developed, piloted and implemented a Supplier Questionnaire utilising a bespoke third-party platform. The questionnaire applies a risk-based, proportionate assessment across all direct suppliers and includes modules covering Modern Slavery risk, labour practices, supply chain visibility, subcontracting and third-party recruitment, worker protections, governance and compliance with laws, supported by sanctions and adverse media screening. Supplier responses are risk-rated using a defined methodology aligned with recognised international benchmarks, enabling higher-risk suppliers to be identified, escalated and subjected to enhanced due diligence, targeted improvement actions and ongoing monitoring. This initiative not only helps us identify and navigate potential risk areas but also facilitates a strategic framework for continuous improvement actions that we require from our suppliers based on the assessment results.

The Supplier Questionnaire is comprised of a supplier completed self-assessment questionnaire screening for Modern Slavery risks as well as broader concerns such as human rights, legal risks and environmental concerns. The results of the Supplier Questionnaire are overseen by the Australian Corporate Integrity Committee, and suppliers are required to re-submit their Supplier Questionnaire responses annually to ensure that we monitor compliance and improvements from year-to-year.

Prior to the Supplier Questionnaire being loaded into the system, we also undertake sanctions and adverse media screening for higher-risk suppliers, and site visits where feasible. These site visits check for any issues and make sure shipments appear reasonable and packaging is correct.

As of 21 April 2026, we successfully issued our Supplier Questionnaire to a total of 3,570 suppliers. This group included 101 international suppliers. In addition to completing the questionnaires, when teams undertake certain country visits, in particular to higher-risk jurisdictions such as China, site inspections are conducted at a selection of sites.

Our current data indicates a positive trajectory in supplier awareness and actions taken towards mitigating risks associated with modern slavery and human rights violations.

Below is a summary of the progress of the issued Supplier Questionnaires.

Supplier Questionnaire Status	# of Suppliers
Completed	1,076
In Progress	304
Not Started	2,190
Total Issued	3,570

Supplier Agreements

Nutrien Ag Solutions continuously works to streamline and centralise supplier agreements by, where possible, engaging suppliers through “National Trade Agreements”. The National Trade Agreements seek to include, amongst other things, an obligation on suppliers to comply with the Supplier Code.

Employees and Contractors

In general, Australian-based employees of Nutrien Ag Solutions:

- (a) operate in Australia only, which is considered to be a low prevalence jurisdiction for Modern Slavery risk according to the Global Slavery Index; and
- (b) are employed directly on a permanent or casual basis, through standard contracts of employment. These contracts of employment are administered centrally by the Nutrien Ag Solutions Human Resources Team.

For those staff that are employed in other capacities, such as contractors, contracting arrangements are also in place and involve the Nutrien Ag Solutions Human Resources Team.

The Nutrien Reporting Entities have processes in place to ensure compliance with applicable workplace relations laws and regulations. Our recruitment processes ensure that all recruitment is consistent and fair and in accordance with Nutrien’s Core Values. Checks are undertaken during the recruitment process to verify age and rights to work.

Accordingly, the risks are expected to be mitigated by virtue of these practices and processes.

Learning

Code of Conduct

Globally, all employees, directors and officers must complete mandatory Code training annually, with additional targeted role-based training and communications provided to specific groups to address emerging legal and compliance risks.

Modern Slavery

In Australia, we introduced two comprehensive training modules focused on Modern Slavery to enhance our compliance and ethical standards. These initiatives are designed to ensure that all employees are well-informed and equipped to recognise and address issues related to Modern Slavery within our operations and supply chains.

The first module is the ‘Modern Slavery Induction Training’, which is compulsory for all staff members. This training forms an integral part of our induction series for new hires, ensuring that they are familiar with our commitment to ethical practices from day one.

The second module, ‘Modern Slavery Awareness and Identification Training’, is also mandatory. This additional training is specifically targeted at members of the Australian Nutrien Leadership Team, as well as key departments including Human Resources, Legal, Sustainability, Logistics, Procurement, Supply Chain, and Safety & Risk.

Both training modules encompass essential learning objectives that focus on:

- (a) defining Modern Slavery and identifying why we have a Modern Slavery Statement;
- (b) articulating why Modern Slavery is a global issue and what actors can be intentionally or inadvertently involved;
- (c) identifying industries and countries at risk, and what to look out for;
- (d) identifying how the different types of Modern Slavery can present themselves in everyday dealings throughout the supply chain;
- (e) identifying and addressing Modern Slavery risks in Nutrien Ag Solutions' operations and supply chain;
- (f) the process of assessing the effectiveness of Nutrien Ag Solutions' actions to prevent Modern Slavery; and
- (g) identifying who to ask for more information and help if needed.

At the conclusion of these training sessions, participants are required to acknowledge their understanding of and commitment to the principles outlined in the Modern Slavery Statement. This acknowledgment serves to reinforce our organisational commitment to combatting Modern Slavery.

Through these training initiatives, we aim to cultivate a culture of awareness and responsibility, empowering our workforce to act decisively against any instances of Modern Slavery that may arise.

Remediation

As noted above, concerns about potential Modern Slavery can be raised through our speaking-up channels, including our confidential Integrity Helpline, and where appropriate will be investigated under the oversight of the Integrity Group. Where supplier-related risks are identified through our due diligence processes, issues may be escalated to appropriate governance bodies and addressed through actions such as supplier engagement and corrective actions/monitoring and, where permitted by contract and applicable law, invoking contractual remedies or discontinuing the supplier relationship. If risks are identified in Nutrien's own operations, Nutrien will address these through internal escalation and corrective actions/monitoring.

SECTION FIVE: ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

We assess the effectiveness of the controls and processes aimed at preventing and reducing the risks of Modern Slavery in our operations and supply chains principally through our procurement processes, the Integrity Program and the supplier due diligence programs outlined in Section Four. Examples of activities we may use to assess the effectiveness of our actions include supplier screening analysis, results of employee surveys, review of Supplier Questionnaires and review of concerns reported through our various speaking up channels, including through our Integrity Helpline as described above. As our internal processes, systems, and supply chains evolve, we will continue to take steps to monitor the effectiveness of our actions to prevent and reduce the risks of Modern Slavery in our business and supply chains.

Our Procurement, Integrity, Legal and Internal Audit teams are engaged with Nutrien Ag Solutions to provide support and advice on managing Modern Slavery risks in our supply chains.

To empower our operating segments, we have undertaken internal training modules designed to raise awareness and equip employees with the necessary tools to identify and manage potential Modern Slavery issues. Additionally, we have included informative snippets in our monthly 'Safety Newsletters' and integrated discussions into divisional meeting presentations, including providing FAQ documents to both operating units and suppliers. These resources are intended to provide clear directives and processes that will enhance understanding of the Supplier Questionnaire while emphasising how team members can actively support and engage with our suppliers.

In line with our commitment to safety and integrity, we are also reinforcing the message of "Everyone Home Safe, Every Day". This initiative serves as a cornerstone of our corporate culture, encouraging all employees to prioritise not only their own safety but also the ethical standards throughout our supply chain and operations.

As part of our continuous improvement, Nutrien Ag Solutions will regularly review and update controls that are expected to impact Modern Slavery-related risks.

SECTION SIX: CONSULTATION AND APPROVAL

In order to prepare this Statement, we engaged with personnel in key divisions of Nutrien Ag Solutions. This Statement has been reviewed, considered and approved by each director of the Nutrien Reporting Entities.

This Statement was approved by the Nutrien Reporting Entities, and signed by Adrian Capogreco, who is authorised pursuant to directors' resolutions of the Nutrien Reporting Entities to sign this Statement.

Signed by:

A handwritten signature in black ink, appearing to read 'Adrian Capogreco', with a long horizontal flourish extending to the right.

Adrian Capogreco
Director

APPENDIX ONE
NUTRIEN REPORTING ENTITIES

Reporting Entities	Overview
Agrium Australia Pty Ltd ACN 100 419 314	Agrium Australia Pty Ltd is indirectly wholly owned by Nutrien Ltd. Its sole asset is its ownership in Ruralco Holdings Limited. There are no other operations apart from this asset ownership, and Agrium Australia Pty Ltd has no employees. During the Reporting Period, Agrium Australia Pty Ltd owned or controlled entities including Platinum Operations Pty Ltd ACN 140 741 153, Combined Rural Traders Pty Ltd ACN 000 838 889 and Total Eden Pty Ltd ACN 010 118 895 that operated in the following industries: • Rural merchandise • Water merchandise and irrigation • Agronomy services • Livestock and wool agency • Specialist rural water brokerage • Rural finance • Agricultural technology (Digital Ag) • Insurance brokerage • Real estate • Sustainability
Agrium SP Holdings Pty Ltd ACN 146 674 400	Similar to Agrium Australia Pty Ltd, Agrium SP Holdings Pty Ltd is indirectly wholly owned by Nutrien Ltd. and is a vehicle for holding intra Nutrien assets. It does not have employees. During the Reporting Period, Agrium SP Holdings Pty Ltd owned or controlled entities, including Nutrien Ag Solutions Limited ACN 008 743 217 that operated in the following industries: • Rural merchandise • Water merchandise and irrigation • Agronomy services • Livestock and wool agency • Specialist rural water brokerage • Rural finance • Wool storage and handling • Agricultural technology (Digital Ag) • Insurance brokerage • Real estate • Sustainability
Nutrien Ag Credit Pty Ltd ACN 643 304 447	Nutrien Ag Credit Pty Ltd is indirectly wholly owned by Nutrien Ltd. Its principal activity is to participate in the interest in certain receivables of good standing with a related entity, Nutrien Ag Solutions Limited. The company does not have any employees.

Agrium Asia Pacific Limited ACN 081 890 459	Agrium Asia Pacific Limited is wholly owned by Agrium South Pacific Pty Limited. It employs some of the Australian employees. During the Reporting Period, Agrium Asia Pacific Limited: • held interests in a Brazilian holding company; • was trustee for the distribution of funds relating to the repayment of funds from a foreign entity; • owned investment vehicles domiciled in South America relating to operations in Brazil. It is administered by Nutrien in Canada. These vehicles do not have supply chains or staff in South America; • held minority interests in a grains processing company in Shenzhen, China. Apart from receiving dividends, Agrium Asia Pacific Limited does not have a role in the operations of this entity; and • held 50% interests in a bulk fertiliser joint venture that was not operational during the Reporting Period and is in the process of being wound up.
Agrium SP Investment Pty Limited ACN 146 676 388	Agrium SP Investment Pty Limited is wholly owned by Agrium SP Holdings Pty Ltd. It has a facility with a European subsidiary. It does not have employees.
Agrium South Pacific Pty Limited ACN 146 679 610	Agrium South Pacific Pty Limited is wholly owned by Agrium SP Investment Pty Limited and was set up as the vehicle to purchase Agrium Asia Pacific Limited. It does not have employees.
Combined Rural Traders Pty Limited ACN 000 838 899	Combined Rural Traders Pty Limited (CRT) is a wholly owned subsidiary of Ruralco Holdings Limited. It holds interests in two subsidiaries. CRT originated in New South Wales, operates nationally and has employees. CRT does not manufacture its own products. It wholesales finished products to its members. CRT sources all its merchandise through the same channels as Nutrien Ag Solutions and Ruralco. CRT's industries include water and irrigation, general merchandise, crop protection, animal systems and agricultural commodity risk management advisory and market intelligence.

Nutrien Ag Solutions Limited ACN 008 743 217	Nutrien Ag Solutions Limited is wholly owned by Agrium Asia Pacific Limited. During the Reporting Period, Nutrien Ag Solutions Limited owned or controlled entities that operated in the following industries: • Rural merchandise • Water merchandise and irrigation • Agronomy services • Livestock and wool agency • Specialist rural water brokerage • Rural finance • Wool storage and handling • Agricultural technology (Digital Ag) • Insurance brokerage • Real estate • Sustainability
Platinum Operations Pty Ltd ACN 140 741 153	This Nutrien majority-owned joint-venture operates as Platinum Ag Services, providing rural supplies, agronomy, livestock and real estate services.
Ruralco Holdings Limited ACN 009 660 879	Ruralco Holdings Limited is wholly owned by Agrium Australia Pty Ltd. It is a holding company of a number of subsidiary companies that conduct the operations of Nutrien Ag Solutions. During the Reporting Period, Ruralco Holdings Limited owned or controlled entities operated in the following industries: • Rural merchandise • Water merchandise • Agronomy services • Livestock and wool agency • Specialist rural water brokerage • Water exchange • Water merchandise and irrigation • Insurance brokerage
Total Eden Holdings Pty Ltd ACN 148 941 226	Total Eden Holdings Pty Ltd is wholly owned by Ruralco Holdings Limited and acts as a holding company for two direct subsidiaries. The company does not have any employees.
Total Eden McCrackens Group Pty Ltd ACN116 714 802	Total Eden McCrackens Group Pty Ltd is wholly owned by Total Eden Holdings Pty Ltd and acts as a holding company for investment in Total Eden Pty Ltd. The company does not have any employees.

Total Eden Pty Ltd ACN 010 118 895	Total Eden Pty Ltd is a wholly owned subsidiary of Ruralco Holdings Limited. It owns four subsidiaries operating in the irrigation, construction and water merchandise sector under the Nutrien Water brand. Total Eden has employees. Goods provided include pumps, water and irrigation merchandise. Total Eden manufactures products, but the majority of those products are engineering to order and not manufactured for mass production. All other merchandise is sourced through the same channels as Nutrien Ag Solutions and Ruralco Holdings Limited. Services provided include: • Agriculture water management • Pumping and managing water flow and delivery across a wide variety of applications • Commercial irrigation and landscaping • Household and domestic irrigation, water storage, management and pumping needs • Projects
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