



K+S Potash Canada

Community Report



2024/25

Growing Together

A Message from Sam Farris, President

"As we look to the future, we see a province full of possibility. Our 2024-2025 report reflects the many ways our people, partners, and communities are shaping what comes next. The pages ahead will share how we've grown, the investments we've made, and the steps we're taking to act responsibly in our business today, and for the future generations that will succeed us.

Throughout these pages, you'll find stories of progress and partnership. We'll touch on who we are and what we stand for, as well as offer a look back at the milestones that defined the last two years. You'll see what's new in our journey to grow Bethune mine, and what we continue to prioritize in our commitment to community investment, environmental stewardship, and our relationships with local stakeholders, including Indigenous communities and rights holders.

We'll also highlight the dedication of our teams - their focus on safety, their drive to innovate, and their role in building a culture where people can thrive. The impact of our work extends beyond our mine, supporting local economies and creating opportunities for people across Saskatchewan.

Most of all, this report is an invitation to look ahead with us. Our growth strategy and vision for the years to come are built on a foundation of collaboration and shared success. We invite you to explore the moments, milestones, and relationships that are moving us forward together."



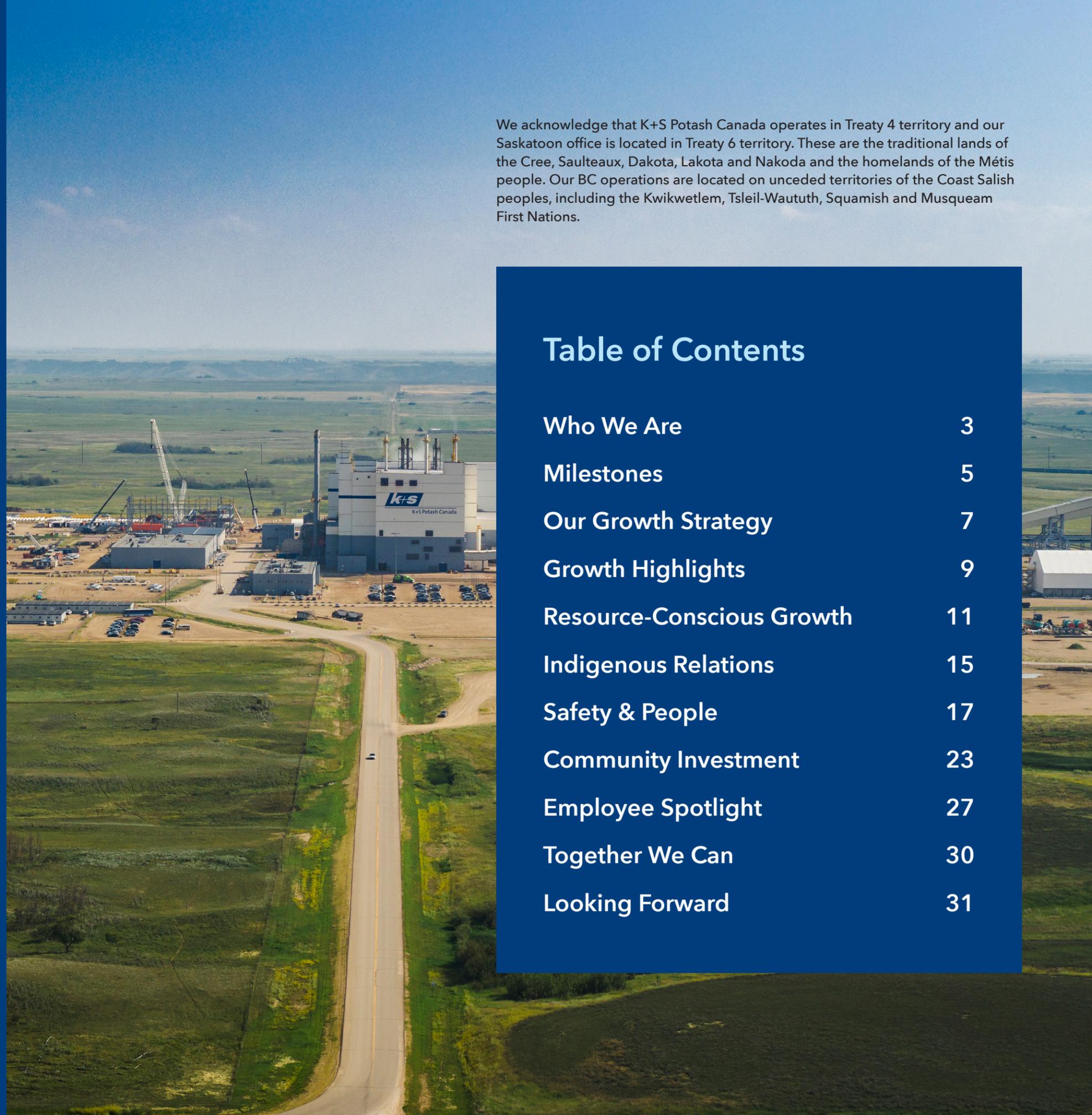
Sam Farris,
President of K+S Potash Canada



We acknowledge that K+S Potash Canada operates in Treaty 4 territory and our Saskatoon office is located in Treaty 6 territory. These are the traditional lands of the Cree, Saulteaux, Dakota, Lakota and Nakoda and the homelands of the Métis people. Our BC operations are located on unceded territories of the Coast Salish peoples, including the Kwikwetlem, Tsleil-Waututh, Squamish and Musqueam First Nations.

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Who We Are

Rooted in Saskatchewan.
Serving the World.

K+S Potash Canada is a proud member of the global K+S Group, a company with over 140 years of mining expertise.

Our mission:
to enrich life for generations.

Our vision:
to sustainably feed the world's growing population.



Potash 101: The Mineral That Nourishes

Potash is a potassium-rich mineral and one of the three nutrients essential in fertilizer. It replenishes soils, helps plants thrive, and enhances crop yield. Many soils deplete essential nutrients over time - that's where potash plays a critical role.

At K+S, we're committed to extracting and processing potash safely and efficiently, ensuring reliable production today and for years to come.

Global Reach. Local Commitment.

Our operations depend on strong logistics partnerships, from rail to port, that connect Saskatchewan to customers in North America, South America, Asia, and Europe. Every tonne we ship supports agriculture and food security worldwide.

Still, our heart remains local. We invest in Saskatchewan's communities, prioritizing local and Indigenous suppliers, cultivating employment, and contributing to the communities where our employees and neighbours live.

Our Bethune Mine

Located near Moose Jaw, Saskatchewan, the Bethune mine is the province's first greenfield potash operation in over 40 years.

As a solution mine, we dissolve underground minerals with water and then process the potash for global use.

Our Growth Strategy

Our long-term Growth Strategy is about more than volume, it's about building an operation fit for Saskatchewan's future. By scaling production, refining operations, and embracing innovation, we're creating capacity that supports both our business and the world's growing need for fertilizer.

We're in this for the long-haul. Our Growth Strategy represents a long-term commitment to continued operations in Saskatchewan, supporting local people, communities, and prosperity for decades to come.

Our long-term strategy is designed to increase production and reduce resource use intensity over the next 20 years.



Milestones

2025

Long-term clean energy commitment

through an exclusive 30-year Power Purchase Agreement with the Wichetowak Solar Project,

a 100% Indigenous-owned solar energy project

Ramp-Up Program

milestone celebration on September 9



Signed a Mutual Aide Agreement in July

to support the Bethune Fire Department (when able) with our Emergency Response Team



In January 2025, our BC office, in charge of transportation and logistics, **relocated to downtown Vancouver**



Last March, **we announced a partnership with Bantrel** to deliver on our growth plan

Another record-setting year for production & loading at Bethune:

2.2 MILLION TONNES of potash loaded & shipped to customers

2.234 MILLION TONNES of projected total saleable production

1.02 MILLION TONNES of projected Granular production

2024

Set all-time production and loading records for all products:

2.13 MILLION TONNES of product loaded/shipped from Bethune

0.96 MILLION TONNES of Granular produced

2.16 MILLION TONNES of total saleable production

Since the start of operations, we have **shipped 1 million tonnes of potash to our domestic customers across North America.**



This milestone reflects the steady growth of our business and the **strong relationships we've built with customers throughout the region.**

In September of 2024, K+S announced a **\$1M CAD donation to food security in Saskatchewan;**

\$500K each to Saskatoon and Regina Food Banks

In the Summer of 2024, we celebrated the **completion of our grasslands' conservation project** with the Nature Conservancy of Canada which



CONSERVED 280 ACRES of marshes, trees, and grasslands

In the Fall of 2024, the Ministry of Environment **approved the conceptual design for the Ramp-Up Program**

Rolled out a **Psychological Health and Safety Program** for employees

Employee-led Wellness Collaborative created to promote a culture of holistic wellbeing

Inclusion+Diversity Highlights

✓ We established Wellness+Lactation rooms at both site and head office

✓ Access to feminine hygiene products in all washrooms

✓ Formally adopted pronoun usage

✓ Access to clinical counsellors, psychologists, and social workers with no annual maximum

In 2025... **30 employees** used the parental leave top up program;

57% of which were non-birthing parents

In 2024... **36 employees** used the parental leave top up program;

67% of which were non-birthing parents



Our Growth Strategy

From Saskatchewan to the World

Meeting the world's growing need for food starts with the choices we make here at home. As demand for potash rises around the globe, our growth strategy is designed to deliver more than just higher production numbers. It's about creating opportunity, stability, and shared prosperity for Saskatchewan and beyond.

Our Ramp-Up Program is central to this vision. Over the coming years, we're increasing production at Bethune to 4 million tonnes per year, moving forward in carefully planned phases. Each step is grounded in efficiency and innovation, ensuring we use our resources wisely and keep our environmental footprint stable even as we grow. This approach means as we expand we are taking steps to ensure our growing business remains competitive for generations to come.

A big part of doing more with what we have, as an example, is the enhancement of the secondary mining process. By recycling brine and reducing our use of fresh water, we're able to more efficiently mine potash from our caverns. This process is both resource-efficient and reliable, supporting steady production while minimizing our resource use intensity. It's a practical example of how innovation can help us meet today's needs and prepare for tomorrow's challenges.

Until approximately 2040, we anticipate

\$2.5-3B
CAD will be invested in Ramp-Up

Growth at Bethune is about people as much as production. As we expand, we're creating new jobs and maintaining existing ones, with a strong focus on training and skills development for our team. We're also committed to working with local suppliers and contractors, making sure that the benefits of our growth are shared across the province and that local expertise remains at the heart of our operations.

Looking further ahead, our strategy is built for the long term. As Anthony Clark, Director of Ramp-Up Program, puts it, "We're investing not just in equipment and infrastructure, but in the future of our business. Every decision we make is about building certainty, partnership, and prosperity for decades to come."

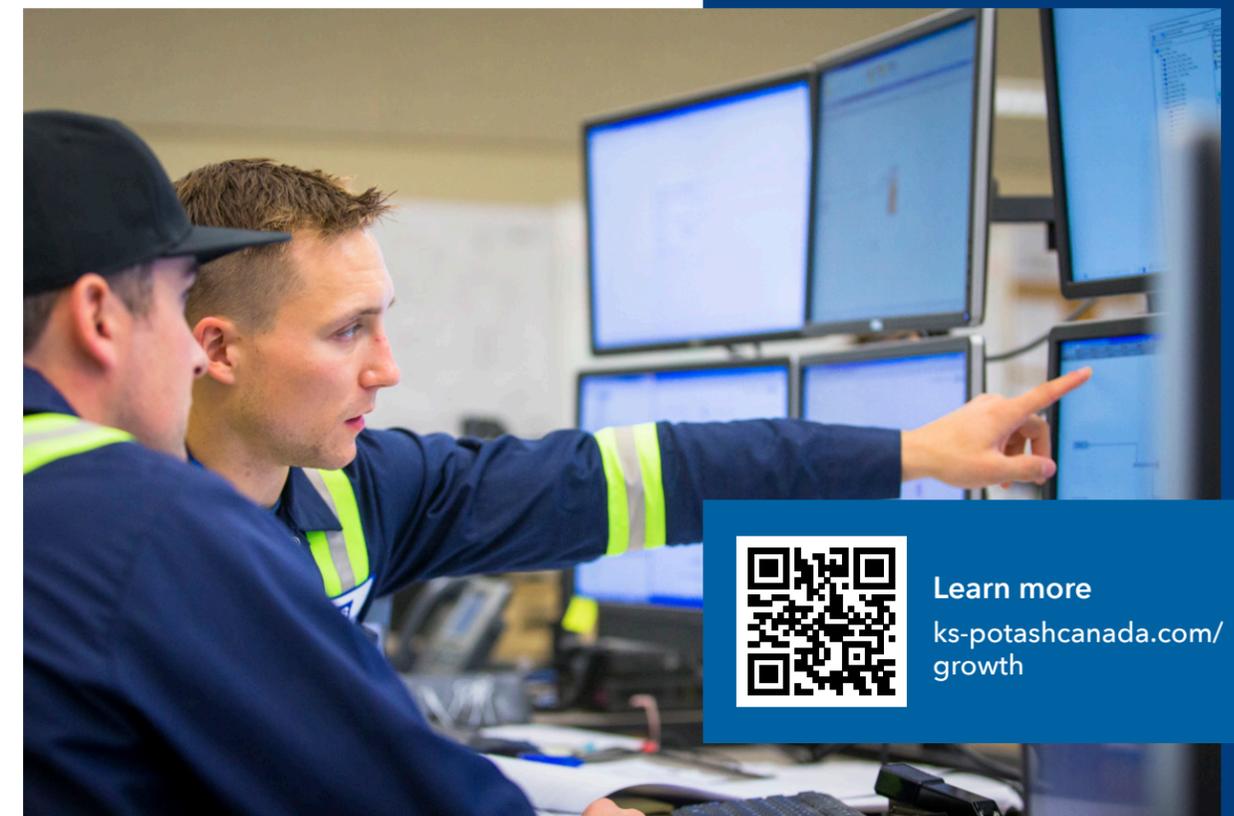
Our Key Partners:



Local Supplies & Contractors

54%
to Saskatchewan-based suppliers in the last two years

32%
Indigenous-owned or partnered companies



Learn more
ks-potashcanada.com/growth

Growth Highlights

The K+S Board accepted our Ramp-Up program business case in 2023; sanction will be on an individual project basis.



YEAR

GROWTH HIGHLIGHTS

2024

● Foundation & Project Mobilization

- Engineering and Construction planning
- Co-generation project construction begins
- Basic Engineering for first projects
- Procurement of long lead items
- Further develop secondary mining experience

2025

● Early Execution & Community Alignment

- Detailed engineering first projects
- Start of early construction activities
- Community and Indigenous engagement plan developed
- Indigenous Relations Policy embedded into Ramp-Up Program

2026 - 2030

● Operational Launch & Expansion

- Co-generation plant operational
- Continue detailed engineering
- Continued construction

2030 - 2035

● Efficiency & Resource Optimization

- Lower water, salt, and energy intensity
- Continued construction

2035 - 2040

● Scaled Development Continuation

- Continued construction

2040 - 2045

● Transformation & Production Maturity

- Energy transformation to significantly reduce CO₂ emissions
- Optimized production achieved

Resource-Conscious Growth

How We Are Responsibly Growing Production



“Secondary mining extends the life of our caverns and supports the steady, long-term growth of our business. It’s a practical way to use resources wisely and keep our footprint manageable.”

Curtis Markwart,
Senior Manager, Production

Secondary Mining Supports Smart Growth

At K+S Potash Canada (K+S), growth is guided by a commitment to environmental responsibility. As we move ahead with plans to nearly **double production to 4 million tonnes of potash per year**, our primary path forward is through secondary mining – a method that allows us to increase output by extracting additional potash from existing caverns rather than creating new ones.

Secondary mining has a positive impact on our resource-use intensity, as it extends the lifespan of each mining cavern and uses recycled brine to preferentially pull potash from the caverns, minimizing fresh water consumption, energy demand, and land disturbance. Similarly, the future commissioning of our Cooling Pond Pumphouse will be a key enabler, increasing our capacity to recover brine from our cooling ponds and send it back to the plant. This will not only improve operational efficiency but also support consistent production.



K+S dredge at the Bethune mine

Environmental stewardship at K+S is a living commitment. Through preferential mining of potash—which reduces salt brought to the surface disposed as tailings—along with brine reuse and thoughtful mine planning, we are scaling production responsibly, minimizing environmental impact, while supporting sustainable economic growth.

Rethinking Energy Use at Bethune Through Cogeneration

At Bethune, we are making practical improvements to how we produce and use energy. One of the biggest changes is our new cogeneration facility, which, once operational, will allow us to generate all the required electricity for our mine on-site while providing steam for our mining operations.

Cogeneration, sometimes referred to as Combined Heat and Power, is a process that produces electricity and useful heat at the same time from a single fuel source. Instead of wasting the heat created during electricity generation (as happens in conventional power plants), cogeneration captures and uses that heat for practical purposes like steam production, heating, or industrial processes. This makes the system far more efficient than generating power and heat separately.

This proven system will help us run more efficiently and reduce emission intensity, supporting K+S climate goals and contributing to the broader shift toward cleaner energy.

As James Wirth, our Director of Energy & Government Affairs, puts it: "We're not just investing in infrastructure, we're investing in a future that's cleaner, smarter, and more resilient. Every step we take is about building long-term value for our operations with environmental impact mitigation in mind."

We're also continually exploring the feasibility of a wide range of other energy options such as small modular reactors, waste heat recovery, geothermal systems, electrode boilers, and solar-powered lighting.

One of the most exciting recent developments is our partnership with George Gordon Developments Ltd., who are building Saskatchewan's first Indigenous-owned solar project in the mining sector. Through Wicehtowak Solar and SaskPower, K+S will purchase more than 60,000 megawatt hours of cleaner energy each year to power our operations. This project demonstrates how Indigenous-led renewable

projects and strong partnerships can help industries such as ours decarbonize our operations while providing economic benefits for future generations.

These efforts reflect our commitment to responsible energy use and continuous improvement. By combining proven systems with thoughtful planning and meaningful partnerships, we're building a future where growth and environmental care go hand in hand.

Exploring Carbon Capture for a Cleaner Tomorrow

Another important step in our journey was to study the feasibility of Carbon Capture, Utilization, and Storage (CCUS) at our Bethune mine. CCUS looks at capturing carbon dioxide emissions from our operations and storing them safely underground, instead of releasing them into the atmosphere. The study was funded by Natural Resources Canada (NRCAN), and provided a framework for how using CCUS could significantly cut greenhouse gas emissions at the mine, while also making better use of waste heat and energy. Although further evaluation would be required to determine the financial viability of a project like this our work and collaboration with NRCAN demonstrates our commitment to continuously exploring solutions to support our decarbonization journey.

What is Resource Use Intensity?

Resource use intensity refers to how many resources – such as water, energy, or materials – are needed to produce our potash. It's a way of measuring how efficiently we operate and helps us understand the environmental impact of each tonne of product we create.

Reducing resource use intensity simply means that as we grow, we are using fewer resources per tonne of potash produced.

By improving efficiency across our operations, we can lower our environmental impact without changing the quality or quantity of what we produce. It's about being thoughtful with what we use so we can continue to operate responsibly and sustainably in our community.

Indigenous Relations

Building Stronger Communities

At K+S Potash Canada, relationships with Indigenous communities are built on more than policy, they're built on mutual respect, time, and trust.

For years, we've worked closely with local First Nations and Métis partners to learn, listen, and grow together. These relationships are grounded in meaningful engagement: showing up, sharing information, and creating opportunities that benefit both KSPC and the communities where we operate.

"Positive relationships take time. They're built through open conversations, respect, and shared understanding. I'm proud to continue building on the foundation at KSPC and the company's commitments to moving forward in a good way."

Melissa Shepherd,
Manager of Indigenous Relations



Partnerships in Practice

Our commitments within our Indigenous Relations Policy guide how we work, but the relationships with local First Nations and Indigenous communities go beyond paper. From procurement to community engagement and investment, workforce development and environmental stewardship, we collaborate to create shared value.

As local First Nations continue to develop build their economic development portfolios, we work to find aligned opportunities that mutually benefit KSPC and the community.

One powerful example is our Power Purchase Agreement with the Wicehotowak Solar Project owned by George Gordon First Nation. This 100% Indigenous-owned and led solar project will supply power directly to our Bethune mine as the sole off-taker of this clean energy.

Evolving Together

We're continually learning how to strengthen these partnerships. Over the past two years, every KSPC employee has completed Indigenous awareness and reconciliation training, part of a three-year learning roadmap designed to deepen understanding and foster allyship across the company.

Procurement and employment strategies evolve and KSPC continues to be proactive with a focus on identifying Indigenous-owned and partnered contractors and suppliers throughout all areas of the company.

In collaboration with local Indigenous leaders, we will co-develop strategies that ensure Indigenous voices and community priorities guide and shape decision making for Indigenous inclusion initiatives within our Ramp-Up program and long-term planning for KSPC's Indigenous Relations.

In 2024, we launched the

Importance of Indigenous Relations training program.

98%

of employees attended the level one History of Indigenous Peoples in Canada.

In 2025,

96%

of Employees attended Understanding Reconciliation.



Learn more about Indigenous Relations:

ks-potashcanada.com/indigenous-relations



Safety & People

Our People. Our Priority.

At K+S Potash Canada, safety isn't a box to check, it's a value that's lived every day. It's seen in how we look out for one another, how we plan our work, and how we support each other both on and off the job.

Safety is woven into the fabric of who we are. It starts with caring: for our people, for their families, and for the communities we're part of. That care is what drives our teams to uphold the highest standards and continuously raise the bar for what a safe workplace looks like.

Throughout
2024-25:

Our teams have completed

900+
**SHIFTS WITHOUT
INJURY**

Since

2021,

we have hosted an annual Safety Day with health and safety presentations and vendors.

Safety First

Every employee at K+S plays a part in maintaining a strong safety culture. From contractors and tradespeople to frontline leaders and executives, everyone has a role and everyone has a voice.

Safety starts before anyone sets foot on site. Each new hire completes a thorough orientation focused primarily on health and safety, learning the systems, expectations, and culture that define our operations. For many roles, mentorship is key: new employees work alongside seasoned team members who model best practices and guide them through building their competencies.

Supervisors and leaders carry that responsibility forward, supported by dedicated safety teams who provide the tools, resources, and systems needed to ensure everyone can do their work safely.

Leading by Example

In 2025, K+S continued to strengthen its Safety Leadership Program, designed to empower supervisors and frontline leaders with the knowledge and confidence to lead safety conversations effectively.

Rather than focusing solely on compliance, the program emphasizes practical leadership, helping leaders coach their teams, recognize good habits, and identify areas for improvement. Coaching and mentorship play a big part in the program's success, creating a continuous loop of feedback, learning, and accountability.

Another area of focus has been Serious Injury and Fatality (SIF) Prevention, which identifies and mitigates high-energy, high-risk processes before incidents can occur. By targeting these critical areas, we can continue to reduce potential harm and ensure safeguards are in place where they matter most.

Psychological Health and Safety

Safety at K+S extends beyond the physical. In recent years, we've placed an equal focus on psychological health and safety, creating an environment where employees feel supported and heard.

In partnership with a third-party facilitator, we've introduced company-wide training aligned with the CSA Standard for a Psychologically Safe Workplace. Every employee, from frontline operators to senior leaders, participated in training designed to build awareness, understanding, and shared language around mental health and trust.

Supervisors received additional tools to identify when someone may be struggling and to connect them with available support. That training is now integrated into the company's long-term wellbeing strategy.

A cross-functional Wellness Collaborative led by one of K+S's Occupational Health Nurses keeps the conversation active year-round through lunch and learns, wellness challenges, and new initiatives that encourage both physical and mental health.

"Competency has gathered a lot of different interpretations over the years. What that truly means? **We want them to be masters at topics influencing safety leadership.** We're trying to approach it a little bit differently, rather than just a check box."

Jordan Hintz,
Superintendent, Health, Safety, Security

Building a Culture That Lasts

Milestones matter, but what truly defines K+S's safety culture are the everyday actions that demonstrate care and accountability.

You won't find a sign at the front gate announcing the number of days since the last incident. Instead, you'll find leaders starting every meeting with safety. You'll hear employees sharing observations and ideas for improvement. You'll see teams celebrating when someone speaks up, corrects a hazard, or models a safe behaviour.

Because when our people are cared for, supported, and empowered, everyone benefits, at work, at home, and across the communities where we live.

95 NEW TEAM MEMBERS
in the last two years. Average employee tenure of **6.5 years**



Training & Development

2024



organizational participation
rate in Indigenous Awareness
(Year 1) Training Program

69 courses developed

493 employees participated in training

183 unique courses completed

12 apprentices are active

16,109.19 HOURS
total of training with an average of **17.28 hours of training hours** per year per employee

2025



organizational participation
rate in Indigenous Awareness
(Year 2) Training Program

34 courses developed

565 employees participated in training

208 unique courses completed

6 apprentices are active

18,835.2 HOURS
total of training with an average of **14.45 hours of training hours** per year per employee

Diversity & Workforce Development in 2025

- 20.9%** of our workforce identify as women
- 6.1%** of our workforce self-identify as Indigenous
- 80%** of employees live within 100 kms of our Bethune site
- 17** students learn from and contribute to our workforce



Safety Programs

At K+S, our commitment to safety and efficiency continues to shape how we work every day.

Through programs like 20-20-20 cards and critical process audits, we've made reporting faster and more transparent, ensuring that potential risks are addressed before they become incidents. These efforts reflect our focus on protecting people, improving processes, and building a strong safety culture across our operations.

The 20-20-20 program gets its name from the 20-20-20 Observation Card, which is a standardized digital form used for safety and equipment inspections across production areas. The idea behind the name is that employees are encouraged to make 20 observations in 20 minutes, 20 times a year – a simple, memorable way to promote frequent and proactive safety checks. These observations help identify potential hazards early and improve reliability and safety culture.

Our Critical Process Audits are designed to check the most high-risk activities - like lockout/tagout, confined space entry, and hot work - so we can identify hazards before they cause harm. Using a mobile app, employees complete thousands of audits each year, making it easier to capture real-time data and photos, track trends, and improve processes. **These audits are a cornerstone of our Serious Injury and Fatality (SIF) prevention strategy**, helping us keep people safe while maintaining efficient, reliable operations.



Unsafe Behaviour

↓ **23.7%** DECREASE
year over year

118
in 2024

90
in 2025

As of 2024...

4818

Critical Process Audits completed

As of 2025...

4308

Critical Process Audits completed

Hazard ID

↓ **22.9%** DECREASE
year over year

883
in 2024

681
in 2025

In 2024...

400

safe behaviours recognized

In 2025...

369

safe behaviours recognized

Community Investment

Investing Where We Live

Through Youth+Us and local partnerships, we're helping communities thrive.



At K+S Potash Canada, our community investment starts with a desire to help our community. Through **Youth+Us**, our signature community investment program, we collaborate with trusted organizations to align with K+S priorities, amplify community impact, and share meaningful stories that reflect our shared goals.

Youth+Us is youth-focused, neighbour-driven, and more than funding; it's about showing up, listening, and building relationships that matter.

From classrooms to community to cultural celebrations, we support initiatives and youth programming aimed at building the future leaders, employees, and neighbours of tomorrow.

Community Investment Pillars



Growth & Development

We support programs that help young people build skills, confidence, and leadership, from early childhood through post-secondary. Whether it's a science camp that sparks curiosity or a scholarship that opens doors, we invest in helping youth reach their full potential.



Wellbeing

Strong communities start with healthy, supported youth. We partner with organizations focused on mental health, sport, wellness, and food security, the essentials that allow kids to learn, grow, and thrive.



Leadership

We believe in the power of tomorrow's leaders. Through partnerships that connect youth with positive role models or help build confidence in a new skill, we're helping shape the next generation of employees, neighbours, and leaders.



Learn more about Community investment:

ks-potashcanada.com/community/



Partnerships Highlights

In 2024-25, Youth+Us proudly supported a range of meaningful initiatives, each one making a lasting impact where it matters most.

To date, K+S has invested over \$15 million dollars in sponsorships and donations in Saskatchewan, with many investments concentrated near our Bethune mine site in Treaty 4.

In 2024, we pledged **\$1 million dollars to support food for families** in Saskatchewan.

A significant donation of \$500,000 each to the new **Saskatoon and Regina Food Bank** facilities represents one of the largest combined donations in the community by K+S since 2017.

In Saskatoon, the investment will support the **Nutritional Education program and a learning space** in the new Saskatoon Food Bank & Learning Centre building coming in 2027. The Nutritional Education Program will teach youth and families how to grow and cook healthy food.

The investment in Regina supported the **new play structure adjacent to the Asahtowikamik Food Hub** in Regina's downtown core, allowing children of all ages to play while their families shop at the food bank, set up to give people a market-like experience. The donation also supports youth school food programs in nine community schools, helping feed over 2,000 students per week with lunches, weekend snack-packs, pantry items, and a Summer Hamper Program.

Other Highlights

Joe's Place is a drop-in youth centre in Moose Jaw that is open free of charge to all youth between the ages of 14 and 19. The centre sees an average of 100 youth most evenings and is a place where they can be themselves and hang out safely. K+S not only supports the drop-in program, but their creative and imaginative year-end event, Voltage, where 500+ teens from Moose Jaw and the surrounding area ring in the new year with an action-packed night of entertainment, music, costumes and more, all that the teens helped plan and create.

In Bethune, K+S was a proud Diamond Sponsor of the new childcare centre which opened its doors in the summer of 2025 after dedicated volunteers in the community fundraised in creative ways. In addition to the Diamond support, K+S was also the title sponsor of the Bethune Sports Gala with proceeds raised supporting the centre. With a waitlist before construction even began, the centre is already transforming the lives of local families, a true testament to what can happen when communities come together.

In Port Moody, our team **sponsored and attended the Inlet Spring Regatta**, an annual event that brings together paddlers from across Canada. It's a celebration of teamwork, local pride, and connection

Employees volunteered their time to organizations and programs in SK and BC

In 2025...

90
organizations

Over \$25,000
was donated to charities and non-profit organizations on behalf of our employees

In 2024...

100
organizations

Over \$27,000
was donated to charities and non-profit organizations on behalf of our employees

Total Annual Investment

\$1.7 MILLION

Over

100

programs, events, and initiatives supported

Over

35%

of partnerships support Indigenous youth and communities

Over \$15M total lifetime invested in Saskatchewan communities to date.





Employee Spotlight

Giving Back Through Volunteer Plus+

For more than 13 years, Dwayne Selinger, Senior Manager, Business Optimization, has been a familiar face at K+S Potash Canada (K+S). Despite his long tenure and professional success, he has never lost sight of the challenges faced by many in our community. Living in downtown Regina has given him a daily reminder of those realities which sparked a personal commitment: to be a better neighbour by giving back.

That commitment found the perfect outlet in the Volunteer Plus+ program, which has long been part of life at K+S. In earlier years, his volunteering revolved around coaching and supporting his children's sports tournaments. But over the past five years, his focus shifted to the Regina Food Bank, where he now volunteers 10-12 times annually.

"Volunteering reminds me that even **the smallest actions can create meaningful change** in our community."

13+ YEARS

Dwayne Selinger has supported the Volunteer+ program

A Personal Connection to Community Needs

The decision to volunteer wasn't about recognition—it was about responsibility. "Giving back is my way of contributing to a better community," he explains. Witnessing hardship firsthand made it impossible to stand by without acting. Through Volunteer Plus+, he found a structured way to channel that desire into meaningful service.

Whether guiding someone through the Food Bank's new shopping center, restocking shelves, or counting inventory, each shift brings a sense of purpose. The immediate impact of volunteering contrasts with the long-term nature of his professional work, offering a refreshing reminder that small actions can create meaningful change.

"Their support for spaces like our children's play area helps families feel welcome and comfortable when they visit the food bank, while their team shows up consistently to volunteer, providing the hands-on help that **allows us to serve thousands of families and children each week with care and attention**"

John Bailey,
Chief Executive Office of Regina Food Bank



Memorable Moments of Impact

One experience stands out vividly. During the early days of the war in Ukraine, many newly arrived families sought support at the Food Bank. At the time, pandemic protocols required a drive-through system where clients stayed in their vehicles while volunteers loaded food baskets. Yet nearly every Ukrainian visitor stepped out to help, offering heartfelt thanks and even hugs. "It felt like they thought I personally was giving them food," he recalls. That moment underscored the deep human connection forged through simple acts of service.

"Together, these contributions strengthen our ability to meet immediate needs while building the kind of community where everyone has what they need to thrive."

John Bailey,
Chief Executive Office
of Regina Food Bank

Living K+S Values

Volunteering at the Regina Food Bank reflects the values of K+S. Collaboration shines through in working alongside other volunteers toward a shared goal. Supporting food security contributes to a safe and sustainable community, aligning with the company's broader commitment to sustainability. And optimism is evident in the belief that collective efforts can transform lives.

Equally important is the support K+S provides for initiatives like the Food Bank. "It shows that K+S truly cares about the communities where we live and work," he notes. That commitment makes him proud to be part of a company that prioritizes social responsibility and encourages employees to participate through Volunteer Plus+.

Advice for Colleagues

Dwayne's message to coworkers is simple: seize the opportunity. Choose a cause that resonates, and don't forget to include the company's financial donation alongside your time. Volunteering outside your immediate circle is not only rewarding but also grounding.

Through Volunteer Plus+, his journey reminds us that community service is not just about helping others—it's about strengthening the bonds that make our communities, and K+S, a place we're proud to call home.

Together we can

mamawi kahkaskihtânânaw

Together We Can is Indigenous-led, land-based learning that can re-engage Indigenous youth in their education, build community connectedness, and revitalize Indigenous languages and practices.

Storytelling is a vital part of our community investment program and in 2024, we shot an impact video highlighting our partnership with the mamawi kahkaskihtânânaw - Together we can Land-based Learning Program at Thomson Community School, part of the Regina Public School Division.

This partnership supports a land-based program that offers students from kindergarten to grade 8 a hands-on, outdoor experience teaching about ceremonies, traditional medicines, the history of the land, how to be good stewards, shelters and survival, leadership, and traditional languages. The program uses culturally relevant methods of teaching provincially required or elective courses such as math, history, art, and science.

The program aids in revitalizing an Indigenous language, inspires higher educational attainment, increases intercultural understanding, and creates stewards of the land.

This program is an example of interconnection between Youth+Us and Indigenous Relations, both **working together to support youth for generations.**



Watch a video to learn more about K+S and Thomson Community School.



Looking Forward

Growing With Purpose

As we grow Bethune mine, we're not just expanding production - we're deepening our roots in Saskatchewan.

The next chapter for K+S Potash Canada is one of thoughtful growth. Through secondary mining and strategic processing and infrastructure upgrades, we're increasing output at the Bethune mine while reducing our resource use intensity. This means more potash, less impact, and a stronger foundation for long-term operations in the province.

"We're not just building for today, we're building for the next generation. Our commitment to Saskatchewan is rooted in long-term thinking, shared prosperity, and respect for the land and people who make this work possible."

From now until approximately 2040 we anticipate that an additional \$2.5 to 3 billion CAD will be invested in this program. But it's more than a number, it's a signal of confidence in Saskatchewan's future. Each step in our multi-decade Ramp-Up strategy is designed to support a more efficient, resilient, and future-ready facility.

Our vision of being a world-class potash producer helping feed the world's growing population extends well beyond production. As we grow our operations, we're creating hundreds of construction jobs through our partners while strengthening our organization in Saskatchewan - opportunities that benefit families and communities across Saskatchewan.

This growth also contributes through federal, provincial, and municipal taxes as well as royalties to minerals owners and strong procurement partnerships with local and Indigenous owned or partnered businesses. These efforts are made possible by strong relationships with many local stakeholders and rights holders, ensuring that new opportunities are shared, inclusive, and respectful of the land we all depend on.

As we look ahead, our commitment remains clear: to operate with integrity, to innovate with purpose, and to contribute meaningfully to the prosperity of Saskatchewan. We will continue to listen, learn, and improve together so that our shared success endures for generations.



Sam Farris,
President of K+S Potash Canada





To our employees, partners, and communities – we couldn't do it without you.

This community report reflects what's possible when people come together with a shared purpose. Every milestone we reach, whether it's advancing our operations, building community partnerships, or strengthening safety, starts with the dedication of our people and the trust of our partners.

To our employees: thank you for your commitment, your expertise, and your care for one another.

To our community partners: thank you for welcoming us into your programs, your classrooms, your communities, and your stories.

And to our neighbours across Saskatchewan and beyond: thank you for believing in what we're building, together.

Our progress is shared progress. And as we continue to grow, we'll keep showing up for our people, our communities, and our province, today and for our future.

Learn more about K+S

ks-potashcanada.com





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