

APPENDIX A - MATERIAL TOPICS

DETERMINATION OF MATERIAL TOPICS

When we determine a process for material sustainability topics, we do so by referring to the Global Reporting Initiative's (GRI) impact materiality (or double materiality) process as shown in Figure A-1.

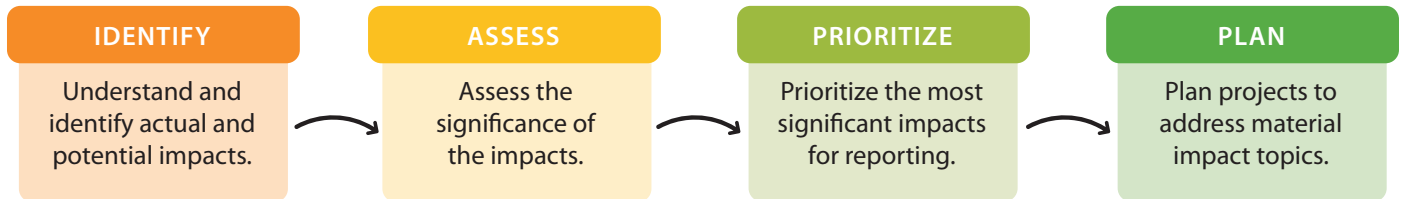


Figure A-1. Cromptimistic Materiality Assessment (adapted from Global Reporting Initiative, (2021)).

Research, benchmarking, and carefully analyzing the meaning behind our core mission, vision, and values is how we uncovered our impacts. For financial materiality, key topics from the Sustainability Accounting Standards Board were identified, based on the relevant industry types of Hardware, Software & IT Services, and Professional & Commercial Services. To identify impact materiality topics, the GRI sustainability framework was used alongside the B-Corp framework. Our key impact topics are shown in Table A-1.

Our stakeholders can be divided into three groups depending on their exposure to impacts from the business operations: Primary, Secondary and Tertiary, as shown in Figure A-2.



Figure A-2. Cromptimistic Stakeholder Map

To assess the importance of our impacts to stakeholders, we used a series of anonymous surveys to capture the feedback and understanding from our owners and employees. We intend to take this understanding even deeper in 2024 as we survey a wider range of stakeholders as our sustainability activities mature. Based on the relative importance of each of the surveyed topics, we prioritized the topics for short term focus and put together project plans for FY2024. Our projects are shown in Table A-2.

Table A-1. Croptimistic Lists of Material Topics
















| CROPTIMISTIC TOPICS | CONTEXT FOR CROPTIMISTIC | SDGS | GRI | SASB | B-CORP |
|---|--|--|---|---|---|
| Local (direct) Economic Impact | Croptimistic's minimum wage (e.g. living wage), local hiring of senior staff. |  | 202-Market Presence; 413 Local Communities; 13.12 Local Communities; 13.21 Living income and living wage | | Community - Economic Impact |
| Local (indirect) Economic Impact | Croptimistic's benefits to local communities (e.g. small-town economic support). |  | 203-Indirect Economic Impacts; 413-Local Communities; 13.12 Local Communities | | Community - Economic Impact |
| Procurement/ Supplier Policy | Supplier Policy including Code of Ethics - "what defines a Croptimistic preferred supplier and why?" |  | 204-Procurement Practices; 308-Supplier Environmental Assessment; 408-Child Labour; 409-Forced or Compulsory Labour; 414-Supplier Social Assessment; 13.22 Economic Inclusion | Supply Chain Management; Materials Sourcing | Supply Chain Management |
| Professional and Corporate Ethics | Ethics for staff (professional ethics and general ethics) plus corporate ethics. |  | 205-Anti-Corruption; 409-Forced or Compulsory Labour | Professional Integrity | Ethics & Transparency |
| Corporate Purpose | Corporate mission/vision/values linked to sustainability topics. |   | | | Ethics & Transparency; Mission & Engagement; Mission Locked |
| Marketing Standards | Ensure that our products and services are properly labelled/marketed according to both regulations and voluntary codes. |  | 417-Marketing and Labelling | Professional Integrity; Environmental Footprint of Hardware; Product Lifecycle Management | Customer Stewardship; Ethics & Transparency |
| GHG Emissions Inventory and Reduction Targets | GHG emissions baseline year and set reduction targets. |  | 305-Emissions | Energy Management; Environmental Footprint of Hardware | Air & Climate |
| Energy Use Policy | Corporate policy for energy use in alignment with emissions reduction targets. |  | 302-Energy | Energy Management | Air & Climate; Environmental Management |
| Waste and Water Use Policy | Corporate policy for water use and waste disposal/recycling. |   | 301-Materials; 303-Water and Effluents; 306-Effluents and Waste; 306-Waste | Environmental Footprint of Hardware; Materials Sourcing; Product Lifecycle Management | Resource Conservation; Water |
| Impact on Natural Ecosystems | Croptimistic's products/services impact on climate resilience, ecosystem & soil health, and the efficient use of pesticides and fertilizers. |  | 13.2 Climate adaptation and resilience; 13.3 Biodiversity; 13.4 Natural Ecosystem conversion; 13.5 Soil health; 13.6 Pesticides use | Employee Engagement; Recruiting & Managing a Global, Diverse and Skilled Workforce | Land & Life; Resource Conservation; Environmental Management; Resource Conservation; Water; Air & Climate |
| Professional Development and Training | Professional development plans and training programs for employee development. |  | 404-Training & Education | Employee Engagement; Recruiting & Managing a Global, Diverse and Skilled Workforce | Engagement & Satisfaction |
| Employee Engagement | Engagement of employees. |  | 401-Employment | Employee Engagement; Recruiting & Managing a Global, Diverse and Skilled Workforce | Engagement & Satisfaction |
| Employee Health and Safety | Employee physical safety as well as mental and physical health and wellness. |  | 401-Employment; 403-Occupational Health & Safety | | Health, Wellness, & Safety |
| Data Security | Internal and external data security. |  | 418-Customer Privacy | Data Privacy & Freedom of Expression; Data Security | Customer Stewardship |
| Diversity, Equity and Inclusion | Policies and approaches to issues related to diversity, equity and inclusion. |  | 405-Diversity and Equal Opportunity; 406-Non-discrimination; 13.13-Land and resource rights; 13.15-Non-discrimination and equal opportunity | Employee Diversity & Inclusion; Recruiting & Managing a Global, Diverse and Skilled Workforce | Diversity, Equity, & Inclusion |

Table A-2. Cromptimistic Sustainability Projects FY2024.

| PROJECT LIST | DESCRIPTION |
|--|--|
| Community Investment / Impact | Implement policy describing how Cromptimistic meets their mission and values in regard to community investment (donations, volunteer hours for staff, activities supported). |
| DEI Training | Develop plan for diversity, equity, and inclusion staff training. |
| Procurement Practices | Implement responsible procurement policy specifying how Cromptimistic approaches who they purchase from and why, including preferences for local suppliers, environmental preferences, and avoiding child labour and modern slavery. |
| Environmental Management System | Develop a set of policies describing how Cromptimistic manages energy (emissions), waste, and water. Calculate base year Scope 3 emissions. |
| Mission/Vision/Purpose/Values | Clear statement of Cromptimistic's mission, vision, and core values published widely. |
| Employee Engagement | Development of a suite of initiatives/policies that further enhance employee engagement. |
| Safety Management System | Implement policy describing how Cromptimistic manages employee health and safety, including employee mental health. |
| SWAT SUSTAINABILITY Reporting | Develop Cromptimistic's service offering to partners/customers to provide field/farm-level environmental sustainability reporting. |

APPENDIX B - GREENHOUSE GAS INVENTORY

Croptimistic's GHG emissions were calculated based on the GHG Protocol with FY2023 as the base year for Scope 1 and Scope 2 emissions. Emissions factors were taken from the SIMSA GHG Emissions Calculator (<https://simsa.ca/innovation-and-decarbonization/#carbon-calculator>). The Scope 1 and 2 emissions were calculated for the Canadian operations only; those contributed from the Australian operations (1 employee; home office) were considered immaterial for FY2023.

Total Scope 1 and 2 emissions FY2023

| | tonnes CO2e |
|--------------|---------------|
| Scope 1 | 504.23 |
| Scope 2 | 45.72 |
| Total | 549.95 |

Croptimistic measures emissions intensity based on a unit of directly serviced acres. In FY2023, Croptimistic directly serviced 1,320,673 acres. Emissions from the provision of SWAT MAPS services by our Agronomy Partners are Scope 3 emissions and will be included in the Scope 3 GHG emissions inventory in FY2024.

Emissions Intensity FY2023

| | tonnes CO2e/ serviced acre | kg CO2e/ serviced acre |
|--------------|-------------------------------|---------------------------|
| Scope 1 | 3.82E-04 | 0.38 |
| Scope 2 | 3.46E-05 | 0.03 |
| Total | 4.16E-04 | 0.42 |

Emissions Data (Scope 1 and 2) for all six GHGs (tonnes CO2e) FY2023

| Year | CO2 | CH4 | N2O | HFCs | PFCs | SF6 |
|-------------|---------------|-------------|-------------|-------------|-------------|-------------|
| 2023 | 547.62 | 0.02 | 0.01 | 0.00 | 0.00 | 0.00 |

APPENDIX C - GRI CONTENT INDEX

Croptimistic Technology Inc. has reported with reference to the GRI Standards for the period Jan 1 – Dec 31, 2023.

| GRI content index | | |
|--|--|---|
| Statement of use | Croptimistic Technology Inc. has reported the information cited in this GRI content index for the period Jan 1 - Dec 31, 2023 with reference to the GRI Standards. | |
| GRI 1 used | GRI 1: Foundation 2021 | |
| GRI STANDARD | DISCLOSURE | LOCATION OR DETAIL |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | <i>Introduction - Let's Start from the Top</i> |
| | 2-2 Entities included in the organization's sustainability reporting | <i>Introduction - Let's Start from the Top</i> |
| | 2-3 Reporting period, frequency and contact point | <i>Message from the Sustainability Director; Published with financial statements March 2024; Contact: bonnie.dobchuk@swatmaps.com</i> |
| | 2-4 Restatements of information | none |
| | 2-5 External assurance | CEO and Senior Managers involved in report development. No external assurance provided. |
| | 2-6 Activities, value chain and other business relationships | <i>Table 1. Croptimistic Value Chain</i> |
| | 2-7 Employees | <i>Serving Our People - Employees</i> |
| | 2-8 Workers who are not employees | <i>Serving Our People - Employees</i> |
| | 2-9 Governance structure and composition | <i>Introduction - Governance</i> |
| | 2-10 Nomination and selection of the highest governance body | Board of Directors appointed by shareholder vote. |
| | 2-11 Chair of the highest governance body | Chair of the Croptimistic Board of Directors: Greg Stewart |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Accountability for sustainability resides with the CEO. Board of Directors reviews sustainability projects and approves sustainability impacts to strategic plan. |
| | 2-13 Delegation of responsibility for managing impacts | <i>Introduction - Governance</i> |
| | 2-14 Role of the highest governance body in sustainability reporting | <i>Introduction - Governance</i> |
| | 2-15 Conflicts of interest | No declared conflicts of interest. |
| | 2-16 Communication of critical concerns | <i>Business Practices - Responsible Business Conduct</i> |
| | 2-17 Collective knowledge of the highest governance body | No measures taken in FY2023 |

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| GRI 2: General Disclosures 2021 | 2-18 Evaluation of the performance of the highest governance body | No processes in place in FY2023 |
| | 2-19 Remuneration policies | <i>Serving Our People - Employees</i> |
| | 2-20 Process to determine remuneration | <i>Serving Our People - Employees</i> |
| | 2-21 Annual total compensation ratio | Not reported-confidential |
| | 2-22 Statement on sustainable development strategy | <i>Introduction - Our Mission, Vision & Values</i> |
| | 2-23 Policy commitments | No external policy commitment. Internal policy outlined in <i>Business Practices - Responsible Business Conduct</i> |
| | 2-24 Embedding policy commitments | No external policy commitment. Internal policy outlined in <i>Business Practices - Responsible Business Conduct</i> |
| | 2-25 Processes to remediate negative impacts | Croptimistic has no formal grievance mechanisms. |
| | 2-26 Mechanisms for seeking advice and raising concerns | <i>Business Practices - Responsible Business Conduct</i> |
| | 2-27 Compliance with laws and regulations | No instances of non-compliance with laws and regulations to report in FY2023. |
| | 2-28 Membership associations | No significant role in membership associations. |
| | 2-29 Approach to stakeholder engagement | <i>Stakeholder Engagement & Materiality</i> |
| | 2-30 Collective bargaining agreements | No employees are covered by collective bargaining agreements. No collective bargaining agreements are used to determine working conditions or terms of employment. |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | <i>Stakeholder Engagement & Materiality</i> |
| | 3-2 List of material topics | <i>Appendix A - Material Topics</i> |
| | 3-3 Management of material topics | <i>Appendix A - Material Topics</i> |
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | <i>Serving Our People - Employees</i> |
| | 202-2 Proportion of senior management hired from the local community | 100% of senior management have been hired from local communities. |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | <i>Serving our Society</i> |
| | 203-2 Significant indirect economic impacts | <i>Introduction - Let's Start from the Top</i> <i>Serving our Society - Our Community Impact</i> |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | Policy established see <i>Responsible Procurement</i> . Proportion of spending to be calculated in FY2024. |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | No formal risk assessment taken in FY2023. Croptimistic operates directly only in areas with very low risk for corruption. |

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| GRI 205: Anti-corruption 2016 | 205-2 Communication and training about anti-corruption policies and procedures | <i>Business Practices - Responsible Business Conduct</i> |
| | 205-3 Confirmed incidents of corruption and actions taken | No incidents of corruption in FY2023. |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | <i>Environmental Stewardship - Greenhouse Gas Emissions</i> |
| GRI 303: Water and Effluents 2018 | 303-5 Water consumption | Key sources of water consumption itemized. Consumption total to be measured in FY2024. |
| GRI 304: Biodiversity 2016 | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | No operational sites impact protected areas or high biodiversity value areas. |
| | 304-2 Significant impacts of activities, products and services on biodiversity | ENCORE STAR results for Croptimistic impact footprint (Canada and USA cropland) is 17.50 (Agriculture threats: 1.49 STAR; Other threats: 16.02 STAR). |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | <i>Environmental Stewardship - Greenhouse Gas Emissions</i> |
| | 305-2 Energy indirect (Scope 2) GHG emissions | <i>Environmental Stewardship - Greenhouse Gas Emissions</i> |
| | 305-3 Other indirect (Scope 3) GHG emissions | Scope 3 GHG emissions to be estimated in FY2024. |
| | 305-4 GHG emissions intensity | <i>Environmental Stewardship - Greenhouse Gas Emissions</i> |
| | 305-5 Reduction of GHG emissions | Reduction of GHG emissions from baseline to be measured starting in FY2024. |
| | 305-6 Emissions of ozone-depleting substances (ODS) | <i>Environmental Stewardship - Greenhouse Gas Emissions</i> |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | <i>Environmental Stewardship - Greenhouse Gas Emissions</i> |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Main sources of waste are office waste streams and waste & packaging from our Humboldt manufacturing facility. Total waste generation amounts to be estimated in FY2024. |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | <i>Business Practices - Responsible Procurement</i> Our suppliers will be assessed using our Procurement Policy starting in FY2024. |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | <i>Business Practices - Responsible Business Conduct</i> |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | <i>Serving Our People - Employees</i> |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | <i>Serving Our People - Employees</i> |
| | 401-3 Parental leave | <i>Serving Our People - Employees</i> |

| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | <i>Serving Our People - Health and Safety</i> | | | | | | | | | | | |
|---|--|---|----------|-------|--------|------------------------|-----------|--|---------------------------|----------|--|---------------------------|-------------------------------|
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | <i>Serving Our People - Health and Safety</i> | | | | | | | | | | | |
| | 403-5 Worker training on occupational health and safety | <i>Serving Our People - Health and Safety</i> | | | | | | | | | | | |
| | 403-6 Promotion of worker health | <i>Serving Our People - Health and Safety</i> | | | | | | | | | | | |
| | 403-8 Workers covered by an occupational health and safety management system | <i>Serving Our People - Health and Safety</i> | | | | | | | | | | | |
| | 403-9 Work-related injuries | No work-related injuries in FY2023 | | | | | | | | | | | |
| | 403-10 Work-related ill health | No work-related ill health in FY2023 | | | | | | | | | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | Croptimistic provides \$1000/employee/yr for professional development training. Hours will be tracked in FY2024. | | | | | | | | | | | |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | <i>Serving Our People - Employees</i> | | | | | | | | | | | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | All Croptimistic employees receive annual performance and career development reviews. | | | | | | | | | | | |
| | 405-1 Diversity of governance bodies and employees | <i>Serving Our People - Diversity, Equity, and Inclusion</i> | | | | | | | | | | | |
| | 405-2 Ratio of basic salary and remuneration of women to men | Categories of employees with only a single gender not reported. <table border="1" data-bbox="933 1087 1398 1392"> <thead> <tr> <th>Function</th> <th>Level</th> <th>Result</th> </tr> </thead> <tbody> <tr> <td>Executive & Operations</td> <td>Directors</td> <td>On average, females earn 7% higher in this category.</td> </tr> <tr> <td>Agronomy, Sales, GIS, YPP</td> <td>Employee</td> <td>On average, males earn 4% higher in this category.</td> </tr> <tr> <td>Agronomy, Sales, GIS, YPP</td> <td>Function Manager & Supervisor</td> <td>On average, males earn 4% higher in this category.</td> </tr> </tbody> </table> | Function | Level | Result | Executive & Operations | Directors | On average, females earn 7% higher in this category. | Agronomy, Sales, GIS, YPP | Employee | On average, males earn 4% higher in this category. | Agronomy, Sales, GIS, YPP | Function Manager & Supervisor |
| Function | Level | Result | | | | | | | | | | | |
| Executive & Operations | Directors | On average, females earn 7% higher in this category. | | | | | | | | | | | |
| Agronomy, Sales, GIS, YPP | Employee | On average, males earn 4% higher in this category. | | | | | | | | | | | |
| Agronomy, Sales, GIS, YPP | Function Manager & Supervisor | On average, males earn 4% higher in this category. | | | | | | | | | | | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | No incidents of discrimination were recorded in FY2023. | | | | | | | | | | | |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labor | <i>Business Practices - Responsible Procurement</i> Our suppliers will be assessed using our Procurement Policy starting in FY2024. | | | | | | | | | | | |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | <i>Business Practices - Responsible Procurement</i> Our suppliers will be assessed using our Procurement Policy starting in FY2024. | | | | | | | | | | | |

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|---|--|--|
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | <i>Serving our Society - Our Community Impact</i> |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | No Crompton operations have actual or potential negative impacts on local communities. |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | <i>Business Practices - Responsible Procurement</i> Our suppliers will be assessed using our Procurement Policy starting in FY2024. |
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling | <i>Business Practices - Responsible Business Conduct</i> |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | <i>Business Practices - Data Integrity, Security & Privacy</i> There were no substantiated complaints in FY2023. |