



ESG REPORT

MAY 2022



LETTER FROM OUR FOUNDER

At Farmers Edge, we believe that when you work together for the greater good, you create connections that empower you to make the impossible, possible. We've built an ecosystem infused with technology, sustainability, and the shared purpose of humanity: to protect the air, food supply, and the future health of the planet.

This first ESG report tells the story of our sustainability journey and asserts our commitment to continue delivering the best digital experience to support the future of agriculture. Through every decision we make, we stay true to our agricultural roots and the values that have been the backbone of Farmers Edge since the very beginning. With sustainability and connectivity at the forefront, we've established a diverse and inclusive culture where our people feel empowered to disrupt the norm and hold themselves accountable to make a positive change.

Farming was the original green industry and continues to be at the center of an immense opportunity to support the ecological balance of the economy. As farmers utilize our technology to employ sustainable land management practices, they're actively generating low-carbon grain and high-quality carbon credits to reduce greenhouse gasses and protect the Earth's natural resources. But we're mindful that farmers need support to remain profitable, productive, and sustainable. A net-zero future is only possible with a collective, unified, and transparent approach. We must come together as a community to tackle the world's greatest challenges – farmers, industry associations, indigenous communities, academia, government, and consumers.

To achieve this, we're actively introducing programs to educate stakeholders and the enviro-cautious consumer. We're teaming up with educators to inspire the next generation and create opportunities for them to pursue careers in AgTech. We're supporting the local businesses of the rural communities that farmers call home, and we're aligning with organizations focused on protecting farmers' quality of life. We're sharing the stories of farmers, so the world can see not only their impact but also get engaged in the conversation and be motivated to join our mission to do more.

In the wake of the year defined by global uncertainty, we see a shift in the acceptance of the immense power of technology and how it can lead people to adapt while also bringing them together. In the past year, we've advanced from helping farmers implement ecologically sound farm management practices and produce low-carbon grain to equipping the entire agricultural ecosystem with opportunities to collectively offset emissions and boost sustainability through high-quality carbon credits, traceable back to the individual acre they were generated from.

At Farmers Edge, we know we've only just scratched the surface of what we can do with our technology. We're a team of thinkers and doers who are passionate about fostering a sustainable future powered by innovation. With the next agricultural revolution upon us, we will continue to leverage technology to reshape how we grow and distribute food plus drive deeper connectivity between all stakeholders.

Sincerely,



Wade Barnes
Farmers Edge Founder



“We believe that when you work together for the greater good, you create connections that empower you to make the impossible, possible.”



OUR COMPANY

Farmers Edge is a global leader in digital agriculture. We are committed to advancing sustainable agriculture, increasing food supply, and helping communities prosper by providing innovative solutions, technologies, and services which are making our customers more successful while driving meaningful climate action at scale.

MISSION

To create the world's most comprehensive digital platform to empower farmers and their trusted advisors to achieve more using ecologically sound and economically viable practices.

VISION

To deliver the best digital experience to support the future of agriculture.

We believe that the fusion of Earth and technology is what keeps the planet sustainable for all of us.

Leading the industry in innovation, we have accelerated digital transformation on the farm, modernized farm data management systems, and developed decision-support tools to sharply enhance the efficiency, sustainability, productivity, and profitability of today's farms.



Delivering sustainable farming, water, and land management practices to capture more carbon in the soil.



Using 4R practices to optimize how crops are fertilized, reduce nutrient losses, and lower nitrous oxide emissions.



Collecting +3B data points every hour and creating new levels of connectivity across the digital agricultural ecosystem.



Combining connected field sensors, AI-driven analytics, and agronomic expertise to help farmers produce more food for a growing population.

Treaty Land Acknowledgement Statement

Farmers Edge Inc. global headquarters is located on Treaty One territory, the original lands of the Anishinaabe, Cree, Oji-Cree, Dakota, Lakota, and Dene peoples, and the birthplace and homeland of the Métis Nation. We acknowledge that our water is sourced from Shoal Lake 40 First Nation. We respect and give honour to the Indigenous peoples' history on this land and recognize First Nations, Métis, and Inuit peoples' ongoing contribution in the neighborhoods and communities we operate today.

OUR COMPANY

At Farmers Edge, we understand that how we do business impacts the overall health of local and global communities in which we live and serve. In order to grow our business responsibly, we must have programs in place that positively impact the environment and society. Our deep commitment to Environmental, Social, and Governance business practices is the foundation upon which our strategic framework is built.



Environmental

Delivering sustainable farming, water, and land management practices, we aim to capture more carbon. We unify our solutions and our people around a single goal: to support the future of sustainable agriculture. We're driving positive environmental impact, preserving the Earth's natural resources and helping the world get closer to becoming carbon neutral. Our robust datasets empower farmers to overcome obstacles threatening the world's food supply and utilize practices to protect the land and grow more with less.



Social

We believe that when you work together, anything is possible. We're a diverse team of doers, thinkers, and innovators who are committed to inclusivity, respect, and creating opportunities for the next generation to collaborate and achieve greatness. We work hard every day to connect people through our technology and bring together stakeholders of the digital agricultural ecosystem in support of a sustainable future.



Governance

Our corporate governance framework is based on integrity, performance, and accountability. We believe in forming lasting connections built on trust with our farmers, partners, shareholders, team members, and other stakeholders to guide our decisions, now and for the future. We lead with deep respect for agriculture and the industry that feeds us, and we're committed to creating a diverse culture that brings people together to make a positive change.

OUR VALUES

At Farmers Edge, we're a unique group of doers and innovators who are passionate about sustainable agriculture. We understand the critical need for more food and cleaner air and are committed to doing everything we can to help farmers grow more with less. Here, our core values fuel our creativity, our ideas, and our drive to never stop innovating. We're motivated by challenges and inspired by the endless possibilities of technology. We know achieving a net-zero future isn't a race, but we believe that while current progress is fast, it isn't fast enough.



Sustainability

- Sustainability is not a choice, it's a lifestyle
- When we work together, sustainability can be profitable and productive
- Nothing is more important than the health of the planet and a net-zero future



Connection

- Meaningful connections foster positive change
- We can achieve more when we work together
- Never stop connecting; there's no such thing as being too connected



People

- Be defined by what you do and not who you are
- Inspire, be humble and value one another as equals
- Create an environment of belonging, respect, and trust



Empowered Disruption

- Make an impact
- Don't replicate, innovate
- If it feels impossible, find a way to make it possible
- Share bold ideas like your life depends on it



Accountability

- Deliver a superior experience, every time
- Take ownership of decisions, actions, and results; if something is wrong, fix it
- Strive for excellence and always do what's right for the planet



OUR STORY

In 2005, two farmers planted the seed to disrupt agriculture.

Like any story of success, our story started with passion and a vision. We've always believed that a successful farmer is someone who is able to align farm management practices with new technologies and science-based insights. These factors provide the agriculture industry with the ability to grow more with less and respond to global issues such as climate change and the rapidly increasing population. These challenges are well known to the food and agriculture industry as we strive to feed more people with increased nutritional demands while also reducing our environmental impact.



Farmers Edge began as a vision to use technology to help growers produce more with less.

With these challenges in mind, in 2005, two young farm boys with a grassroots passion for agriculture had a vision to enhance and change how crops are grown in such a way that would revolutionize the family farm. We are proud to say that the vision of these two farm boys, Wade Barnes and Curtis MacKinnon, has come to life. The first sustainable agriculture initiatives implemented were Variable Rate Technology and data management, which offered sound agronomy and advanced technology to help farmers increase their yields and reduce crop input costs. Today, we are a global leader in digital agriculture, helping farmers uncover the possibilities and potential of their farming operations through innovation.

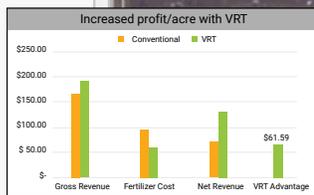
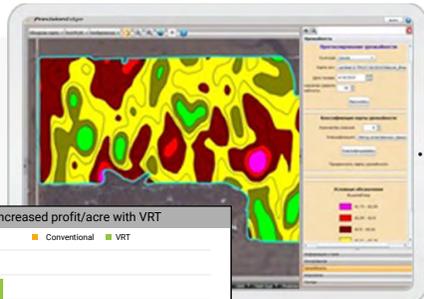
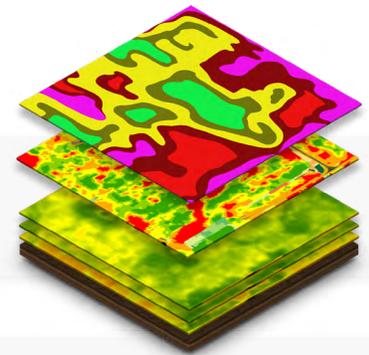


THE SUSTAINABILITY JOURNEY

2005

Initiative: Variable Rate Technology

Impact: Optimize inputs while maximizing crop performance and reducing emissions.



Southern Alberta, 2012 - Wheat Field

2010–2013

Initiative: Precision Edge (our first data management platform for ag professionals)

Impact: Allowing ag professionals to access field-level data for analysis, reporting, and generating variable rate prescriptions.

Case Study:

Total fertilizer use was reduced by 40% and yield was increased compared to the check-strip. Geospatial yield map analysis demonstrated a variable rate yield advantage of 4 bushels/acre. With a reduced fertilizer rate of 78 lbs/acre, Farmers Edge variable rate services increased net profit by \$61.59/acre.

2014–2015

Initiative: FarmCommand (our current digital platform for growers and ag professionals)

Impact: Through the use of in-field, proprietary sensors, we automate data collection and processing for measuring on-farm sustainability and providing verifiable data for reporting needs on carbon, water, energy use, crop yield, material input and output, and more. Growers utilize high-quality, field-centric data to make informed decisions that support productivity, profitability, and ecologically sound farm management.



2015–2020

Initiative: Smart Carbon Program

Impact: Deliver sustainable farming practices to increase soil carbon and reduce nitrous oxide emissions. We generated and sold high-quality, verified carbon offsets in regulated market (AEOR Registry) in Canada.

2021

Initiative: Climate Smart Certified (corporate GHG emissions accounting and reduction)

Impact: Farmers Edge enrolled in the Climate Smart program to establish our 2019 baseline GHG emissions and identify opportunities to reduce emissions from our activities in support of a low-carbon future and our commitment to sustainability.

Methodology: All emissions are calculated in accordance with the GHG Protocol.

2021 and beyond

Initiative: Switching to carbon-free Google Cloud, running on 24/7 carbon-free energy to support FarmCommand, including data storage and processing

Impact: Reduce data centre emissions from 5.5 tonnes CO₂e in 2019 to zero emissions in 2021.

Today

Our objective is to continuously improve our Environmental, Social, and Governance (ESG) performance while sharing annual achievements and strengthening our business plan with sustainability in mind. As we continue to grow, our goal for executing improved ESG performance will be guided by targets, action plans, and continuing to work closely with our growers, indigenous communities, academia, industry associations, and key partners.

THE SUSTAINABILITY JOURNEY

Our Sustainability Impacts

The impact of implementing Variable Rate Technology and field-centric data management is huge. We helped thousands of farmers implement ecologically sound farm management practices and diverted 60.1 kg CO₂e/tonne crop emission from nitrogen fertilizer application without compromising yields. We continue to grow our community of farmers, helping them to produce more with less with climate-friendly agricultural solutions powered by robust, real-time datasets and the most comprehensive on-farm digital infrastructure. Our solutions result in verifiable, low-carbon grain production and high-quality carbon offsets. As we enroll more acres in our Smart Carbon Program, this increases our impact on agriculture emissions reduction. To date, with the number of acres signed up to our Smart Carbon Program, we are on track to offset emissions equal to 2 million miles driven by an average passenger car annually.



Our Sustainability Opportunities

Looking forward, Farmers Edge will continue to be a leader in generating agriculture carbon credits. Through the years, we've built an ecosystem that takes sustainable crop production to a whole new level. We've formed a community of doers, innovators, and hardworking individuals who are passionate about agriculture, embrace our values, and share our vision to make the world a better place. As we move forward, we're furthering our commitment to transparency and introducing new initiatives to support farmers beyond the field. We will continue to work with global Food and Agriculture partners to identify a pathway to monitor, report, and reduce Scope 3 emissions along the value chain. We are also committed to advancing our collaboration with others to collectively build a more resilient global economy and support the 17 UN Sustainable Development Goals. We are confident and excited to be part of the global sustainable agriculture solution.

CELEBRATION OF ACHIEVEMENTS TO DATE

Environmental

Smart Carbon Program

To date, Farmers Edge has generated agriculture carbon offsets in regulated market (AEOR Registry). We have paved the road and led the way in Canada to work directly with growers, encourage sustainable practice changes, and generate offsets that reduce agriculture emissions. In the near future, our Smart Carbon Program will be rolled out globally.

Climate Smart Certified

In 2021, Farmers Edge enrolled in the Climate Smart program to establish our 2019 baseline greenhouse gas emissions and identify opportunities to reduce emissions from our activities in support of a low-carbon future and our commitment to sustainability, our core value.

Google Cloud Member

To continuously reduce our corporate environmental footprint and emissions, in 2021, Farmers Edge switched our data service provider to Google Cloud which offers the cleanest cloud in the industry. With 100% of electricity use sourced from renewables, achieving 24/7 carbon-free energy by 2030, Farmers Edge is proudly operating in a zero-emissions cloud database to power our digital platform FarmCommand, including data storage and data processing.

Value Change Initiative Member

Farmers Edge is committed to reducing emissions within the Food and Agriculture industry. In 2021, we joined the Value Change Initiative (VCI) alongside 57 VCI global members and 16 Food & Agri Working Group participants to develop industry guidance documents and make net-zero value chain possible. High-quality data and direct access to global growers are our strengths. Farmers Edge is excited to offer transparent, traceable, and verifiable field-centric data to support the development of the Food and Agriculture sector-specific Scope 3 Guidance Document.



CELEBRATION OF ACHIEVEMENTS TO DATE

Social

Grow More Green Community Project

The Grow More Green Community Project aims to educate the next generation on smart farming and the role it plays in creating a sustainable future. This project incorporates a series of events and initiatives for students to connect and learn from farmers, agricultural professionals, and industry experts. We work directly with educators and students of all ages across middle schools, secondary institutions, colleges, universities, and other community organizations to develop custom programs aimed at establishing deeper connections to the agriculture industry and greater awareness about the heroes that are feeding the world.

Supporting National Day for Truth and Reconciliation

Farmers Edge Inc. global headquarters is located on Treaty One territory, the original lands of the Anishinaabe, Cree, Oji-Cree, Dakota, Lakota, and Dene peoples, and the birthplace and homeland of the Métis Nation. We acknowledge that our water is sourced from Shoal Lake 40 First Nation, and we honour the Indigenous peoples' history on this land. Farmers Edge offices within Canada were closed on September 30 to give Team Members the day to learn more about the legacy of residential schools and reflect on the path forward for students and their families.

Corporate Social Responsibility

Farmers Edge has a long-standing commitment to sustainability and the communities we serve. To us, going Beyond the Field means advocating for farmers and agriculture while supporting the growth of local communities. Agriculture is an industry that's built on community and coming together for the greater good. Farmers Edge lives and breathes this culture; we're committed to providing farmers and rural communities with a variety of tools, services, and programs to support wellness, mental health, education, growth, and development. We want to see our farmers, team members, and communities thrive in all walks of life. Some examples of our community involvement, development, health, education, and innovation are:

- We work with local colleges and universities to have strong co-op programs, offer meaningful internships, and focus efforts to employ recent graduates within the agricultural and technical sectors.
- Where possible, we procure products and services locally and focus on hiring from within the communities in which we operate.
- We respect the traditional uses of natural resources by indigenous peoples native to the land.
- We donated over \$10,000 to toy-drive initiatives during the holiday season.
- Our Grow More Green Community Project included the distribution of 20,000 free seed kits to educators and community groups as well as educational sessions for students and educators.



CELEBRATION OF ACHIEVEMENTS TO DATE

Governance

The Board of Directors of Farmers Edge Inc. is comprised of individuals with a wide range of skills and experience. The Board is committed to strong corporate governance and participates in continuing education to remain current in changing conditions.

Oversight

The Board is responsible for providing overall guidance and direction regarding ESG and sustainability. The Board also has oversight of enterprise risk management, which provides a related framework for considering and driving decisions in the context of ESG and sustainability.

Management, along with a working group comprised of team members from key areas of the Company, is responsible for recommending and implementing measures relating to ESG and sustainability.

ESG-Related Policies

The following policies have been approved by the Board of Directors, as applicable, and contribute to our approach to ESG:



POLICY	OVERVIEW
Code of Conduct and Business Ethics	<ul style="list-style-type: none"> • Foundation for the Company's policies, procedures, and guidelines. • Sets expectations for Team Members relating to behaviour, conflicts of interest, decision-making, and compliance with other policies. • Integrates complementing policies, including: Corporate Social Responsibility, Harassment, Discrimination & Violence Free Workplace, Sexual Orientation & Gender Identity Non-Discrimination, Corporate Privacy, Information Technology Acceptable Use, and Drugs and Alcohol.
Disclosure and Insider Trading Policy	<ul style="list-style-type: none"> • Governs the purchase and sale of securities of Farmers Edge Inc. by certain persons and the identification, dissemination, and disclosure of material information.
Whistleblower Policy	<ul style="list-style-type: none"> • Provides channels for reporting a possible breach of applicable laws or regulations, any possible wrongdoing, or questionable practices regarding accounting or auditing matters. • Establishes a third-party hotline that provides anonymous reports directly to the Chair of the Audit Committee and the Corporate Secretary.
Anti-Corruption Policy	<ul style="list-style-type: none"> • Provides guidance and procedures for compliance with Canada's Corruption of Foreign Public Officials Act, including the provisions of Part IV and section 426 of the Criminal Code, and local laws pertaining to bribery and corruption. • Requires training on compliance and requirements for directors, officers, and certain other employees of the Company. • Prohibits any political contributions using the Company's assets.
Diversity and Inclusion Policy	<ul style="list-style-type: none"> • Outlines commitment to respecting and incorporating the unique attributes and perspectives of current and potential employees and encouraging differences. • Confirms diversity initiatives are applicable—but not limited—to recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a respectful work environment.

ROADMAP

2022



**Publish Our First
ESG Report**

2023



**Report on 2022
ESG Performance**

2024–2025 and beyond



**Develop a Longer Term
Sustainability Strategy**

Our ongoing commitment to sustainability & a better world

The [United Nations Sustainable Development Goals](#) (UN SDGs) represent a shared and universal commitment to the resilience of people and the planet by 2030. Since 2015, the Farmers Edge mission has been to promote sustainable agriculture by the adage “grow more with less.” We pledge to continue our support of the following UN SDGs.

Our work directly supports:

Goal 2 ZERO HUNGER

Goal 5 GENDER EQUALITY

Goal 6 CLEAN WATER AND
SANITATION

Goal 13 CLIMATE ACTION

Goal 15 LIFE ON LAND

Goal 17 PARTNERSHIP FOR THE
GOALS

Our work indirectly supports:

Goal 7 AFFORDABLE AND CLEAN
ENERGY

Goal 9 INDUSTRY, INNOVATION AND
INFRASTRUCTURE

Goal 12 RESPONSIBLE CONSUMPTION
AND PRODUCTION



**SUSTAINABLE
DEVELOPMENT GOALS**
17 GOALS TO TRANSFORM OUR WORLD



APPENDIX

Our ESG Report

ESG performance reporting has been prepared in alignment with the Global Reporting Initiative (GRI) Standards. This report marks the first step in our corporate sustainability journey as we begin to collect and report on our baseline data related to environmental, social, and governance achievements. Farmers Edge pledges to continuously improve our ESG reporting and data disclosure in alignment with global reporting standards.

Disclosure Number	Disclosure Title	2021 Response
General Disclosure		
102-1	Name of the organization	Farmers Edge Inc.
102-2	Activities, brands, products, and services	<p>Farmers Edge is a global leader in digital agriculture revolutionizing the industry with the broadest portfolio of proprietary technological innovations, spanning hardware, software, and services. Powered by a unique combination of connected field sensors, artificial intelligence, big data analytics, and agronomic expertise, the Company's digital platform turns data into actions and intelligent insights, delivering value to all stakeholders of the agricultural ecosystem. Farmers Edge disruptive technologies accelerate digital adoption on the farm and beyond, protecting our global resources and ensuring sustainable food production for a rapidly growing population.</p> <p>Digital Solutions: Smart Cab – fleet management solution Smart Imagery – crop monitoring solution Smart Insite – crop monitoring and digital agronomy solution Smart Weather – weather monitoring solution Smart Solution – integrated data management solution Smart Water – integrated data and water management solution</p> <p>Fertility Solutions: Smart Nutrient – integrated data and agronomy solution Smart VR – integrated data and precision agronomy solution Smart Water VR – integrated data, water management, and precision agronomy solution</p> <p>Carbon: Smart Carbon Soil Carbon – data-driven soil carbon sequestration program Smart Carbon Nitrogen Management – data-driven 4R nitrogen management carbon program</p> <p>Insurance: Smart Claim – automated claim prediction and notification Smart Reporting – automated crop insurance reporting</p>
102-3	Location of headquarters	<p>Main Headquarters</p> <p>Canada Headquarters: Winnipeg, Manitoba USA Headquarters: Lincoln, Nebraska Australia Headquarters: Ridgehaven Brazil Headquarters: Campinas</p>

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102-4	Location of operations	<p>Main Operations</p> <p>Canada, USA, Australia, and Brazil.</p>																																																																
102-5	Ownership and legal form	Farmers Edge Inc. is a publicly traded corporation on the TSX. Its majority shareholder is Fairfax Financial Holdings Limited, through various subsidiaries.																																																																
102-7	Scale of organization	<p>Total number of employees by employment contract (permanent and temporary), by gender:</p> <table border="1" data-bbox="509 604 1459 789"> <thead> <tr> <th>Employment Contract</th> <th>Female</th> <th>Male</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>145</td> <td>349</td> <td>494</td> </tr> <tr> <td>Temporary</td> <td>41</td> <td>49</td> <td>90</td> </tr> <tr> <td>Grand Total</td> <td>186</td> <td>398</td> <td>584</td> </tr> </tbody> </table> <p>Total number of employees by employment contract (permanent and temporary), by region:</p> <table border="1" data-bbox="509 905 1511 1106"> <thead> <tr> <th>Employment Contract</th> <th>Australia</th> <th>Brazil</th> <th>Canada</th> <th>Russia</th> <th>Ukraine</th> <th>United States</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>11</td> <td>73</td> <td>259</td> <td>5</td> <td>1</td> <td>145</td> <td>494</td> </tr> <tr> <td>Temporary</td> <td>7</td> <td>1</td> <td>47</td> <td></td> <td></td> <td>35</td> <td>90</td> </tr> <tr> <td>Grand Total</td> <td>18</td> <td>74</td> <td>306</td> <td>5</td> <td>1</td> <td>180</td> <td>584</td> </tr> </tbody> </table> <p>Total number of employees by employment type (full-time and part-time), by gender:</p> <table border="1" data-bbox="509 1222 1414 1409"> <thead> <tr> <th>Employment Type</th> <th>Female</th> <th>Male</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>147</td> <td>350</td> <td>497</td> </tr> <tr> <td>Part-Time</td> <td>39</td> <td>48</td> <td>87</td> </tr> <tr> <td>Grand Total</td> <td>186</td> <td>398</td> <td>584</td> </tr> </tbody> </table> <p>The number of temporary employees varies throughout the year as the operations adjust to the agricultural seasons.</p> <p>The data was extracted from our Human Capital Management System. The employee numbers are expressed as head count as of December 31, 2021.</p>	Employment Contract	Female	Male	Grand Total	Permanent	145	349	494	Temporary	41	49	90	Grand Total	186	398	584	Employment Contract	Australia	Brazil	Canada	Russia	Ukraine	United States	Grand Total	Permanent	11	73	259	5	1	145	494	Temporary	7	1	47			35	90	Grand Total	18	74	306	5	1	180	584	Employment Type	Female	Male	Grand Total	Full-Time	147	350	497	Part-Time	39	48	87	Grand Total	186	398	584
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102-8	Information on employees and other workers	The number of temporary employees varies throughout the year as the operations adjust to the agricultural seasons.																																																																
102-14	Statement from Senior Decision-Maker	See page 2 .																																																																
102-15	Key impacts, risks and opportunities	See pages 2 and 8 .																																																																

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102-16	Values, principles, standards, and norms of behavior	<p>Farmers Edge has five core values that are key to our strategic framework and guide our decision-making every day. They are:</p> <ul style="list-style-type: none"> • Sustainable practices • People as our greatest asset • Accountability in all we do • Connecting people and ideas • Empowered disruption <p>Our Code of Conduct and Business Ethics serves as a foundation for our Company policies, procedures, and guidelines while focusing on respecting the rights of all individuals. All Team Members performing work for Farmers Edge or on its behalf are expected to act lawfully, honestly, ethically, and in the best interests of the Company while performing duties on behalf of Farmers Edge and must seek to avoid even the appearance of improper behaviour.</p>
102-17	Mechanisms for advice and concerns about ethics	<p>The Code of Conduct and Business Ethics outlines a process for seeking advice on matters where compliance issues arise or could lead to a violation of the Code. Concerns should initially be raised to a Farmers Edge leader.</p> <p>Our Whistleblower Policy also provides channels for raising concerns regarding breach of laws, possible wrongdoing or questionable practices, including an anonymous channel through an independent third party, ConfidenceLine. The Whistleblower Policy protects Team Members who make a report in good faith.</p>
102-18	Governance structure	<p>The highest governing body is the Board of Directors. There are two board committees: Audit Committee and Corporate Governance & Compensation Committee. All matters not falling within the scope of the Audit Committee or the G&C Committee are the responsibility of the Board as a whole.</p>
102-19	Delegating authority	<p>The Board of Directors has implemented a Delegation of Authority which applies to the Board, CEO, and senior management.</p>
102-22	Composition of the highest governance body and its committees	<p>Please refer to: https://www.farmersedge.ca/about-us/.</p>
102-23	Chair of the highest governance body	<p>Bill McFarland is Chair of the Board of Directors and is not an executive officer of Farmers Edge Inc.</p>
102-27	Collective knowledge of highest governance body	<p>The Board of Directors updates and reviews a skills matrix annually to determine its collective knowledge on a number of topics and identify any gaps.</p>
102-28	Evaluating the highest governance body's performance	<p>The Board of Directors conducts an annual assessment, which includes an assessment by each director of the Board, its committees (as applicable), and a self-assessment. The results of the assessment are evaluated and actionable items are identified and implemented by the Board.</p>
102-30	Effectiveness of risk management processes	<p>The Board oversees the Company's enterprise risk management function. It is updated quarterly with an in-depth review of a topic. There is an annual review of the key risks.</p>

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102-33	Communicating critical concerns	Concerns may be escalated through management, including VP, People and Culture, or concerns may be reported through an independent, third party, ConfidenceLine, which sends a report to the Chair of the Audit Committee and the Corporate Secretary. Any such concerns are dealt with in a timely manner, and review of any reports received is a standing item at Audit Committee meetings.
102-41	Collective Bargaining Agreements (CBAs)	11.4% of total employees are covered by a collective bargaining agreement. The CBA that Farmers Edge has is in Brazil. The current agreement is between, on the one hand, FARMERS EDGE (BRASIL) CONSULTORIA EM ATIVIDADES AGRÍCOLAS LTDA., and SINDICATO DOS EMPREGADOS DE AGENTES AUTÔNOMOS DO COMÉRCIO E EM EMPRESAS DE ASSESSORAMENTO, PERÍCIAS, INFORMAÇÕES E PESQUISAS E DE EMPRESAS DE SERVIÇOS CONTÁBEIS DE CAMPINAS E REGIÃO – SEAAC (TRADE UNION OF EMPLOYEES OF AUTONOMOUS TRADE AGENTS AND ADVISORY, EXPERT ANALYSIS, INFORMATION AND RESEARCH FIRMS AND ACCOUNTING FIRMS IN CAMPINAS AND REGION).
102-50	Reporting period	Fiscal Year: January 1, 2021 to December 31, 2021.
102-51	Date of most recent report	This is the first ESG report.
102-52	Reporting cycle	Annually, based on fiscal year reporting period (January 1st to December 31st).

Topic-Specific Standards – Economic

205-2	Communication and training about anti-corruption policies and procedures	We are in the process of implementing communication and training under our Anti-Corruption Policy.
205-3	Confirmed incidents of corruption and actions taken	None to report.

Topic-Specific Standards – Environmental

305-1	Direct (Scope 1) GHG emissions	2019 Baseline Year (January 1, 2019 to December 31, 2019). Absolute scope 1 emission – 3,852.87 tonnes CO ₂ e: <ul style="list-style-type: none"> • Heat • Company-owned vehicle travel Emissions are calculated in accordance with the Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard. Sources of emission actors are obtained from the latest National Inventory Report.
305-2	Energy indirect (Scope 2) GHG emissions	2019 Baseline Year (January 1, 2019 to December 31, 2019). Absolute scope 2 emission – 438.97 tonnes CO ₂ e: <ul style="list-style-type: none"> • Purchased electricity Emissions are calculated in accordance with the Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard. Sources of emission actors are obtained from the latest National Inventory Report.

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305-3	Other indirect (Scope 3) GHG emissions	<p>2019 Baseline Year (January 1, 2019 to December 31, 2019).</p> <p>Absolute scope 3 emission – 778.93 tonnes CO₂e:</p> <ul style="list-style-type: none"> • Travel • Shipping and logistics • Paper consumption <p>Emissions are calculated in accordance with the Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard. Sources of emission actors are obtained from the latest National Inventory Report.</p>																		
Topic-Specific Standards - Social																				
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<table border="1" data-bbox="511 642 1510 915"> <tr> <td>Country</td> <td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td> </tr> <tr> <td>Brazil</td> <td>Health Care – Life Insurance</td> </tr> <tr> <td>Canada</td> <td>Health Care – Life Insurance – Disability Coverage – Retirement Savings Plan</td> </tr> <tr> <td>United States</td> <td>Health Care – Life Insurance – Disability Coverage – Retirement Savings Plan</td> </tr> </table> <p>For the purpose of this Disclosure 401-2, the significant locations of operation are the countries in which the company operates as of December 31, 2021.</p>	Country	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Brazil	Health Care – Life Insurance	Canada	Health Care – Life Insurance – Disability Coverage – Retirement Savings Plan	United States	Health Care – Life Insurance – Disability Coverage – Retirement Savings Plan										
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Canada	Health Care – Life Insurance – Disability Coverage – Retirement Savings Plan																			
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401-3	Parental leave	<p>Total number of employees that were entitled to parental leave, by gender are shown in the table below.</p> <table border="1" data-bbox="511 1104 1071 1377"> <thead> <tr> <th>Country</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Australia</td> <td>3</td> <td>6</td> </tr> <tr> <td>Brazil</td> <td>7</td> <td>50</td> </tr> <tr> <td>Canada</td> <td>82</td> <td>176</td> </tr> <tr> <td>United States</td> <td>25</td> <td>0</td> </tr> <tr> <td>Grand Total</td> <td>117</td> <td>232</td> </tr> </tbody> </table> <p>During the FY 2021 reporting period, 16 employees (14 female and 2 male) took parental leave and 15 employees (13 female and 2 male) returned to work during the reporting period after parental leave ended. 10 employees (9 female and 1 male) returned to work after parental leave ended and are still employed 12 months after their return to work.</p> <p>Returned to Work Rate: 93.75%</p> <p>Retention Rate: N/A – no data available for prior reporting period.</p>	Country	Female	Male	Australia	3	6	Brazil	7	50	Canada	82	176	United States	25	0	Grand Total	117	232
Country	Female	Male																		
Australia	3	6																		
Brazil	7	50																		
Canada	82	176																		
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Grand Total	117	232																		
403-1	Workers' representation in formal joint management-worker health and safety committees	<p>Worker Health and Safety Committees are established in offices with > 20 employees: Winnipeg Head Office and Lethbridge. The Winnipeg lab establishes a formal Health and Safety Committee seasonally (usually October – December) when staffing levels are at 20 or greater. The Lethbridge committee is currently on hiatus due to office closure.</p>																		

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403-2	Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities	Injuries are reported according to the Incident Reporting Procedures in the Health and Safety Manual. Injuries and lost time are tracked and reported monthly. Injury rates are calculated for the annual US OSHA reporting requirements.																														
405-1	Diversity of governance bodies and employees	<table border="1" data-bbox="508 585 1487 863"> <thead> <tr> <th>Category</th> <th>Female</th> <th>Male</th> <th>Grand Total</th> <th>% Female</th> <th>% Male</th> </tr> </thead> <tbody> <tr> <td>Executive</td> <td>4</td> <td>6</td> <td>10</td> <td>40.00%</td> <td>60.00%</td> </tr> <tr> <td>Individual Contributor</td> <td>161</td> <td>342</td> <td>503</td> <td>32.01%</td> <td>67.99%</td> </tr> <tr> <td>Management</td> <td>22</td> <td>65</td> <td>87</td> <td>25.29%</td> <td>74.71%</td> </tr> <tr> <td>Grand Total</td> <td>187</td> <td>413</td> <td>600</td> <td>31.17%</td> <td>68.83%</td> </tr> </tbody> </table> <p data-bbox="508 884 1487 940">The data was extracted from our Human Capital Management System. The employee numbers are expressed as head count as of December 31, 2021.</p>	Category	Female	Male	Grand Total	% Female	% Male	Executive	4	6	10	40.00%	60.00%	Individual Contributor	161	342	503	32.01%	67.99%	Management	22	65	87	25.29%	74.71%	Grand Total	187	413	600	31.17%	68.83%
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406-1	Incidents of discrimination and corrective actions taken	We had no incidents of discrimination during FY2021 reporting period.																														
411-1	Incidents of violations involving rights of indigenous peoples	We had no incidents of discrimination involving rights of indigenous people during FY2021 reporting period.																														
412-1	Operations that have been subject to human rights reviews or impact assessments	None of our operations have been subject to human rights reviews or impact assessments during FY2021 reporting period.																														
415-1	Political contributions	The new Anti-Corruption Policy prohibits political contributions by the Corporation.																														
417-1	Requirements for product and service information and labeling	The Corporation's subsidiary, CommoditAg LLC, is an e-commerce retailer for agriculture inputs. It sells products that are subject to labeling requirements but does not manufacture any products.																														
417-2	Incidents of non-compliance concerning product and service information and labeling	None to report.																														

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417-3	Incidents of non-compliance concerning marketing communications	None to report.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints have been identified during FY2021 reporting period.
419-1	Non-compliance with laws and regulations in the social and economic area	None to report.



At Farmers Edge, we see more than soil.

We see the path for growing the legacy of farming.

We see the foundation for feeding the world's rapidly growing population.

We see a new revolution of sustainable crop production that means working smarter – not harder – and growing more with less.

We see the vision for sustainability.

Most of all, we see potential.

