



COMMON GROUND

How CF is Working with
Farmers and Communities
to Tackle Some of Today's
Biggest Challenges

CF & The Nature
Conservancy:
4R Plus—
Reaching 72,000
Iowa Farmers

Our Carbon Footprint:
30% Decrease in
Greenhouse Gas
Emissions Intensity
Since 2012

Our Safest
Year Ever:
How We Got
There

Responsible Use
of Water at Our
Facilities: Tracking
Metrics

Inside



Sowing Conservation Practices Statewide

CF, The Nature Conservancy and dozens of other partners are teaming up to empower Iowa farmers to safeguard soil health and enhance water quality while boosting profitability.

pg 12



Beyond Food: How Nitrogen Leads to Cleaner Emissions

A urea-based product reduces NOx emissions from diesel trucks to almost zero.

pg 15



Our Safest Year Ever

We're proud to report that in 2017, CF operations were safer by every measure.

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Minigrant Program Reaches Giving Milestone

CF distribution terminals awarded their one-millionth dollar in grants to support agricultural and environmental education.

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ABOUT THIS REPORT

Sustainability is an inherent part of how we run our business and part of our commitment to the communities where we live and work. CF Industries' annual Corporate Sustainability Report communicates our performance across fundamental environmental, safety, governance and social considerations. This report covers CF's activities during the year ended December 31, 2017, and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option. GRI indicators are selectively referenced throughout this report and can be reviewed in the complete index on page 30.



There's a lot to cover.

From helping to feed a growing world to helping communities ensure quality education for the next generation, CF is tackling some of today's biggest challenges. Often the most effective way to do so is by partnering with others. Together, we can cover more common ground.

WORKING FOR THE COMMON GOOD



A Conversation with

Tony Will, President and CEO

CF has an important role to play in solving some of the world's greatest challenges, such as feeding a growing global population and protecting the environment. We also aim to preserve land for, and provide knowledge to, the next generation of American farmers, while positioning our company for the long term.

We can't do it alone. CF Industries CEO Tony Will reflects on the partnerships we're building across our industry and within our company to accomplish common goals.

Q What is at the heart of CF's approach to sustainability?

A Everything we do at CF starts with our "Do It Right" culture, which means we make safety our top priority. We're extremely proud that 2017 was our safest year by every measure. And, our employees are leading the way. We highlight our most innovative and significant safety improvements through our Stephen R. Wilson Excellence in Safety Award. Those ideas are generated by employees at our locations, rather than management. This demonstrates how engaged the entire company is in safety. "Do It Right" also means that we protect the environment and work for the greater good side-by-side with all our stakeholders.

What are you doing to address the environmental impact of your products?

CF's environmental footprint is somewhat misunderstood. Yes, the chemical processes we use generate substantial CO₂ equivalent emissions, which we report every year. But our products actually prevent and reduce more CO₂ equivalent emissions than we generate. For example, land use is the number one cause of CO₂ emissions in agriculture. Because our products increase yields substantially, farmers need less land to grow the food the world population needs to survive. By increasing crop yields, we help limit the conversion of carbon-sequestering forests into farmland.

Our products also reduce greenhouse gas (GHG) emissions from industrial processes. In addition, our diesel exhaust fluid (DEF) helps reduce NOx emissions of heavy-duty trucks by up to 90 percent and improves fuel efficiency by up to 5 percent.

How is CF working to improve its manufacturing operations from an environmental perspective?

While our products are helping reduce GHG emissions outside our gates, we remain focused on doing our part within CF. Each year, we make significant investments in our manufacturing and distribution facilities to enhance safety, reliability and efficiency. Between 2012 and 2017, CF's emissions intensity, or the emissions per metric ton of product manufactured, decreased by 30 percent over that six-year period. On top of that, we are working diligently and investing significant capital to improve the energy efficiency of our processes and reduce our emissions.

How do you work side-by-side with your stakeholders?

Partnerships are central to how we operate. For example, we partner with the local communities in which we operate by supporting local charities and educational programs. We also work closely with first responders near our facilities, often conducting training exercises together as well as supporting their capabilities. In 2017, CF donated approximately \$175,000 to local first responders to pay for trainings and to purchase equipment such as new water hoses for fire departments, emergency rescue chain saw blades and thermal imaging cameras.

One of our newest, and most important, partnerships is with The Nature Conservancy. We believe the work we're doing together is beginning to change the conversation around agriculture nationwide.

Tell us about this partnership and why it's so important.

CF and The Nature Conservancy are working with farmers across Iowa to address challenges with water quality, nutrient loss and poor soil health. This program, 4R Plus, began with the idea that most of agriculture's emissions come from land use, not fertilizer use. If we want to avoid putting more land into production, thereby driving up emissions, we need to maximize yield on existing farmland while keeping soils healthy.

That's a tricky balance to achieve, and it's what the 4R Plus program is all about. 4R Plus will educate Iowa farmers on the principles of nutrient management and conservation practices that will keep their land productive and improve water quality.

Soon after we announced the program, others wanted to take part, including other fertilizer manufacturers, equipment manufacturers, retailers, grower associations and even the Iowa government. To us, this represents a public-private partnership the way it should be. Not driven by regulation and legislation, but by a common goal of improving agriculture in a sustainable manner.

CF and The Nature Conservancy are working with farmers across Iowa to address challenges with water quality, nutrient loss and poor soil health.

Why did you choose Iowa as the place to launch the 4R Plus program?

Iowa is a leader in agriculture for our entire country. More than 85 percent of Iowa's land is used for agriculture, so it's also a place where we have an opportunity to make a major impact. The great thing about 4R Plus, however, is that it doesn't need to be reinvented one state at a time. We hope to ultimately introduce the program to other states.

How will we know the 4R Plus program is working?

We keep track of several key indicators that show that we are making progress towards the ultimate goal of better soil health and water quality across Iowa. The 4R Plus website has already received almost 2,000 visitors in the short time it's been live, almost 20,000 4R Plus brochures have been printed, and 4R Plus ads are running in media platforms across the state. With all of these efforts, we project that 4R Plus messaging will reach 85 percent of Iowa's farmers and crop advisers in 2018. The success of this program is very important to me, because farmers do such vital work. Simply put, they feed the world. It's our job to help them do so in a way that keeps soils, waterways, and people safe and healthy for years to come.

[Discover our full GHG impact story on pages 4 & 5 >](#)

OUR GREENHOUSE GAS IMPACT

HELPING TO SAVE THE WORLD >300 MILLION TONNES OF CO₂e

CF's recent capacity expansions have displaced Chinese production, which is three times more GHG intensive.

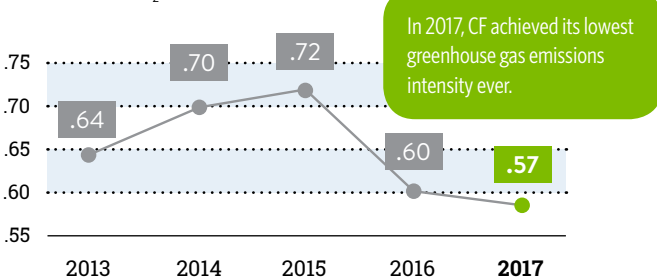
While carbon emissions are an unavoidable chemical byproduct of ammonia production, the level of equivalent carbon dioxide emissions (CO₂e) generated is tied to the type of feedstock used: natural gas in the case of CF or anthracite coal by producers in China.

With China decreasing production capacity in response to recent expansions (including those at CF), we estimate that at least 4.2 million tonnes of CO₂e has, in effect, been avoided.

Source: Internal CF Data

CO₂e Emissions/Product Tonne

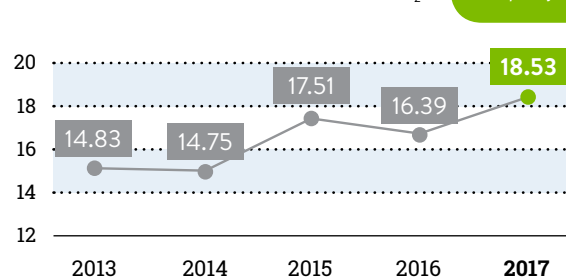
(Tonnes CO₂e/Tonne of Production)



Source: Internal CF Data: Corporate Greenhouse Gas Inventory Report for CF Industries 2017; Ruby Canyon

CO₂e Emissions

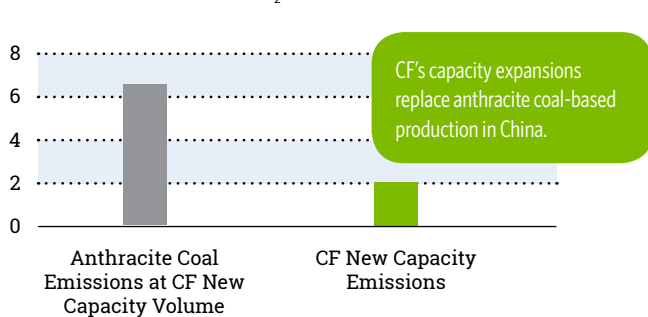
(Million Metric Tonnes of Total Plant CO₂e)



Source: Internal CF Data: Corporate Greenhouse Gas Inventory Report for CF Industries 2017; Ruby Canyon

4.2 Million Tonnes CO₂e Saved Annually

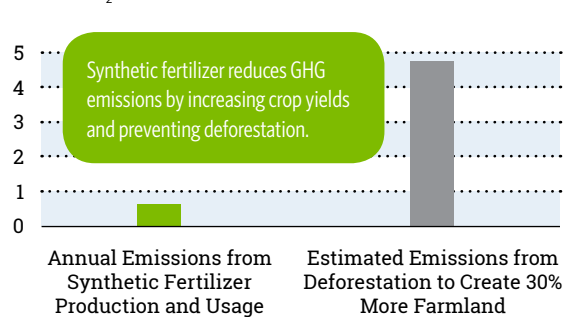
(Million Metric Tonnes CO₂e)



Source: Internal CF Data

4.9 Gigatonnes CO₂e Saved

(Gt CO₂e)



Sources: UN Intergovernmental Panel on Climate Change; UN Food and Agriculture Organization

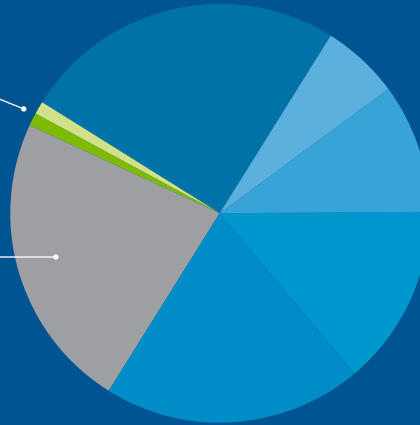
Our GHG Lifecycle Emissions in Context

Fertilizer is responsible for half of the world's food production, but its lifecycle GHG emissions only account for

<2% OF GLOBAL EMISSIONS

By contrast, deforestation and land use for agriculture are responsible for nearly

23% OF GLOBAL EMISSIONS



GHG Emission Sources

- Electricity and Heat Production = 25%
- Agriculture, Forestry and Other Land Use = 23%
- Industry = 20%
- Transport = 14%
- Other Energy = 10%
- Buildings = 6%
- Fertilizer-Agriculture = 1%
- Fertilizer-Production = 1%

Sources: International Fertilizer Association; UN Intergovernmental Panel on Climate Change; Food and Agricultural Policy Research Institute

The key is to increase yields per acre so as to maximize food production, while minimizing the land area required for cultivation. Synthetic fertilizers are part of the solution, not part of the problem. But what if farmers used no synthetic fertilizer – would we see a reduction in global GHG emissions?



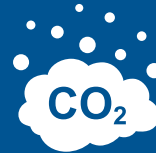
No synthetic fertilizer



~30%
more farmland needed to grow food



Resulting deforestation clears carbon dioxide-consuming trees



Deforestation causes increase of nearly 5 gigatonnes of carbon dioxide equivalent emissions (GtCO₂e)



Increase in global GHG emissions by almost **10%**

Fertilizer & Deforestation

With the world population expected to hit 9.8 billion people by 2050, fertilizer will play a critical role in feeding the world in a sustainable manner.

..... 1970 > 2016



Crop Yield Through Synthetic Fertilizer

+~30%



Global Corn, Wheat and Barley Production

+180.3%



Land Available for Corn, Wheat and Barley

+17.5%

Source: FAOSTAT and Internal CF Data

CORPORATE RESPONSIBILITY AT CF



ABOUT CF INDUSTRIES

CF Industries is a leading global fertilizer and chemical company with outstanding operational capabilities and a highly cost-advantaged production and distribution platform. Our 3,000 employees operate world-class manufacturing complexes in Canada, the United Kingdom and the United States. We serve our customers in North America through an unparalleled production, storage, transportation and distribution network. We also reach a global customer base with exports from our Donaldsonville, Louisiana, plant, the world's largest and most flexible nitrogen complex. Additionally, we move product to international destinations from our Verdigris, Oklahoma, facility; our Yazoo City, Mississippi, facility; our Billingham and Ince facilities in the United Kingdom; and from a joint venture ammonia facility in the Republic of Trinidad and Tobago in which we own a 50 percent interest.

Stakeholder Engagement

We believe in fostering open communication with all of our stakeholders, including investors, customers, employees, farmers and our communities. We engage with each group through appropriate channels and on issues that matter most to them. Key partners include:



Supporting the UN Sustainable Development Goals

The United Nations has established a series of ambitious goals for securing a sustainable planet by 2030. CF supports the following goals, which align most closely with our business:



1 NO POVERTY
By supporting thousands of direct and indirect American jobs, we contribute to local economies and enable financial well-being.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Our manufacturing and distribution practices emphasize safety and energy-efficient production.



2 ZERO HUNGER
By feeding the crops that feed the world, we ensure food security for people worldwide.



13 CLIMATE ACTION
Helping farmers maximize soil health and yield per acre protects forests that sequester carbon.



6 CLEAN WATER AND SANITATION
We're educating farmers on nutrient management and conservation practices that allow crops to grow with less impact on waterways.



14 LIFE BELOW WATER
Educating farmers on nutrient management minimizes runoff, which helps keep water sources clean.



7 AFFORDABLE AND CLEAN ENERGY
Clean and abundant natural gas powers our operations and is our feedstock. We also operate our plants efficiently using captured waste heat.



15 LIFE ON LAND
Promoting farming practices like conservation cover creates a habitat for pollinators and food for wildlife.



8 DECENT WORK AND ECONOMIC GROWTH
CF brings high-paying jobs and economic development to rural communities.



17 PARTNERSHIPS FOR THE GOALS
We partner with farmers, NGOs and others to advance sustainable solutions related to our business.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
We invest in energy-saving technologies and track our impacts with an eye toward continuous improvement.

How We Manage Corporate Responsibility and Sustainability

Responsibility is inherent to our values and is an intrinsic part of our “Do It Right” culture. We hold all 3,000 of our employees — from the corporate office to the plant floor — accountable for collectively conducting our business in a responsible manner.

At the corporate level, our Director of Environmental, Health and Safety (EHS) reports to the Senior Vice President of Manufacturing, who provides briefings to the CF Industries Board of Directors at every meeting.

Our internal councils also help develop and communicate environmental, occupational safety, process safety, security and emergency services best practices among our manufacturing and distribution facilities. The Director of EHS is also supported by a team of auditors who conduct audits and facilitate best practices across all CF operations.

Most of our philanthropic and social outreach initiatives are locally based. This enables each facility to address the unique needs and opportunities in their respective communities.

STRATEGIC PLANNING

CF’s strategic planning process is designed to evaluate our industry environment, anticipate how it may change, and lay out our strategic response. As part of the groundwork for this process, a cross-functional team examines the long-term evolution of nitrogen demand, production capacity and energy costs. We also consider CF’s current business performance and the range of possible organic and inorganic growth opportunities. CF’s senior management team and Board of Directors review the resulting corporate strategy and long-term financial projections to inform our decision making on talent, capital expenditures, growth and capital allocation. Our strategy is also incorporated in the competencies and attributes used to assess director nominees as disclosed in the annual proxy statement.

RISK MANAGEMENT

Management of risk, including process safety and environmental risk, extends from our plant-level managers to the CF Board of Directors. A corporate risk management group leads an annual assessment process that includes extensive research and scoring methodology to identify and rank risks. Material risks are assigned to

members of CF’s senior management team, who are responsible for risk monitoring and mitigation. The Board of Directors focuses on the adequacy of our risk management process and the effectiveness of our overall risk management program. In 2017, this included a review with management of material risks, as well as the likelihood of occurrence, the potential impact and the mitigating measures in each instance.

ETHICS

We are committed to doing the right thing, every time, in all of our business dealings. CF’s commitment to ethical behavior is captured in our Code of Corporate Conduct, which applies to all directors, officers and employees, all of whom participate in Code of Corporate Conduct and anti-corruption training annually. In addition, all employees must acknowledge receiving and reading our EHS policy. Our sales professionals are also required to complete annual antitrust training.

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SUPPLY CHAIN

CF’s supply chain includes local, regional and global partners from whom we purchase products and services including natural gas, transportation, utilities, maintenance services and capital equipment. We ask all suppliers to abide by the CF Industries Third Party Code of Corporate Conduct as part of the purchase agreements. Suppliers, especially those of chemicals and other hazardous materials, are held to the same EHS standards as our internal operations. For this reason, comprehensive screening of our suppliers is critical. We work with third parties in the U.S., Canada and the U.K. to assist us with supplier screening and evaluation.



- All directors are independent, except CEO
- Separate Independent Chairman of the Board and CEO



- Publish an annual sustainability report
- Report twice per year on the company's political contributions
- Proxy access



- Regular assessment of board composition, capabilities and attributes, including diversity
- Annual board and committee evaluations, including self and peer evaluations



- Stockholder ability to call special meeting
- Robust stakeholder engagement
- Policy on adoption of a stockholder rights plan



- Annual election of directors
- Majority voting for directors in uncontested elections
- No supermajority voting provisions in charter or bylaws



- Independent directors meet regularly in executive session
- Stock ownership requirements for directors and executive officers

COMMON CAUSE

PRODUCT STEWARDSHIP





Planting Best Practices

Matt Bormann’s family has grown soybeans and corn in Kossuth County, Iowa, for five generations and today is a strong advocate of 4R Plus nutrient stewardship principles.

“I first learned about soil conservation from my dad,” Matt says. “I helped him sow waterways to reduce gully erosion.” The Bormanns understood the importance of ensuring the long-term health of fields then. Now, Matt and his brothers have land of their own, but live close enough together that they continue to share equipment and expertise. Together, the Bormanns farm more than 2,000 acres of Iowa land.

In 2011, the family began to experiment with strip-till, no-till and vertical tilling, less invasive methods of preparing a field for planting. They haven’t looked back.

Matt, along with his dad and brothers, now enjoy better soil quality, improved water infiltration and lower costs due to efficient use of fertilizers, equipment and fuel – all with no decrease in yield.

Visit Matt’s farm before planting, and you’ll see tilled strips of land just a foot wide. He plants seeds and places fertilizer precisely where plants need it. Matt,

along with his dad and brothers, now enjoy better soil quality, improved water infiltration and lower costs due to efficient use of fertilizers, equipment and fuel—all with no decrease in yield. “Perhaps the best thing is that when we spend less time tilling, we have more time to spend with family,” Matt says.

CF is working to ensure that more Iowa farmers learn similar lessons and experience the same types of results through its 4R Plus program in partnership with The Nature Conservancy (see pages 12-13).

The Bormanns recognize that adopting new farming practices doesn’t happen overnight. Matt’s wife Nancy is an agronomist, Certified Crop Advisor (CCA) and county soil and water commissioner, who speaks with fellow farmers about nutrient management and soil health. “Running a farm is demanding work,” Nancy says. “It can be hard to find time to learn about new practices.”

That’s why Matt and Nancy, along with Matt’s brother Joe, hosted a “field day” at their farm in 2017, and invited other farmers to see their equipment in action, ask questions and learn about the economic and environmental benefits of conservation. The Bormanns also offer custom farming services to help other farmers make the transition to more sustainable practices.

“We care deeply about this land,” Matt says. “Farming as a family has given us greater flexibility to try new things and evolve together. We’ve learned what works and want to show more people how it’s done.”



Productivity Done

CF Industries and The Nature Conservancy: A Partnership Built on Sustainability

Through a new partnership with The Nature Conservancy, CF is helping to improve soil health across the state of Iowa. The program, called 4R Plus, is designed to increase awareness and understanding among Iowa's farmers and crop advisers of two important farming practices: (1) 4R Nutrient Stewardship, and (2) conservation. 4R Nutrient Stewardship refers to the concept of applying the right nutrient source at the right rate, right time, and right place. The "Plus" in 4R Plus refers to a suite of in-field and edge-of-field conservation practices that increase soil resiliency and help to keep nutrients on fields and out of adjacent water bodies. When implemented effectively, 4R Plus practices will not only improve soil health and water quality, but also increase farmers' yields and bottom lines.

To help spread 4R Plus awareness and understanding, CF and The Nature Conservancy developed a range of marketing materials and tools to spread the message as far as possible. Those materials are based on extensive qualitative and quantitative research that showed that the key drivers to increased 4R Plus adoption by farmers moving forward are the economic benefits that come with 4R Plus practices and farmers' desire to leave their land in the best condition for the next generation. Nearly 40 partners have joined the initiative as of its formal launch in 2018, including state commodity groups, agribusinesses, conservation organizations, government agencies, universities and others.



Iowa Ag Leader Award

Thanks to our leadership in launching the 4R Plus program, CF received the 2018 Iowa Ag Leader Award from the Iowa Department of Agriculture for outstanding leadership in improving Iowa's water quality.

Said Iowa Secretary of Agriculture Bill Northey, "Businesses like CF Industries...have shown real leadership in advancing water quality efforts in our state. Stakeholders across agriculture are taking on the challenge of improving water quality by providing tools and information to help farmers and landowners make improvements on their farms."



4R Plus is...



Right



4 WAYS 4R PLUS WORKS

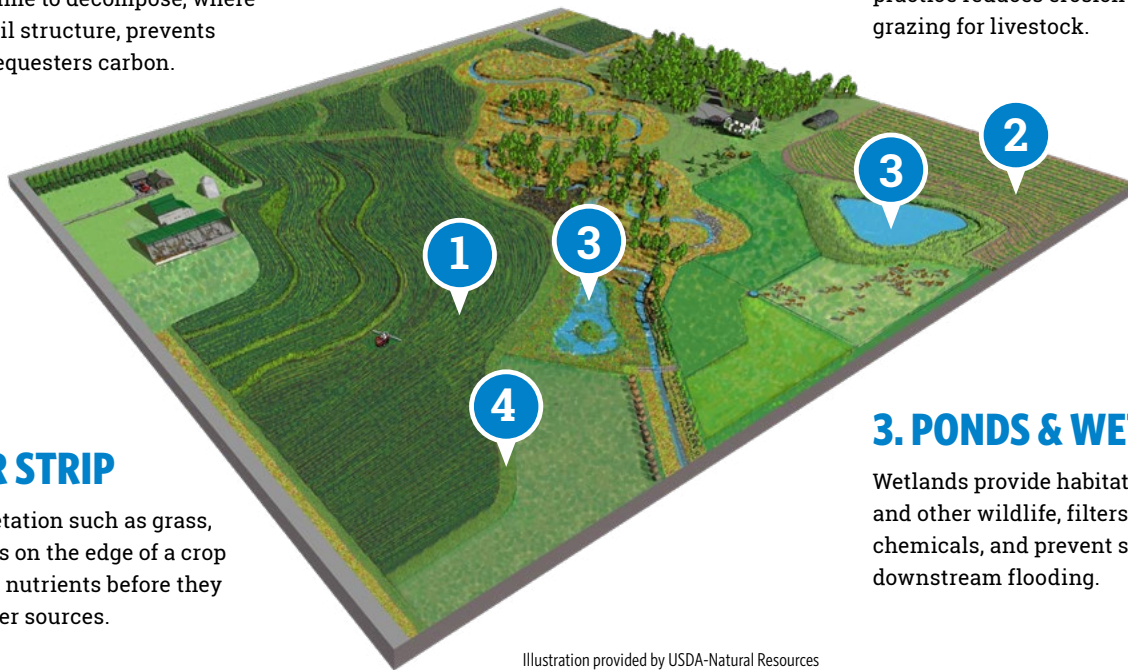
The “Plus” in 4R Plus refers to conservation practices that increase the resiliency and health of soil, retain nutrients and moisture for crops, reduce soil erosion and runoff losses and improve water quality. The Iowa Nutrient Reduction Strategy includes dozens of recommended conservation practices, depending on the characteristics of a particular field. Here are four of them.

1. NO-TILL FARMING

No-till farming means not tilling land between harvest seasons. This gives crop residue time to decompose, where it improves soil structure, prevents erosion and sequesters carbon.

2. COVER CROPS

Planting hardy crops, like rye, oats and winter wheat, can protect soil by keeping it covered during colder months. This practice reduces erosion and can provide grazing for livestock.



4. FILTER STRIP

A strip of vegetation such as grass, trees or shrubs on the edge of a crop field can filter nutrients before they can reach water sources.

3. PONDS & WETLANDS

Wetlands provide habitats for pollinators and other wildlife, filters, sediments and chemicals, and prevent soil erosion and downstream flooding.

Illustration provided by USDA-Natural Resources Conservation Service, Des Moines, Iowa.

4R PRINCIPLES OF NUTRIENT STEWARDSHIP



RIGHT SOURCE

Matching fertilizer type to what crops need, whether root development, water balance or protein.



RIGHT RATE

Delivering the right amount of fertilizer based on existing levels of other nutrients in soil.



RIGHT TIME

Applying nutrients at the optimal time, considering soil temperature and weather conditions.



RIGHT PLACE

Placing fertilizer for maximum uptake by plants to optimize yields and reduce nutrient loss to the environment.

Meeting Global Food Demand

Ensuring the long-term viability of our world's cropland is especially important in the context of our growing global population.

The world is adding roughly 83 million people to its population every year, and based on current projections, our population of 7.6 billion will reach 8.6 billion by 2030 and 9.8 billion by 2050.

One of the most pressing questions this explosive growth raises is how the world's people will be fed. Nitrogen offers an answer. It allows farmers to increase yield by growing more food on less land. This equation means that commercial fertilizer makes possible more than half of today's food supply. By increasing yield from every farmed acre, nitrogen and other crop nutrients allow land to be preserved for other uses, such as carbon-sequestering forests. As demand for food grows, nitrogen's role will become even more essential.



HALF
of food production
today is made possible
through effective use
of fertilizer



70% MORE
food needed to meet
nutritional demand
by 2050



"N" Management Tools for the UK

CF promotes responsible nutrient stewardship in all markets where we operate. Many U.K.-based farmers, for example, have recently opted to plant barley in the spring, when nitrogen levels can determine a crop's value. Spring crops must grow in a short period of time. If they contain excess nitrogen when harvested, however, they can be rejected by buyers. Using CF Fertilisers UK's nitrogen management tools N-Min and N-Calc, we're helping U.K. farmers increase yields and farm responsibly by applying just the right amount of nitrogen.



BEYOND FOOD

How Nitrogen Leads to Cleaner Emissions

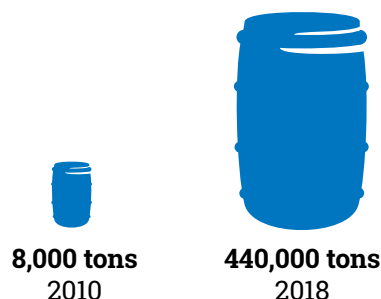
CF's nitrogen-based products benefit more than just farmers. These green products are also helping reduce emissions from power plants and combustion engines in trucks.

Diesel exhaust fluid (DEF) is made from urea liquor mixed with de-ionized water. DEF reduces particulate matter and nitrous oxide emission to near zero levels through selective catalytic reduction (SCR) technology. Continued growth will occur into the next decade as SCR/DEF is the predominant means used by diesel engine manufacturers to meet the federal emissions mandate issued in 2010.

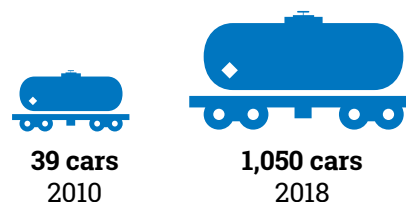
DEF consumption in North America is expected to increase by 10 to 15 percent per year, and CF is responding to this growing demand. With new investments in production capability, new rail cars and a new load-out facility at our Donaldsonville plant, CF can supply emissions-reducing DEF to customers consistently, year-round.

READY FOR DEF DEMAND

DEF Sales Volume



CF DEF Rail Fleet



Source: Internal CF Data

COMMON VALUES

OPERATIONS

A Winning Idea

FOR EMPLOYEES ACROSS CF OPERATIONS, STAYING SAFE IS A TEAM EFFORT

That commitment is clear among the finalists for our annual Stephen R. Wilson Excellence in Safety Award. The award challenges teams of employees to propose ideas that could improve safety across CF. Now in its fourth year, it continues to represent our individual and collective commitment to safety and our focus on finding new ways to “Do It Right.”

A WINNING IDEA AT WOODWARD

When Instrumentation and Electrical (I&E) Technician Lincoln Gaisford was called in to replace a fan on a cooling tower motor at CF’s Woodward, Oklahoma, Nitrogen Complex, he did what techs across the industry have always done. He locked out the equipment, removed the cover from the back of the motor to gain access to the driveshaft, then pressed a wooden 2X4 against the drive line to stop its motion. He then secured the shaft with a strap and got to work.

There was just one problem — the shaft was connected to cooling fans with blades 30 feet across. Even when switched off and locked out, an updraft can cause the blades to move again with a force that is beyond techs’ control. That’s exactly what happened to Gaisford as he and his partner worked.

The incident was a wake-up call, and engineers at Woodward agreed that there had to be a better way. I&E Planner Nathan Rose and Maintenance Engineer

Buddy Evans contacted vendors and visited facilities from refineries to power plants for inspiration. Based on their findings, the team landed on a solution that was simple but effective: a metal clamp with a long handle that technicians can engage without removing the motor cover. The clamp holds the shaft securely and ensures that techs are never exposed to fast-turning parts.

The equipment had previously been used for cooling towers in regions that experience hurricanes, where high winds can make fans spin at dangerous speeds, causing serious damage. Now, CF’s vendor is marketing the clamp, with CF’s suggested modifications, as a safety device for other customers with cooling towers. The solution can be used at any of our manufacturing plants — where we have over 100 such fans — and is on its way to becoming a new industry standard.



Our Safest Year Ever

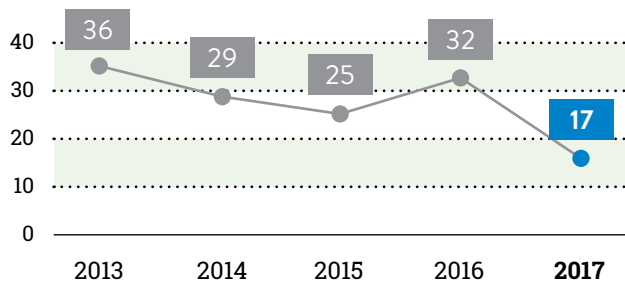
Manufacturing nitrogen products responsibly requires an unwavering focus on safety. For CF, safety is more than just a requirement – it is a point of pride and ingrained in our corporate culture and values. In 2017, this commitment translated into our safest year ever by every measure.

It starts with our “Do It Right” strategy, which includes equipping our employees with the proper safety knowledge, tools and procedures, and a culture that encourages employees to act with safety in mind every time they come to work.

Employees are the most important part of our safety process. Everyone who works in our production and distribution facilities receives regular safety and process operation training. This includes annual EHS training and testing that focuses on daily operations, as well as emergency response and hazardous materials management.

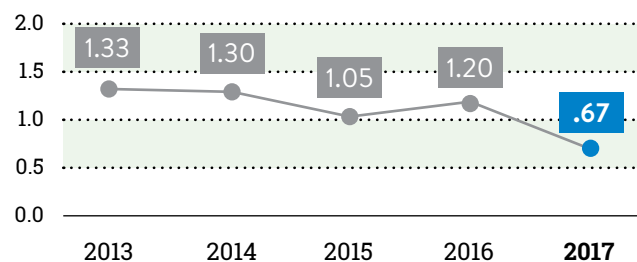
Continuous improvement is integral to our strategy. In 2017, we strengthened our emergency response procedures in response to hurricanes that caused record levels of damage along the U.S. Gulf Coast. We coordinate with employees, communities and federal and state agencies to ensure that plants can be shut down safely and in a timely manner when a storm is imminent. These changes augment our existing strategies for response to other emergency situations such as brushfires, tornadoes and earthquakes, which could affect our operations in other regions.

Total Injuries



Source: Internal CF Data

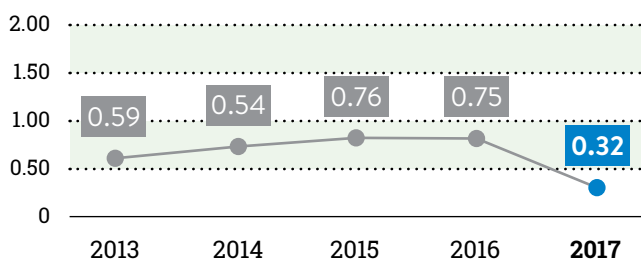
Recordable Incident Rate*



*If the employee received medical treatment beyond first aid for a work-related injury, that is recorded as a recordable incident.

Source: Internal CF Data

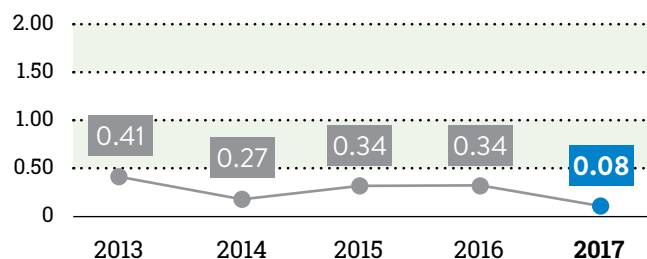
Days Away Restricted or Transferred (DART) Incident Rate*



*According to the Occupational Safety and Health Administration (OSHA), incidence rates can be used to show the relative level of injuries and illnesses among different industries, firms or operations within a single firm. Because a common base and a specific period of time are involved, these rates can help determine both problem areas and progress in preventing work-related injuries and illnesses. An incidence rate of injuries and illnesses may be computed from the following formula: (Number of injuries and illnesses X 200,000) / Employee hours worked = Incidence rate. The 200,000 figure in the formula represents the number of hours 100 employees working 40 hours per week, 50 weeks per year would work, and provides the standard base for calculating incidence rate for an entire year.

Source: Internal CF Data

Lost Time Incident (LTI) Rate*



*If the employee cannot return to work following the day a work-related injury occurred or illness began, that is recorded as a lost time incident.

Source: Internal CF Data

SAFETY MILESTONES

4 MILLION HOURS WORKED

without a Lost-Time Injury in 2017

.....

YEARS WITHOUT LOST-TIME INJURY

Brandon Terminal
20 YEARS

Huntington Terminal
45 YEARS

Seneca Terminal
50 YEARS

Source: Internal CF Data

A Safe Network

Taking responsibility for safety doesn't end at our facilities. We work to ensure that our products are safe across all of our shipping modes and even when they reach retailers. When shipping by rail, CF ensures that cars are maintained, products are safely loaded and valves and caps are properly secured.

This commitment was recently recognized by three of our rail carriers. CF received the 2017 Thoroughbred Chemical Safety Award from Norfolk Southern, the Chemical Safety Excellence Award from CSX Corporation and the Safe Handling Award from Canadian National.

Once our products reach agricultural distributors, they must be stored and handled with care. CF participates in and is on the Board of ResponsibleAg, an independent nonprofit that helps retailers comply with federal safety regulations.



Efficiency at Every Step

Environmental stewardship is inherent to our operations. Manufacturing nitrogen products requires an energy-intensive process, known as the Haber-Bosch process, that converts natural gas and atmospheric nitrogen into ammonia. That is why we work constantly to improve energy efficiency at every stage of production.

Our natural gas-based process is cleaner and results in lower emissions than the coal that is used in many other parts of the world. Greater efficiency also results from ongoing capital investments in technology and equipment within our plants. These have included voluntary investments in carbon capture and nitrous oxide abatement technologies to reduce GHGs. It's an approach that has paid off in recent years as we have reduced CO₂ emissions per metric ton of product by 30 percent from 2012 through 2017.



Efficient Distribution Options

Our focus on energy efficiency extends to our distribution network that is designed to move product over greater distances with less impact. CF's distribution facilities are located close to North America's major crop-growing regions. With multiple transport modes available, we typically utilize the options that make most sense in terms of fuel efficiency and carbon footprint. Some of our product is moved through pipeline, which in most cases is more energy- and cost-efficient than truck, barge or rail transport.



FUEL EFFICIENCY BY TRANSPORT MODE

To move 1 ton of cargo, these transport types can travel:

TRUCK



145 miles/gallon of fuel

RAIL



477 miles/gallon of fuel

BARGE



647 miles/gallon of fuel

Source: National Waterways Foundation Study

Staying Accountable for Our Progress



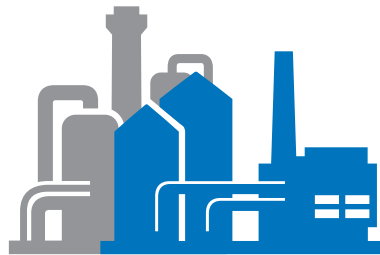
In the U.K., CF discloses the carbon footprints of all fertilizers and certifies them to the rigorous Publicly Available Standard 2050 (PAS 2050). Certification ensures maximum credibility of our carbon footprints and provides a baseline against which to measure our decreasing impact.

Extending Our Impact

We regularly invest in technology that helps reduce nitrous oxide emissions, which has drawn the attention of Cool Effect (<http://www.cooleffect.org>), an environmental nonprofit that allows individuals to “crowdfund” emissions-reducing projects. Cool Effect enables individuals to purchase the N₂O abatement credits that the N₂O reduction project at our Yazoo City, Mississippi, plant generates. We then donate the proceeds from those credits to The Nature Conservancy’s work on the 4R Plus Program to improve soil health and water quality in Iowa.

SMART WATER USE

IN OUR OPERATIONS



INTAKE

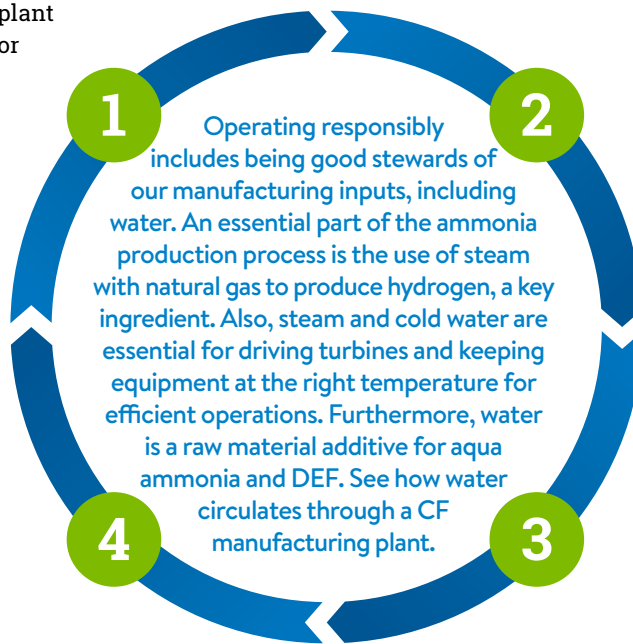
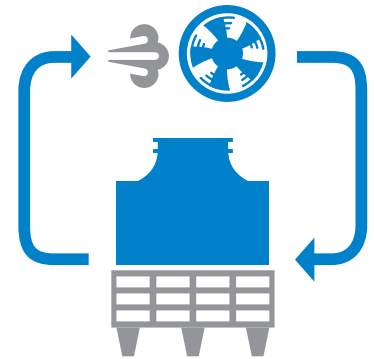
Water enters a CF plant from rivers, wells or nearby cities.



CONVERSION & RECIRCULATION

Water is heated and converted to steam, which is used in all of our production facilities. This water is captured and recycled in the steam process.

Water is also used in cooling towers, where it is reused multiple times.



DISCHARGE

Water is returned to area water bodies according to local regulatory discharge requirements.



TREATMENT

After several uses, water is sent to a treatment facility where we adjust pH and remove sediments and solids.

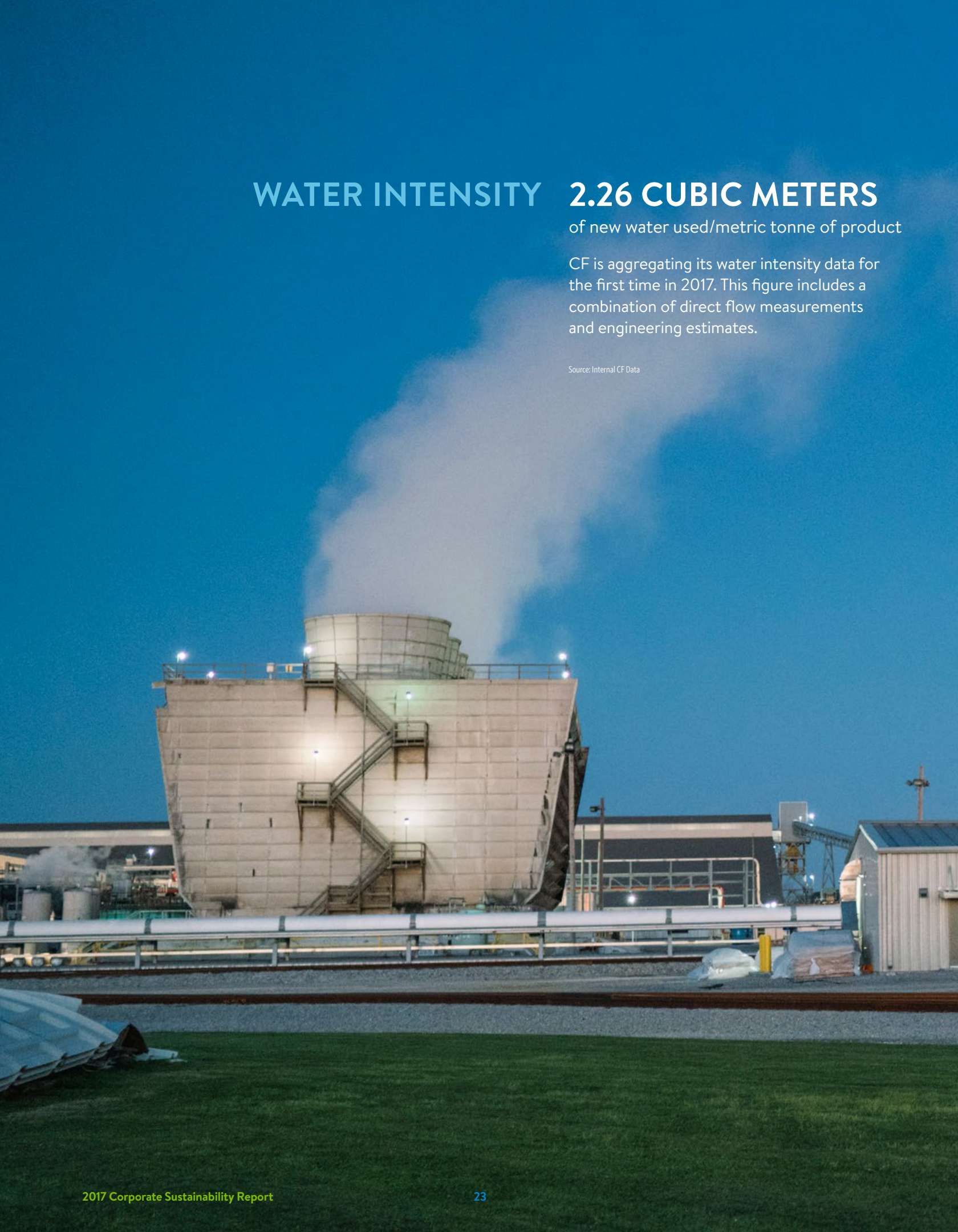
Source: Internal CF Data

WATER INTENSITY 2.26 CUBIC METERS

of new water used/metric tonne of product

CF is aggregating its water intensity data for the first time in 2017. This figure includes a combination of direct flow measurements and engineering estimates.

Source: Internal CF Data



COMMON INTERESTS

PEOPLE

Aligned for Success

“I’d never had a formal mentor before, and I wanted feedback on how to improve my game,” explains Mary Thomas, Corporate Communications Analyst at CF Industries.

Thomas participated in the first cohort of CF’s Aspiring Leaders in Nitrogen (ALiN) Mentor Program. “The benefits were beyond what I expected.”

“For one thing,” Thomas says, “I got my dream job.”

ALiN is a new program designed for members of CF’s sales team. It is the creation of Michelle Fenty and Jamie Schmid, two team members who noticed a growing knowledge gap between new hires and

ALiN brings together mentors – often members of senior management – with mentees – employees who have been with CF for 5 years or fewer.

seasoned employees. The women shared their idea with Bert Frost, Senior VP of Sales, Market Development and Supply Chain, who enthusiastically approved the program. ALiN brings together mentors – often members of senior management – with mentees – employees who have been with CF for 5 years or less. Pairs meet monthly for a year to discuss conversation topics supplied by ALiN as well as mentees’ personal

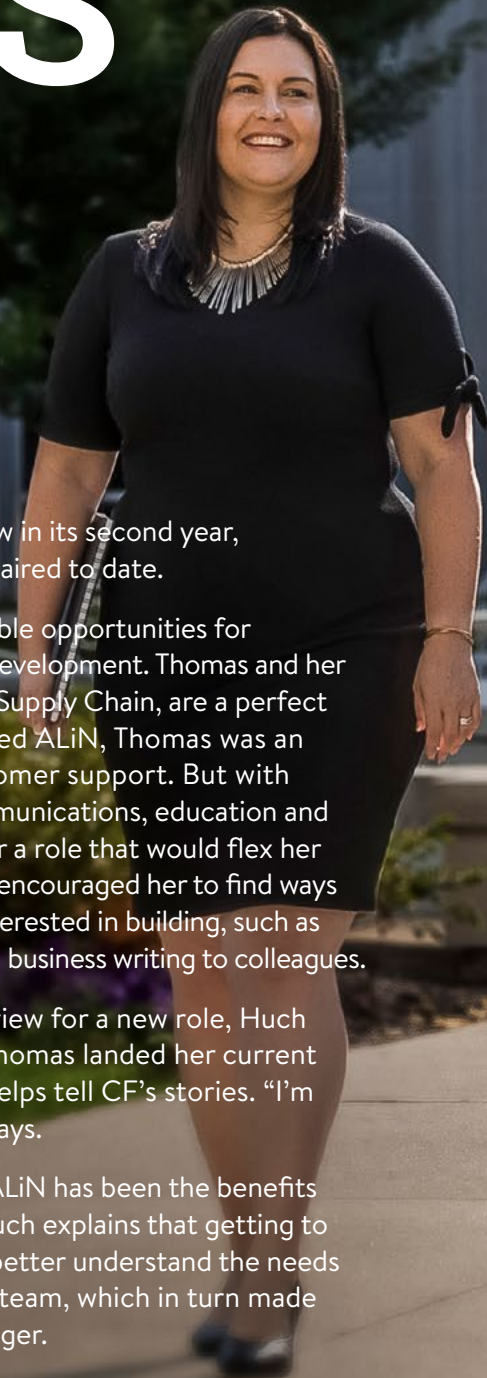
questions or concerns. Now in its second year, 64 employees have been paired to date.

The program creates valuable opportunities for professional and personal development. Thomas and her mentor Terry Huch, VP of Supply Chain, are a perfect example. When she entered ALiN, Thomas was an account specialist in customer support. But with degrees in marketing communications, education and English, she was looking for a role that would flex her storytelling muscles. Huch encouraged her to find ways to gain the skills she was interested in building, such as delivering a presentation on business writing to colleagues.

When it was time to interview for a new role, Huch helped Thomas prepare. Thomas landed her current position, where she now helps tell CF’s stories. “I’m loving every minute,” she says.

A less-expected result of ALiN has been the benefits that accrue to mentors. Huch explains that getting to know Thomas helped him better understand the needs and challenges of his own team, which in turn made him a more effective manager.

Thomas and Huch’s formal mentorship arrangement has ended, but the pair remain in touch. The most valuable advice Huch gave Thomas: “Dig deep.” “Terry pushed me to seek out skills and experiences that went beyond what my managers asked. That advice led me to where I am today.”







MISSION-DRIVEN TEAM

CF employees are a committed team on a noble mission: to help feed the crops that feed the world. Whether at work in our manufacturing plants, distribution facilities or our corporate office, all of our employees are united by this common purpose.

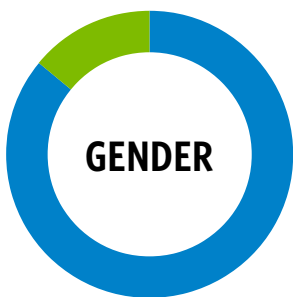
CF's culture attracts highly skilled individuals who are committed to our mission and tend to stay with us for years. This holds true even as our workforce has shifted toward younger employees in recent years. We enjoy low turnover rates, while continuing to attract highly skilled young people in search of challenging careers with opportunities to learn and grow. Thanks to the expansion of new roles across the organization, we now have multiple generations of employees working side-by-side.

Appealing to top-quality new hires means that we must recruit and develop talent in new ways. CF is in the process of formulating a new human resources strategy that will

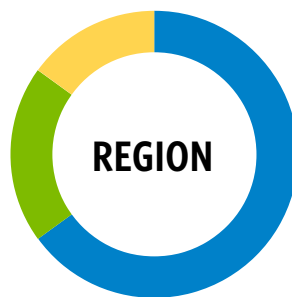
include a refreshed recruitment brand, role-based training for new hires, broad-based recognition programs and a greater focus on personal and financial wellness. New programs will complement CF's existing health benefits and competitive compensation and bonus plans.

Our mission of putting food on the world's table also connects us to the communities where we operate. CF is a major employer in many of the places where our manufacturing and distribution facilities are located, providing well-paying jobs – and associated positive economic impacts – in dozens of small, often rural, communities.

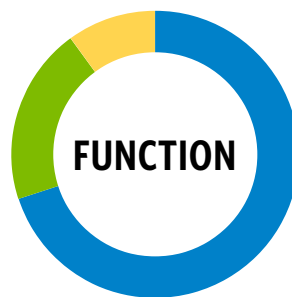
OUR WORKFORCE BY-THE-NUMBERS



■ Male: 2,622
■ Female: 427



■ U.S.: 2,000
■ U.K.: 600
■ Canada: 449

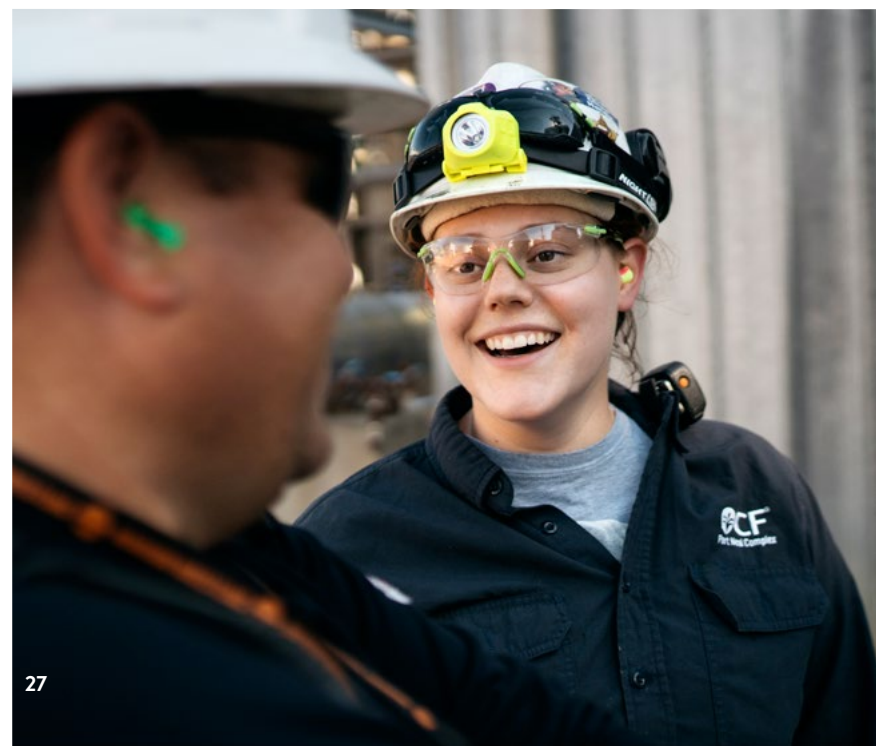


■ Manufacturing and EHS: 2,169
■ Sales and Administration: 587
■ Distribution Facilities: 293



■ 0-5: 1,525
■ 6-10: 552
■ 11-20: 424
■ 21+: 548

Source: Internal CF Data



HOW CF INVESTS IN COMMUNITIES

CF products help the world's farmers grow crops. In the same way, our in-kind and monetary donations and employee volunteerism help grow young minds and strengthen communities where we operate. Our community giving strategy is highly local and designed to benefit the 30-plus North American and U.K. communities where our manufacturing and distribution facilities are located. The nature of our support depends on the needs of each community and falls within three strategic focus areas of Community Education, Community Safety and Community Development. In particular, we leverage our expertise in the areas of agricultural education and first responder support. In 2017, our community donations across all facilities totaled nearly \$1.5 million.



Working Together to Keep a Wetland Wild

Ten years ago, CF's Courtright nitrogen complex partnered with Ducks Unlimited Canada, a nonprofit organization, to convert 65 acres of agricultural land near the facility into a wetland habitat. Today, partnerships continue to benefit the area. CF now has nearly 100 acres dedicated to renaturalized areas and is working with environmental groups to add plants that attract pollinator species and to establish a purple martin bird population that can act as a natural predator for mosquitoes and other insects.

MINIGRANT PROGRAM REACHES GIVING MILESTONE

CF understands the critical exchange of information, resources and talent that happens between our facilities and the communities where we operate. We have a common goal of raising young people who are curious and engaged and who grow up to contribute to society in positive ways.

That's why for the past 20 years, CF distribution terminals across North America have awarded grants to educators through our Classroom Minigrant Program. Grants help teachers incorporate agriculture or environmental stewardship into their classrooms with priority placed on projects that focus on water quality education.

In 2017, the program awarded its one millionth dollar in grant funding. The recipient, located near our Albany, Illinois, terminal, was the River Bend School District. The district used the \$5,000 grant to purchase supplies for an elementary school's Science, Technology, Engineering, Arts and Math (STEAM) Day event.

The grant is representative of how requests have changed over the past 20 years. Today, CF receives fewer requests for grants involving print resources and more requests for technology devices and software. Students at three other recipient high schools are using a special monitor to track bat populations, testing and comparing water samples with a colorimeter, and evaluating soil quality using the 4Rs (see pages 12-13) based on lessons from a certified crop advisor.

Another unexpected development has been the program's multiplier effect. Several projects have generated a widening ripple of support that delivers value far beyond the initial grant. After CF provided seed money to build a greenhouse at Garner-Hayfield-Ventura High School in Iowa, local businesses donated an additional \$75,000 to complete the project. Harrison Elementary School in Indiana combined its minigrant with funding from a local Lowe's store to create an outdoor pavilion that will be used for lessons on nature, nutrition and gardening.



Today's students are tomorrow's farmers, technicians and engineers. Through the Classroom Minigrant Program, we're planting the seeds of agricultural and environmental protection early – by growing knowledge and skills that will bring shared benefits to our communities for years to come.

CLASSROOM MINIGRANT PROGRAM: 1998-2018

Covering **9** U.S. states and **3** Canadian provinces.

10,000
STUDENTS REACHED

4,000
PROJECTS SUPPORTED

209
APPLICATIONS RECEIVED PER YEAR ON AVERAGE

\$300
AVERAGE SIZE OF GRANTS

Source: Internal CF Data

GRI INDEX

We issue our Corporate Sustainability Report on an annual basis. This report presents data for the year ended December 31, 2017, and covers environmental, social and governance issues most material to our key stakeholders and to the long-term success of our business.

Our key material issues are:

- Energy, Emissions & Climate Change
- Food Security
- Environmental Impacts of our Products
- Environmental Compliance
- Employee Health & Safety
- Training & Development
- Local Economic Impact
- Community Performance
- Public Policy
- Ethics

GRI Standards

DISCLOSURE NUMBER

DISCLOSURE TITLE

RESPONSE

GRI 102: GENERAL DISCLOSURES

ORGANIZATIONAL PROFILE

SECTION

102-1	Name of the organization	Corporate Social Responsibility at CF
102-2	Activities, brands, products, and services	Corporate Social Responsibility at CF; 2017 10-K, page 1
102-3	Location of headquarters	Deerfield, Illinois
102-4	Location of operations	Corporate Social Responsibility at CF; 2017 10-K, page 1
102-5	Ownership and legal form	2017 10-K, page 1
102-6	Markets served	Corporate Social Responsibility at CF; 2017 10-K, pages 1, 2, 7, 122
102-7	Scale of the organization	Corporate Social Responsibility at CF; 2017 10-K, page 3
102-8	Information on employees and other workers	Common Interests — People By-The-Numbers
102-9	Supply chain	Corporate Social Responsibility at CF
102-10	Significant changes to the organization and its supply chain	2017 10-K, page 3
102-11	Precautionary Principle or approach	CF does not follow the precautionary approach, but has a comprehensive internal risk management program in place.
102-12	External initiatives	UNSDGs, Global Reporting Initiative
102-13	Membership of associations	Corporate Social Responsibility at CF; CF also belongs to EHS associations such as the National Security Council (NSC) and the National Association of Environmental Management (NAEM).

STRATEGY

102-14	Statement from senior decision-maker	CEO Q&A
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ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behavior	Our Values (https://www.cfindustries.com/who-we-are/our-values); Code of Corporate Conduct (https://www.cfindustries.com/who-we-are)
102-17	Mechanisms for advice and concerns about ethics	Code of Corporate Conduct, page 3

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GOVERNANCE		
102-18	Governance structure	Corporate Social Responsibility at CF — Corporate Governance 2018 Proxy Statement, pages 17-23 Corporate Governance Guidelines (https://www.snl.com/IRW/govdocs/4533245)
102-19	Delegating authority	Corporate Social Responsibility at CF
102-20	Executive-level responsibility for economic, environmental, and social topics	Responsibility is divided among senior executives of the Company, including the CEO, CFO, senior vice president for manufacturing and distribution, senior vice president of human resources and vice president of public affairs.
102-21	Consulting stakeholders on economic, environmental, and social topics	2018 Proxy Statement — page 21
102-22	Composition of the highest governance body and committees	2018 Proxy Statement — pages 5-22
102-23	Chair of the highest governance body	2018 Proxy Statement — page 18
102-24	Nominating and selecting the highest governance body	2018 Proxy Statement — pages 6-10
102-25	Conflicts of interest	Code of Corporate Conduct — pages 9-11; 2018 Proxy Statement — pages 29-30
102-26	Role of highest governance body in setting purpose, values, and strategy	2018 Proxy Statement — pages 2-4, 6-7; Code of Corporate Conduct
102-27	Collective knowledge of highest governance body	2018 Proxy Statement — pages 6-7
102-28	Evaluating the highest governance body's performance	2018 Proxy Statement — pages 18-19
102-29	Identifying and managing economic, environmental, and social impacts	Corporate Social Responsibility at CF
102-30	Effectiveness of risk management process	Corporate Social Responsibility at CF; 2018 Proxy Statement — page 20
102-31	Review frequency of economic, environmental, and social topics	Corporate Social Responsibility at CF
102-32	Highest governance body's role in sustainability reporting	A copy of the sustainability report is provided to the Board of Directors in advance of its annual publication so that they may provide input.
102-33	Communicating critical concerns	2018 Proxy Statement — page 21
102-34	Nature and total number of critical concerns	This would be the number of critical concerns communicated to the Board and general topics (i.e., safety concerns).
102-35	Remuneration policies	2018 Proxy Statement — pages 23, 34-63, 64-75
102-36	Process for determining remuneration	2018 Proxy Statement — pages 34-62, 40, 61
102-37	Stakeholders' involvement in remuneration	2018 Proxy Statement — pages 4, 31, 36, 41
102-38	Annual total comp ratio	2018 Proxy Statement — page 75 (CEO Pay Ratio)
102-39	Percentage increase in annual total compensation ratio	This is the first year that CF Industries has publicly disclosed a total compensation ratio so an increase cannot be reported.
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Corporate Responsibility at CF — Stakeholder Engagement
102-41	Collective bargaining agreements	Approximately 18% of our total employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	We identify relevant stakeholders as those individuals and/or groups that our people, plants, and products impact directly. We also take into consideration the entire life cycle of our products even though we may not be directly responsible for impacts in the downstream value chain.
102-43	Approach to stakeholder engagement	We believe in fostering open communication with all key stakeholders in our business. We do so by understanding the issues and topics that are most important to each group of stakeholders and ensuring that the appropriate channels are in place to facilitate ongoing communication.
102-44	Key topics and concerns raised	Investors — Business Performance, Commodity Market Trends, Regulatory Risks, Corporate Governance Farmers — Farm Profitability, Crop Yield, Soil Quality, Conservation Employees — Operational Safety, Business Stability, Compensation & Benefits, Professional Training Customers — Quality & Reliability, Industry-Leading Distribution, Logistics Capabilities Community Members — Business Stability, Job Creation, Community Safety, Local Economic Development, Environmental

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2017 10-K, pages 1, 121-122
102-46	Defining report content and topic boundaries	The content of this report has been compiled based upon a review and analysis of industry material issues; benchmarking against industry peers; engaging regularly with our stakeholders; and surveying GRI topics.
102-47	List of material topics	Energy, Emissions & Climate Change Food Security Environmental Impacts of Products Environmental Compliance Employee Health & Safety Training & Development Local Economic Impact Community Performance Public Policy Ethics
102-48	Restatements of information	Restatements are footnoted throughout the report as they appear.
102-49	Changes in reporting	2017 10-K, pages 1-2
102-50	Reporting period	January 1, 2017 — December 31, 2017
102-51	Date of most recent report	2016
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	corp_communications@cfindustries.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option.
102-55	GRI content index	Our GRI content index begins on page 30 of this report.
102-56	External assurance	We do not seek external assurance for this report currently.
GRI 200: ECONOMIC		
GRI 201: ECONOMIC PERFORMANCE		
103-1	Explanation of the material topic and its Boundary	2017 Annual Report, pages 1-3
103-2	The management approach and its components	2017 Annual Report, pages 1-3
103-3	Evaluation of the management approach	2017 Annual Report, pages 1-3
201-1	Direct economic value generated and distributed	2017 10-K, page 28
201-3	Defined benefit plan obligations and other retirement plans	2017 10-K pages 62, 94-101
GRI 202: MARKET PRESENCE		
103-1	Explanation of the material topic and its Boundary	Common Interests
103-2	The management approach and its components	Common Interests
103-3	Evaluation of the management approach	Common Interests
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The majority of our operations are located within the United States, where the federal minimum wage is \$7.25 per hour. Starting salaries for operators at our plants average \$47,000 per year, and with full certification, increase to \$75,000 per year.
GRI 203: INDIRECT ECONOMIC IMPACTS		
103-1	Explanation of the material topic and its Boundary	Common Interests
103-2	The management approach and its components	Common Interests
103-3	Evaluation of the management approach	Common Interests
203-1	Infrastructure investments and services supported	Common Interests
203-2	Significant indirect economic impacts	Common Interests
GRI 205: ANTI-CORRUPTION		
103-1	Explanation of the material topic and its Boundary	Our Values (https://www.cfindustries.com/who-we-are/our-values) Code of Corporate Conduct (https://www.cfindustries.com/who-we-are)

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
103-2	The management approach and its components	Our Values (https://www.cfindustries.com/who-we-are/our-values) Code of Corporate Conduct (https://www.cfindustries.com/who-we-are) Corporate Social Responsibility at CF
103-3	Evaluation of the management approach	Our Values (https://www.cfindustries.com/who-we-are/our-values) Code of Corporate Conduct (https://www.cfindustries.com/who-we-are) Corporate Social Responsibility at CF
205-2	Communication and training about anti-corruption policies and procedures	Corporate Social Responsibility at CF
GRI 300: ENVIRONMENTAL		
GRI 302: ENERGY		
103-1	Explanation of the material topic and its Boundary	Common Values
103-2	The management approach and its components	Common Values
103-3	Evaluation of the management approach	Common Values
302-1	Energy consumption within the organization	356,952,097 net MMBtus CF purchased 2,219,146,758 kWhs of electricity to run its nine manufacturing plants.
GRI 303: WATER		
103-1	Explanation of the material topic and its Boundary	Common Values — Operations
103-2	The management approach and its components	Common Values — Operations
103-3	Evaluation of the management approach	Common Values — Operations
303-1	Water withdrawal by source	Municipal intake — 26,041,038 cubic meters River intake — 91,839,809 cubic meters Well water intake — 10,517,871 cubic meters CF measures and monitors 100% of our major facilities' water withdrawals using either invoices or meter data. We also measure and monitor 100% of our major facilities' water discharges using either invoices, meter data, or engineering estimates.
303-2	Water sources significantly affected by withdrawal of water	The following water sources are not significantly impacted by CF Industries' withdrawal of water. Billingham — Northumbrian Water Munciple supply Courtright — St. Clair River Donaldsonville — Mississippi River Ince — United Utilities Munciple supply Medicine Hat — South Saskatchewan River Port Neal — Missouri River Verdigris — Spavinaw Lake and Tulsa City Water Woodward — Woodward City Water Yazoo City — Sparta Sand Aquifer
GRI 305: GREENHOUSE GAS EMISSIONS		
103-1	Explanation of the material topic and its Boundary	Common Values
103-2	The management approach and its components	Common Values
103-3	Evaluation of the management approach	Common Values
305-1	Direct (Scope 1) GHG emissions	Scope 1 emissions were 17,614,417 metric tons CO ₂ e CO ₂ — 12,855,593 metric tons CH ₄ — 5,015 metric tons N ₂ O — 4,753,809
305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 emissions were 918,900 metric tons CO ₂ e
305-4	GHG emissions intensity	Our GHG Impact
GRI 307: ENVIRONMENTAL COMPLIANCE		
103-1	Explanation of the material topic and its Boundary	Common Values
103-2	The management approach and its components	Common Values Corporate Social Responsibility at CF
103-3	Evaluation of the management approach	Common Values Corporate Social Responsibility at CF
307-1	Non-compliance with environmental laws and regulations	2017 10-K, page 26

DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
GRI 400: SOCIAL		
GRI 401: EMPLOYMENT		
103-1	Explanation of the material topic and its Boundary	Common Interests
103-2	The management approach and its components	Common Interests Corporate Social Responsibility at CF
103-3	Evaluation of the management approach	Common Interests Corporate Social Responsibility at CF
401-1	New employee hires and employee turnover	In 2017, we hired 304 new employees. Total turnover was 283, of which 210 were voluntary for reasons such as retirements. In 2016, we hired 210 new employees. Total turnover was 241, of which 186 were voluntary for reasons such as retirements.*
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	CF Industries offers employees a safe, challenging and rewarding workplace environment, attractive salaries, competitive health, retirement and lifestyle benefits. Part-time employees are eligible for these benefits based on the number of hours they are scheduled to work. All employees work under an incentive bonus plan that rewards them for doing things right. Employees are also eligible to participate in a pension plan as well as a 401(k) or equivalent plan.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
103-1	Explanation of the material topic and its Boundary	Common Values
103-2	The management approach and its components	Common Values Corporate Social Responsibility at CF
103-3	Evaluation of the management approach	Common Values Corporate Social Responsibility at CF
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Common Values (Safety Metrics)
GRI 404: TRAINING AND EDUCATION		
103-1	Explanation of the material topic and its Boundary	Common Interests
103-2	The management approach and its components	Common Interests
103-3	Evaluation of the management approach	Common Interests
404-1	Average hours of training per year per employee	Common Interests Corporate Social Responsibility at CF
404-2	Programs for upgrading employee skills and transition assistance programs	Common Interests
404-3	Percentage of employees receiving regular performance and career development reviews	All CF Industries employees receive regular performance and career development reviews.
GRI 413: LOCAL COMMUNITIES		
103-1	Explanation of the material topic and its Boundary	Common Interests
103-2	The management approach and its components	Common Interests
103-3	Evaluation of the management approach	Common Interests
413-1	Operations with local community engagement, impact assessments, and development programs	All of our facilities have ongoing local community engagement programs in place.
GRI 415: PUBLIC POLICY		
103-1	Explanation of the material topic and its Boundary	Corporate Social Responsibility at CF
103-2	The management approach and its components	Corporate Social Responsibility at CF
103-3	Evaluation of the management approach	Corporate Social Responsibility at CF
415-1	Political contributions	Political Contributions Report: (https://www.cfindustries.com/globalassets/cf-industries/media/documents/reports/political-contributions/politicalcontributionsreport2017.pdf)

*2016 data is a restatement from the 2016 Corporate Sustainability Report.

We welcome comments and questions about this report and sustainability at CF Industries. Please send inquiries to corp_communications@cfindustries.com.

OUR MISSION

CF Industries is a leader in an industry whose mission is fundamental to human survival: putting food on the world's table. By providing plant nutrients to farmers, we feed the crops that feed the world. We are proud of the role our company plays in fulfilling this increasingly challenging mission.

FORWARD-LOOKING STATEMENTS

Certain statements and other information contained in this report constitute "forward-looking statements." These statements are typically identified by the words "anticipate," "believe," "could," "estimate," "expect," "intend," "may," "plan," "predict," "project," and similar terms and phrases, including references to assumptions. These forward-looking statements are not guarantees of future performance and 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 statements. We want to caution you not to place undue reliance on any forward-looking statements. More detailed information about factors that may affect our performance may be found in our filings with the Securities and Exchange Commission, including our most recent periodic reports filed on Form 10-K and Form 10-Q, which are available in the Investor Relations section of the CF Industries website. Forward-looking statements are given only as of the date of this report, and we disclaim any obligation to update or revise the forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

PRODUCTION LOCATIONS

Billingham Manufacturing Facility

Billingham, U.K.

Courtright Nitrogen Facility

Courtright, Ontario, Canada

Donaldsonville Nitrogen Facility

Donaldsonville, LA

Ince Manufacturing Facility

Ince, U.K.

Medicine Hat Nitrogen Facility

Medicine Hat, Alberta, Canada

Port Neal Nitrogen Facility

Sergeant Bluff, IA

Verdigris Nitrogen Facility

Claremore, OK

Woodward Nitrogen Facility

Woodward, OK

Yazoo City Nitrogen Facility

Yazoo City, MS





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