

SUSTAINABILITY STORIES

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WHAT IS YOUR JOB AND HOW DOES IT SUPPORT SUSTAINABILITY?

My role as Vice President of Sustainability & Stakeholder relations helps bring alignment across our business, ensuring we understand and act upon the wider ever-changing impacts of global economic and societal challenges. I help ensure we are meeting the needs of our stakeholders and that we are transparent and effectively communicating with stakeholders about sustainability, including our investors. More specifically, I'm responsible for the assessment and management of our material Environmental, Social and Governance (ESG) issues and opportunities. I also have responsibility for engagement and partnership efforts related to our sustainability and ESG strategy. Overall, these efforts create and protect our long-term value and ultimately ensure the viability of our business.

WHY DID YOU DECIDE TO WORK IN THE FERTILIZER INDUSTRY?

The short answer is because my entire family is made up of farmers and they need fertilizer! Farming was all I knew growing up. In my formative years, however, farming was very challenging as we faced droughts and pest issues and that meant we had several years with little to no crop. I decided to head to business school but wanted to stay in Saskatchewan and stay close to the farm. I'm so grateful to be working for Nutrien and part of an industry that is focused on providing solutions for the world's farmers, including my family.

WHAT IS THE MOST IMPORTANT LESSON YOU'VE LEARNED IN YOUR CAREER TO DATE?

Maintaining a growth mindset has had a huge impact on my career. This means leaning into my learning edges rather than staying in my comfort zone. Opportunities and circumstances that stretch us are critical for growth and developing agility. It is understandable that we might prefer to avoid discomfort, so it takes intention and courage to take on challenges and learn to thrive in unfamiliar territory.

A growth mindset has come in very handy as I embraced a new role at Nutrien a few years ago and began leading our sustainability and ESG efforts. It wasn't just about being new to the sustainability space, but rather navigating the onset of a shareholder focus on ESG issues and opportunities. The increasing focus on ESG was new for all companies and it has been a rapid shift with a lot of high expectations that are still not necessarily well defined. Having a growth mindset has helped ease the adaptation required within our shifting landscapes and it also increases one's ability to determine a path forward even amidst ambiguity and uncertainty.

CAN YOU TELL US ABOUT NUTRIEN'S SUSTAINABILITY JOURNEY AND PLANS?

Our purpose starts with the soil beneath our feet and the global challenge of feeding nearly 10 billion people by the year 2050. Feeding this growing population without increasing land usage and while tackling climate change is both one of the world's greatest challenges and greatest opportunities. Nutrien has developed



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strategic sustainability priorities that address our most material environmental, social and governance (ESG) risks and opportunities. These priorities are supported by bold commitments we will achieve by 2030. Our priorities and commitments include:

Feeding the planet sustainably: Enable growers to adopt sustainable and productive agricultural products and practices on 75 million acres globally; launch and scale a comprehensive Carbon Program, empowering growers and our industry to accelerate climate-smart agriculture and soil carbon sequestration while rewarding growers for their efforts.

Environment and climate action: Achieve at least a 30 percent reduction in greenhouse gas (GHG) emissions (Scope 1 + 2) per tonne of our products produced, from a baseline year of 2018; Invest in new technologies and pursue the transition to low-carbon fertilizers, including blue and green ammonia.

Inclusive agriculture: Leverage our farm-focused technology partnerships and investments to drive positive impact in industry and grower innovation and inclusion; create new inclusive financing, which means developing grower financial solutions to strengthen social, economic and environmental outcomes in agriculture.

HOW DO YOU THINK FERTILIZERS AND PLANT NUTRIENT MANAGEMENT CAN HELP TRANSFORM FOOD SYSTEMS FOR THE BETTER?

In my lifetime, agriculture has undergone extensive transformation. Our global challenges with climate and food security mean we need to continue with our transformation efforts and drive the next shift or evolution in agriculture. The most significant aspect of this transformation is implementing climate solutions that do not threaten our global food security. The future of agriculture depends on industry leaders, partners and governments taking concrete actions to support and scale climate-smart, sustainable and productive farming practices.

The United Nations Sustainable Development Goals (SDGs) bring the world together to address 17 global challenges. By leading the industry, we aim to drive SDG 2: Zero Hunger through sustainable and productive agriculture. It's important to understand the connections between sustainably feeding our growing population with healthy, nutritious, safe and affordable food, and the importance of sustainably using crop inputs such as fertilizers and crop protection along with other advancements in technology and regenerative practices. Productivity and sustainability are inextricably linked as SDG 2 indicates.

WHAT DOES SUSTAINABILITY MEAN TO YOU?

Sustainability is about taking a systems approach and incorporating a longer-term view to our decision-making. Many would also argue that being sustainable and addressing the world's most pressing environmental and social issues is simply "the right thing to do". I agree, addressing these issues is the right thing to do, but there is also a business imperative. Sustainability is about capital and it's about viability of the business. The extent to which businesses account for social and natural capital alongside financial capital, the better they will be at addressing longer term and complex risks and opportunities. Sustainability is not only the right thing to do, it's just good business.