

Onboarding 2.0 – Why bother!

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Nutrien has a Unique Global Footprint



Overall	Mining	Fertilizer Production	Storage and Transportation	Retail
23,500 Permanent Employees	6 Potash Mines	13.8Mmt Potash	>30 Retail Distribution Centers	13.4Mmt Crop Nutrient Sales
13 Countries	2 Phosphate Mines	6.0Mmt Ammonia Gross Production Basis	>90 Retail Terminals	~2,000 Proprietary Products
\$27.7B in Sales	~21% of Global Potash Capacity	1.5Mmt Phosphate (P ₂ O ₅) (Excludes Redwater)	16K Owned and Leased Railcars	>2,000 Retail Locations Worldwide

Feeding The Future



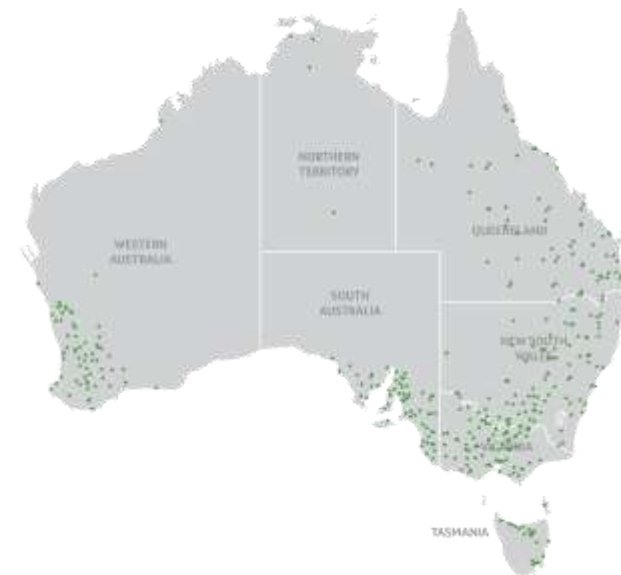
We are passionate about Ag in Australia



Nutrien Ag Solutions

is

Australia's leading retail agri-business



*180 years in Australia
4000 Ag Experts
~300 Independent Members
2 Manufacturing sites*

Growing our world from the ground up

Nutrien
Ag Solutions[®]

One Goal: Help Australian farmers to grow!

FARM INPUTS & MERCHANDISE

- Crop protection
- Seed
- Fertiliser
- Animal Health
- Fencing and farm supplies

WOOL & LIVESTOCK

- Marketing & Sales
- Animal health & Management
- Breeding and stud stock

PROFESSIONAL SERVICES

- Insurance
- Finance
- Real Estate

PRECISION TECHNOLOGY

- Agronomy advice
- Soil testing
- Land planning
- Digital solutions

WATER


- Infrastructure
- Equipment & parts
- Broking

We solve the challenges faced by Australian farmers

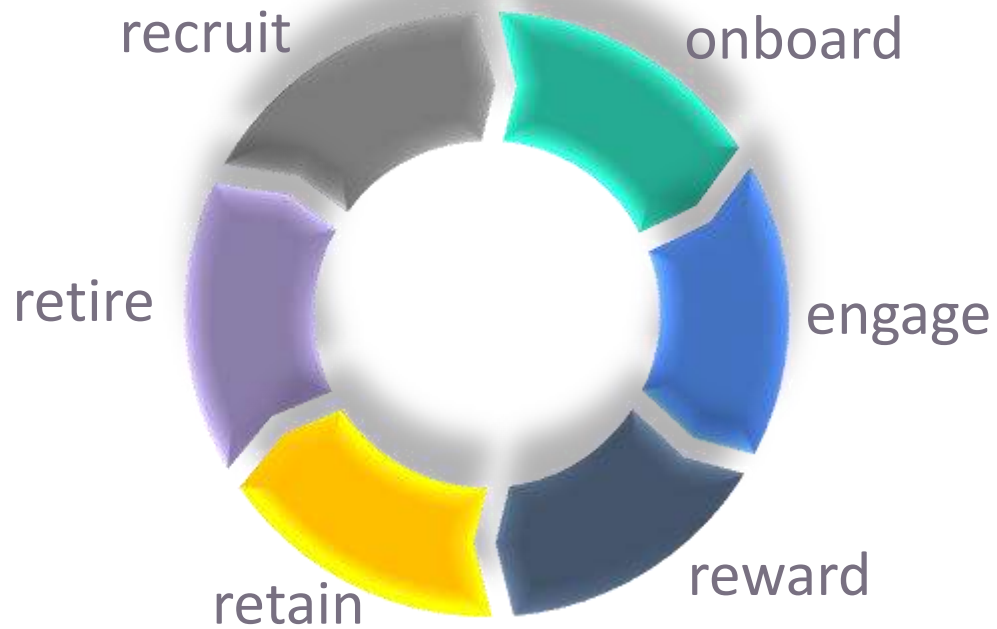
The background of the slide features a close-up of two hands reaching towards each other in a field of wheat. The scene is bathed in the warm, golden light of a sunset, with the sun's glow creating a soft, hazy atmosphere. The wheat stalks are in sharp focus in the foreground, while the hands are slightly out of focus, emphasizing the overall mood of connection and growth.

***Smarter
And
Happier
Digitally Enabled
Workplace***


Vision – Nutrien HR Digital Transformation

- 
- **User Experience (UX)** of work applications improves employee productivity and engagement.
 - Nutrien should deliver a consistent, **digitally-enabled manager and employee experience** on any type of desktop or mobile device meeting workforce needs.

SuccessFactors - Why did we do it?



HR Strategy Enabler

- 
- ***Eliminated*** manual onboarding and paper processes
 - ***Enabled*** Leaders and New Hires
 - ***Integrated*** with downstream systems, such as, Payroll, Identity Management
 - ***Compliance*** – Conflict of Interest Disclosure & Policy Acknowledgement

40 hours of HR Employee Services Team saved per month

Onboarding 2.0 - Key Results!



- **People**
 - Is this solution right for us and our people?
- **Processes**
 - Are our processes aligned?
 - Does this solution enable our processes?
- **Partnerships**
 - Do we have the partnerships to implement and sustain the solution?

3 Key Focus Areas!



*Who and Where
are our people?*





Are the processes aligned?

Is the system enabling

processes?



Processes Matters!



Do we have trusted

system implementation partner?

Do we have internal partners

to sustain the system?



Partnerships Matters!

Nutrien
Ag Solutions™



- **People**
 - Is this solution right for you and your people?
- **Processes**
 - Are your processes aligned?
 - Does this solution enable your processes?
- **Partnerships**
 - Do you have the partnerships to implement and sustain the solution?

So, Ask?



Thank you

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