

2022 Sustainability Framework Mapping



2022 Global Reporting Initiative (GRI) Index

GRI Reference Code	Description	2022 Response
2-1	Organizational details	<p>a) Parkland Corporation b) A publicly-traded corporation incorporated pursuant to the Alberta <i>Business Corporations Act</i>. c) Headquarters are located in Calgary, Alberta, Canada. d) Parkland operates in 25 countries. Countries of operation: Anguilla, Antigua, Bahamas, Barbados, Belize, Bermuda, British Virgin Islands, Canada, Cayman Islands, Dominica, Dominican Republic, French Guiana, Grenada, Guadeloupe, Guyana, Jamaica, Martinique, Puerto Rico, St. Kitts & Nevis, St. Lucia, St. Maarten, St. Vincent & Grenadines, Suriname, and the United States.</p>
2-2	Entities included in the organization's sustainability reporting	<p>Parkland's sustainability reporting is enterprise-wide. Any reporting boundaries specific to an individual disclosure are indicated for that disclosure.</p> <p>Parkland's subsidiaries are presented in the organization chart on page 6 of Parkland's Annual Information Form for the financial year ended December 31, 2022 (the "AIF") (please note that this includes Parkland's material subsidiaries only, as defined on page 6 of the AIF).</p>
2-3	Reporting period, frequency and contact point	Please refer to page 11 of the 2022 Sustainability Report.
2-4	Restatements of information	No restatements were required for 2022.
2-5	External assurance	Parkland recognizes the importance of external verification and aims to complete this in the coming year(s). Consistent with last year, Parkland's Risk & Controls team verified all numeric metrics documented in this report.
2-6	Activities, value chain and other business relationships	<p>For a description of the business of the corporation, please refer to Parkland's AIF on pages 6-22: https://assets.ctfassets.net/tatgxebmkmwo/5MeIAhtuRab20T5XhE4mJD/560fba97d191c9338bf956f605fefbde/Parkland_AIF_March_21_2023_-_EN.pdf</p> <p>As Parkland operates across a diverse geographic and product platform, its indirect supply chain is complex with similar products and services being delivered through different supply channels. Parkland has a centralized Canadian procurement team, while USA and International segments' procurement operations are performed locally.</p>
2-7	Employees	<p>Total number of employees: 6,284</p> <p>Total number of employees by region and gender:</p> <ul style="list-style-type: none"> • International: Women 38%, Men 62% • Canada: Women 36%, Men 64% • USA: Women 42%, Men 58% <p>Total number of employees by region, employment contract type (permanent and temporary) and gender:</p> <ul style="list-style-type: none"> • International: Permanent: Women - 261, Men - 421 • International: Temporary: Women - 4, Men - 7 • Canada: Permanent: Women - 929, Men - 1,636 • Canada: Temporary: Women - 63, Men - 98 • USA: Permanent: Women - 1,204, Men - 1,659 • USA: Temporary: Women - 1, Men - 1 <p>Total number of employees by region, employment type (full-time and part-time) and gender:</p> <ul style="list-style-type: none"> • International: Full-time: Women - 262, Men - 424 • International: Part-time: Women - 3, Men - 4 • Canada: Full-time: Women - 928, Men - 1,632 • Canada: Part-time: Women - 64, Men - 102 • USA: Full-time: Women - 975, Men - 1,435 • USA: Part-time: Women - 230, Men - 225 <p>Please note that we are currently only reporting women and men as part of our external disclosure.</p>

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2-9	Governance structure and composition	<p>Parkland's Board comprises 10 directors. Committees include the Audit Committee, Governance, Nominating and Ethics Committee, Human Resources and Compensation Committee, and the Environment, Safety and Sustainability Committee. Each committee's respective mandate is set out in Schedules "B" through "E" of the Information Circular.</p> <p>The Human Resources and Compensation Committee and the Environment, Safety and Sustainability Committee are primarily responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people. See Schedules "D" and "E" of the Information Circular for the specific mandates of these committees.</p> <p>Composition of the highest governance body and its committees:</p> <ul style="list-style-type: none"> i. See "Directors and Executive Officers" on pages 53-54 of the 2023 Annual Information Form for the list of directors and officers of Parkland. ii. Except for the President and Chief Executive Officer of Parkland, all of Parkland's Board members are independent. iii. As at December 31, 2022, Parkland's average Board tenure was 9 years. As at May 4, 2023, Parkland's average Board tenure was 6 years. iv. See "Nominees for Election to the Board of Directors and Director Information" on pages 25-47 of the Information Circular for the number of other significant positions and commitments held by each member, and the nature of the commitments. v. 30% of Parkland's Board seats are occupied by gender diverse directors. See "Nominees for Election to the Board of Directors and Director Information" on pages 25-47 of the Information Circular; see also "Enhancing Parkland's Commitment to Diversity" on page 55 of the Information Circular; and see also sections 12 to 15 of "How We Comply With Corporate Governance Disclosure Guidelines" on page 99 of the Information Circular. vi. The Board of Directors of Parkland has incorporated into its Diversity Policy a target representation of Black, Indigenous and People of Colour (BIPOC) and Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) of 10% on its Board and in executive officer positions. Parkland currently has one BIPOC person on its Board (10%) and one LGBTQ+ individual on its executive team (11%). See "Nominees for Election to the Board of Directors and Director Information" on pages 25-47 of the Information Circular; see also "Enhancing Parkland's Commitment to Diversity" on page 55 of the Information Circular. vii. The Board has developed a skills matrix in order to identify its strengths as well as areas where it requires additional skills or expertise. The Board annually reviews this skills matrix along with the depth of skills and experience of its members. See "Nominees for Election to the Board of Directors and Director Information" on pages 25-47 of the Information Circular; see also the skills matrix in "Board Renewal" on page 51 of the Information Circular. viii. At the 2022 Annual General Meeting of Shareholders, the full slate of directors was elected.
2-10	Nomination and selection of the highest governance body	<p>The Board of Directors maintains an ongoing succession plan that takes into consideration the desired composition of the Board of Directors' strengths, skills and experience; the strategic direction of the organization; diversity; and the need for strong independent representation. The Board of Directors has used an executive recruiting organization to identify candidates meeting its specific requirements. The Governance, Nominating and Ethics Committee, consisting entirely of independent directors, is responsible for maintaining a Board succession plan that is responsive to the priorities set out above. The Board of Directors is invited to attend all Governance, Nominating and Ethics (GNE) Committee meetings, receives minutes of all Human Resources and Compensation (HR&CG) Committee meetings and is able to assess the independence and objectivity of the process. To encourage an objective nominating process, the Board of Directors utilizes a skills-gap questionnaire as a guide to assist in selecting nominees. The Board annually reviews this skills matrix along with the depth of skills and experience of its members. See Schedule "C" – Mandate of the Governance, Nominating and Ethics Committee on pages 108-111 of the Information Circular; see also "Nomination of Directors" on page 98 of the Information Circular.</p> <p>Diversity is a key factor in Parkland's approach to identifying potential Board members. When the Board recruits new members, it takes special care to ensure that the shortlist of candidates includes individuals with diverse backgrounds, ethnicity, age, business experience and other attributes. See "Enhancing Parkland's Commitment to Diversity" on page 55 of the Information Circular; see also "Board Renewal" on page 51 of the Information Circular.</p> <p>Board succession is addressed on an annual basis. In addition to the criteria set out above, a nominee's character, integrity, judgment, independence, financial and business acumen, record of achievement and ability to devote appropriate time and resources to the role are all considerations in identifying potential successor Board members. The Board has utilized an executive recruiting agency to identify specific candidates meeting specific requirements. The Board has also developed a skills matrix in order to identify its strengths as well as areas where it requires additional skills or expertise. The Board has also developed a skills matrix in order to identify its strengths as well as areas where it requires additional skills or expertise. The Board annually reviews this skills matrix along with the depth of skills and experience of its members. See "Board Renewal" on page 51 of the Information Circular.</p>
2-11	Chair of the highest governance body	The chair of the highest governance body is not a senior executive in the organization.

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2-12	Role of the highest governance body in overseeing the management of impacts	The Board of Directors has established an Environment, Safety and Sustainability Committee (formerly the Environment, Social and Governance Committee) to oversee ESG matters. Management has appointed the Senior Vice President, General Counsel and Corporate Secretary as Chief Sustainability Officer with primary responsibility for ESG.
2-13	Delegation of responsibility for managing impacts	The Board of Directors has established an Environment, Safety and Sustainability Committee (formerly the Environment, Social and Governance Committee) to oversee ESG matters. Management has appointed the Senior Vice President, General Counsel and Corporate Secretary as Chief Sustainability Officer with primary responsibility for ESG.
2-14	Role of the highest governance body in sustainability reporting	Please see page 115 of the Information Circular & Proxy Statement dated March 22, 2023 for the Board ESS Committee's mandate: https://assets.ctfassets.net/tatgxebmkmwo/2g4jYKMlaGGDBFci2D9F5s/ebc1631d76dcdf824f0f5b0a24ae424/Parkland_Information_Circular_-_Final_compressed.pdf
2-15	Conflicts of interest	<p>Parkland has established a Code of Conduct and Conflict of Interest Guidelines (the "Code"). A copy of the Code is signed by each Director, officer and member of senior management annually. Under the Code, directors must declare any significant financial interest, either directly or through a relative or associate, or report whenever they hold or accept a position as an officer or director in an organization that is in a relationship with Parkland, whereby virtue of his or her position in Parkland, the Individual could in any way benefit the other organization by influencing the purchasing, selling or other decisions, related party transactions would be disclosed to the Board through these obligations. In addition to the Code, the directors and corporate officers of Parkland are required to complete annual questionnaires disclosing any related party transactions. These questionnaires assist Parkland in identifying and monitoring possible related party transactions. Furthermore, management reports to the Audit Committee on a quarterly basis the existence of any related party transactions. See "Ethical Business Conduct" on pages 97 of the Information Circular; see also Schedule "A" – Mandate of the Board of Directors on pages 101 to 103 of the Information Circular.</p> <p>Parkland discloses the existence of interlocking directorships in its Information Circular. Parkland defines an "interlock" as two or more Board members serving as Board members of another public company. None of Parkland's Board members serve together as directors or trustees of any public entity other than Parkland. Parkland has not found any need to adopt a formal policy limiting the number of interlocking directorships as none of the Board members serve together on the Board of another public company. The Board periodically reviews whether a formal policy with respect to interlocks is required. See "Board Tenure" on page 50 of the Information Circular.</p> <p>Certain of the directors and officers of the corporation are, and may continue to be, directors or officers of entities that are in competition with or are customers or suppliers of Parkland or certain entities in which Parkland holds an equity investment, or may be engaged in, and may continue to be engaged in, other activities in the industries in which Parkland operates from time to time. As such, certain directors and officers of Parkland may become subject to conflicts of interest in administration of their duties with respect to Parkland from time to time. Such conflicts of interest would be disclosed in the Annual Information Circular.</p> <p>The existence of any controlling shareholders would be disclosed by Parkland in its Annual Information Circular. Parkland does not have any controlling shareholders. See response for 2-15(a) above; see "Related Party Transactions" on page 93 of the Information Circular; see also "Conflicts of Interest" on page 55 of the Annual Information Form.</p> <p>The Alberta <i>Business Corporations Act</i> provides that in the event that an officer or director is a party to, or is a director or an officer of, or has a material interest in any person who is a party to, a material contract or material transaction or proposed material contract or proposed material transaction, such officer or director shall disclose the nature and extent of his or her interest and shall refrain from voting to approve such contract or transaction, unless otherwise provided under the <i>Business Corporations Act</i>. To the extent that conflicts of interests arise, such conflicts will be resolved in accordance with the provisions of the <i>Business Corporations Act</i>.</p>
2-16	Communication of critical concerns	<p>Opportunities to communicate critical concerns are provided at the Board's quarterly meetings and ad hoc meetings as required. Parkland has also established a Whistleblower Policy, which allows a person to report issues or critical concerns anonymously via a hotline or website, or to an email address, which is independently run by Grant Thornton LLP. Issues are reported to the Audit Committee and the Board of Directors.</p> <p>Zero material concerns were reported to the Board during the reporting period.</p>

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2-17	Collective knowledge of the highest governance body	<p>In 2019, Parkland’s Board initiated a committee focused on Environment, Social and Governance (“ESG”) issues. The ESS Committee is appointed by the Board to assist the Board in carrying out its governance and oversight responsibilities in relation to the corporation’s management of matters including, but not limited to: Environment & Sustainability, including low carbon and climate change impacts, GHG emissions, air quality and ecological impacts; and Social Capital, including community engagement, social investment, Indigenous engagement, human rights, and customer privacy.</p> <p>In 2021, the Board received education sessions from external experts on topics including ESG, renewable fuels, hydrogen, EV charging, carbon offset trading, trends in the retail and food industries and capital funding trends including sustainability linked funding.</p> <p>In 2022, the Board received education sessions from external experts on topics such as macro industry trends, sustainability standards, assurance and audit trends, food industry trends, EV charging, and renewal diesel markets. The Board is devoted to continuous learning and development where Parkland provides for reimbursement for applicable education, including, but not limited to, reimbursing 50% of the annual fees for the Institute of Corporate Directors.</p> <p>On an ongoing basis, Parkland ensures that directors have timely access to materials and information required to properly discharge their responsibilities. Parkland also maintains a secure portal for prompt dissemination of quarterly and meeting - related information as well as information related to the industry, ESG best practices and other relevant materials. Parkland also discusses with the directors topics and issues for which they would like to receive a presentation, briefing or report.</p> <p>See “Continuing Education” on pages 52-53 of the Information Circular; see also “Orientation and Continuing Education” on pages 96-97 of the Information Circular; see also “Schedule C - Mandate of the Governance, Nominating and Ethics Committee” on pages 108-111 of the Information Circular.</p>
2-18	Evaluation of the performance of the highest governance body	<p>The Board conducts formal assessments on the Board, Board Committees, the Chair and Committee Chairs every year. In 2022, Parkland’s Board conducted an in-depth assessment process. The Chair of the Board met with each director individually for an individual 360° director assessment. The individual director assessments included a discussion of expectations for directors serving on the Board and provided specific feedback to each director on their performance as a member of the Board.</p> <p>In addition, all of the directors completed questionnaires in order to evaluate and provide constructive input regarding overall Board and Committee performance, Board composition, Board effectiveness, Board meetings, individual directors and the Board Chair, committee composition and Committee Chairs, and duties and responsibilities of the Board and Committee members.</p> <p>The Board has a policy of retaining an external third party to administer the Board effectiveness evaluation at least every three years. In 2021, the Board retained an external expert governance consultant to assist with the Board assessment process. The external consultant conducted individual in-depth interviews with each director, which included questions about effectiveness, communication, personal and individual peer performance, and solicited input from directors about areas for potential improvement. The interviews were open-ended to encourage discussion and seek specific input on topics such as risk, strategy and governance. Senior management was also interviewed by the external consultant for additional views and perspective.</p> <p>The Board discussed the results and recommendations arising out of this in-depth assessment process in camera during a roundtable discussion. The Board expects to conduct its next assessment in 2024, and expects to conduct individual 360° assessments every year.</p> <p>See “Performance” on page 99 of the Information Circular; see also “Board Performance and Professional Development” on pages 52-54 of the Information Circular.</p>
2-19	Remuneration policies	<p>Parkland’s compensation framework consists of both fixed and performance-based components. Base salary is fixed compensation paid in cash and is reviewed annually. Performance-based compensation includes: (i) Annual Incentive Plan as variable compensation paid in cash; (ii) Long-Term Incentive Plan consisting of 35% stock options vesting 1/3 per year on anniversaries of grant and 65% Performance Share Units settled in common shares with a three-year cliff vesting based on company performance. Parkland’s compensation framework also includes an Employee Share Purchase Plan and a Group Benefits Plan. See “Compensation Discussion and Analysis – Parkland’s Compensation Framework” on pages 69-72 of the Information Circular.</p> <p>The majority of Parkland’s executive compensation is linked to financial and operational key performance indicators that align to Parkland’s strategy and to share performance. Annual incentive awards are linked to the achievement of Parkland’s annual business plan objectives. Long-term incentive awards directly correlate to the creation of shareholder value.</p>

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2-20	Process to determine remuneration	<p data-bbox="801 175 1537 196">See "Compensation Governance" on pages 66-68 of the Information Circular.</p> <p data-bbox="801 228 2826 298">The HR&CG Committee reviews, reports and provides recommendations to the Board of Directors on the compensation plans and matters, including compensation of the Chief Executive Officer, Chief Financial Officer and other executive officers of Parkland. The HR&CG Committee also reviews and makes recommendations to the Board on succession plans for the President and Chief Executive Officer, the compensation for members of the Board, and the approval of all grants of Options, PSUs and DSUs.</p> <p data-bbox="801 331 2826 401">The Board of Directors receives and considers the reports and recommendations of the HR&CG Committee and makes the final decisions on these matters. In 2022, the Board of Directors continued to administer compensation matters for directors in a manner substantially consistent with the preceding five years. The Board of Directors continually monitors compensation matters and introduced initiatives to further align Parkland's executive officer compensation with its compensation philosophy.</p> <p data-bbox="801 433 2826 503">The President and Chief Executive Officer typically attends meetings of the HR&CG Committee to provide advice and recommendations regarding compensation of other executive officers. However, the President and Chief Executive Officer is not a member of the HR&CG Committee and, as such, is not entitled to vote on any matter brought before the HR&CG Committee. The President and Chief Executive Officer is not present during discussions on his own compensation, nor does he vote on any matters related to his own compensation, or matters related to executive compensation.</p> <p data-bbox="801 535 2826 605">The Board engages shareholder input relating to executive compensation through a "Say on Pay" advisory vote. Although the vote is non-binding, in considering its approach to compensation in the future, the Board of Directors considers the outcome of the vote as part of its ongoing review of executive compensation. See "Shareholder Advisory Vote on Approach to Executive Compensation" on page 23 of the Information Circular.</p> <p data-bbox="801 638 2826 708">To encourage an objective process for determining compensation, the HR&CG Committee periodically retains an independent compensation consultant and/or obtains data from appropriate surveys to identify benchmarks and assist with developing a compensation scheme and makes recommendations to the Board of Directors based upon approval of the members of the HR&CG Committee. See "How We Comply With Corporate Governance Disclosure Guidelines - Compensation" on page 98 of the Information Circular.</p> <p data-bbox="801 740 2826 781">Parkland discloses the results of its "Say on Pay" advisory vote in its Information Circular. At Parkland's 2022 Annual General Meeting, the results on the non-binding advisory vote on executive compensation were 62,564,610 (88.40%) in favour and 8,208,090 (11.60%) against. See "Shareholder Advisory Vote on Approach to Executive Compensation" on page 23 of the Information Circular.</p>
2-22	Statement on sustainable development strategy	Please refer to page 6 of the 2022 Sustainability Report.
2-23	Policy commitments	Parkland's commitments to responsible business conduct include our Code of Conduct and Anti-Corruption Policy, which were approved by the Board. These commitments affirm the Board members adherence to legislation such as the <i>U.S. Foreign Corrupt Practices Act</i> and the <i>Canadian Corruption of Foreign Public Officials Act</i> . Parkland has implemented a Supplier Code of Conduct that requires adherence to anti-slavery and anti-child/forced labour practices. We are in the process of integrating the Supplier Code of Conduct into our supply contracts and communicating the policy and its requirements to our suppliers. Parkland has also implemented a Human Rights Policy that requires adherence to anti-slavery and anti-child/forced labour practices. The Human Rights Policy is available on the Sustainability section of our Parkland.ca website.
2-24	Embedding policy commitments	Policy commitments are embedded through the implementation and repeated re-certification of our Code of Conduct and other policies. Live training is conducted with respect to policies such as the Competition Act Policy throughout the business. Senior management regularly reinforces the company's core values, including our commitment to act with integrity, during meetings and calls with management and all employees. Finally, "BOLD" behaviours, which reinforce the company's values, are assessed as part of the performance management process.
2-25	Processes to remediate negative impacts	<p data-bbox="801 1135 2826 1205">Parkland engages directly with communities in which it operates to identify and understand impacts of our activities. Local employees and management are encouraged to participate in local events and to speak directly with customers and residents who may be affected by our activities. Our Policy, Sustainability, and Government Relations team publishes newsletters, holds community engagement sessions, and conducts ad hoc discussions with individuals who have concerns or grievances, particularly in association with our Burnaby refinery.</p> <p data-bbox="801 1229 2013 1248">Parkland works with regulators and local communities to remediate environmental impacts, if any, associated with our activities.</p>

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2-26	Mechanisms for seeking advice and raising concerns	<p>The organization has implemented numerous mechanisms for individuals to seek advice on implementing the organization's policies and practices for responsible business conduct and to raise concerns about the organization's business conduct. In addition to each individual's supervisor, representatives from the company's People & Culture team are available for individuals to request advice or to raise concerns. In September 2022, Parkland launched its "Disrespectful Workplace Incident" program available to employees through Parkland's intranet, allowing employees to confidentially report workplace incidents to Parkland's People & Culture team. Further, the organization's General Counsel is prominent within the organization, and his direct contact information is provided in the Code of Conduct and similar policies. Concerns that are brought to the company through any of these mechanisms are investigated by members of the Legal, Risk & Controls and People & Culture teams as required.</p> <p>Finally, the Whistleblower Policy, which maintains a Whistleblower Hotline that is operated by a third party, provides individuals with a mechanism to anonymously raise concerns. Retaliation against good-faith reporters is not tolerated, as described in the Whistleblower Policy.</p>
2-27	Compliance with laws and regulations	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
2-29	Approach to stakeholder engagement	<p>Parkland believes that engagement and consultation with key partners is foundational to the role we play in the communities in which we operate. Parkland's Policy, Sustainability and Government Relations team helps support the identification of such partners throughout the business through strategic mapping across our projects and operations, and provides best practices for effective engagement and communications. Examples of partners that we have identified and engage include, but are not limited to:</p> <ul style="list-style-type: none"> • Indigenous Peoples and Governments • Local Community Members • Governments and Regulators • Partners • Suppliers • Investors • Customers • Employees
2-30	Collective bargaining agreements	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
3-1	Process to determine material topics	Please refer to page 10 of the 2022 Sustainability Report.
3-2	List of material topics	Please refer to page 10 of the 2022 Sustainability Report.
3-3	Management of material topics	<p>Please refer to the following pages in the 2022 Sustainability Report.</p> <ul style="list-style-type: none"> • Climate Change: pages 7-9, 17-21 • Safety & Emergency Preparedness: pages 7-9, 12-16 • Product Transportation & Storage: pages 7-9, 17-21 • Diversity & Inclusion: pages 7-9, 12-16, 22-25 • Governance & Ethics: pages 7-9, 11, 11-28
201-1	Direct economic value generated and distributed	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> • Current and emerging climate-related legislation and regulation are relevant and are always included in our risk assessment process; these risks may increase costs, adversely affect Parkland's operations, reduce customer demand, and have adverse reputational impacts. • New technologies that increase fuel efficiency, reduce consumption, offer alternative vehicle power sources or accelerate autonomous adoption will reduce consumption and demand for petroleum-based motor fuels. These technological developments could potentially have a material adverse effect on the corporation's business, financial condition and results of operations if the corporation does not adapt to changing consumer demands. • Legal actions from climate-related events are relevant and are always included in our risk assessment process, given the potential risks to our business from claims. • Market demand for crude oil and petroleum products from climate change is relevant and is always included in our risk assessment process. • Parkland's reputation is relevant and is always included in our risk assessment process, given the potential risk of increased operating costs for our business, decreased customer demand and adverse reputational impacts. • Parkland's assessment of risk factors related to the impact of climate change and sustainability/ESG requirements is described in Parkland's Annual Information Form and MD&A.

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3-3	Management of material topics: anti-corruption	<ul style="list-style-type: none"> • Potential negative impacts arising from corrupt behaviours include, among others, conducting business with sanctioned businesses or individuals, which may lead to the inadvertent support of regimes that do not respect human rights or that are otherwise sanctioned by US, Canadian, or other governments; and paying bribes to government officials or private individuals, leading to an unfair playing field and to the reduction of trust in the government. • Parkland is not involved with any of the negative impacts through its activities or as a result of its business relationships. • Parkland has an Anti-Corruption Policy and a Code of Conduct, which strictly prohibit the involvement in the described activities. • The applicable policies are read and agreed to by all employees, and training is conducted to reinforce the commitments made. • The organization targets zero instances of corruption. Tracking is conducted by conducting regular audits of the company's books and records to ensure accurate reporting and to identify any instances of improper payments. • Stakeholders' views are incorporated through the use of industry best practices and formal and informal consultation with suppliers, customers, and others.
205-2	Communication and training about anti-corruption policies and procedures	All Board members and employees are required to review and agree to the company's Code of Conduct and Anti-Corruption policies. Training on these policies is provided to all new employees.
205-3	Confirmed incidents of corruption and actions taken	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
3-3	Management of material topics: anti-competitive behaviour	<ul style="list-style-type: none"> • Potential negative impacts arising from anti-competitive behaviours include, among others, lessening competition, reputational impacts on Parkland, and regulatory actions. • Parkland is not involved with any of the negative impacts through its activities or as a result of its business relationships. • Parkland has a Competition Act Policy, which strictly prohibits involvement in the described activities. • The applicable policies are read and agreed to by all employees, and additional periodic risk-based training is conducted to reinforce the commitments made. • The organization targets zero instances of anti-competitive behaviours. • Stakeholders' views are incorporated through the use of industry best practices and formal and informal consultation with suppliers, customers, and others.
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	None
207-1	Approach to tax	<ul style="list-style-type: none"> • Parkland has a Board-approved Global Tax Framework the ("GTF") that describes the expected behaviour of tax individuals across the Parkland organization. This is not publicly available. • Parkland's Director of Corporate Tax monitors adherence to the GTF and reports any material violations to the Parkland Audit Committee each quarter if applicable. • Material tax planning is only implemented after consultation with a competent external tax advisor. Material tax issues are discussed with the Chief Financial Officer and Chair of the Parkland Audit Committee each quarter. • Material tax adjustments are communicated quarterly with the Chief Financial Officer and AC, allowing for senior leadership review of tax risks and GTF adherence. • GTF dictates that any tax concerns are to be reported to the Director, Corporate Tax and or Audit Committee consistent with Parkland's Whistleblower Policy. • Tax disclosures are audited by our external auditor, PWC.
207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> • Tax governance and control framework: Please see GRI 207-1. • Mechanisms for reporting concerns about unethical or unlawful behaviour and the organization's integrity in relation to tax: Informally through Management and/or Parkland's Whistleblower Hotline https://www.parkland.ca/about-parkland/governance. • Assurance Process: C-SoX, Internal Audit and Other Assurance Reviews to confirm effectiveness of internal controls - specifically to tax (NI52-109 Certification of Disclosure in Issuers' Annual & Interim Filings). • Tax Director reports Parkland's tax status to Chief Financial Officer, CEO, and AC each quarter.
207-3	Stakeholder engagement and management of concerns related to tax	Parkland has a Board-approved Global Tax Framework that describes the expected behaviour of tax individuals across the Parkland organization. This is not publicly available.
3-3	Management of material topics: energy	Please refer to the Environment section on pages 17-21 of the 2022 Sustainability Report.
302-1	Energy consumption within the organization	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
302-4	Reduction of energy consumption	Please refer to the Environment section on pages 17-21 of the 2022 Sustainability Report.
3-3	Management of material topics: emissions	Please refer to the Environment section on pages 17-21 of the 2022 Sustainability Report.
305-1	Direct (Scope 1) GHG emissions	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.

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305-2	Energy indirect (Scope 2) GHG emissions	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
305-4	GHG emissions intensity	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
305-5	Reduction of GHG emissions	Please refer to pages 17-21 of the 2022 Sustainability Report.
305-6	Emissions of ozone-depleting substances (ODS)	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
401-1	New employee hires and employee turnover	<p>New employee hires by region and gender:</p> <ul style="list-style-type: none"> • International: Women - 5%, Men - 8% • Canada: Women - 10%, Men - 19% • USA: Women - 20%, Men - 23% <p>Employee turnover by region and gender:</p> <ul style="list-style-type: none"> • International: Women - 3%, Men - 5% • Canada: Women - 9%, Men - 14% • USA: Women - 6%, Men - 15% <p>Our turnover calculation is defined as the number of terminations (voluntary + involuntary) divided by the total headcount as at year end, excluding any contingent workforce.</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Parkland provides our employees a market competitive Total Rewards package across all geographies where we operate, including but not limited to, group insurance coverage, group health/medical plans, disability coverage with legislative leaves coverage, paid time off and group savings plans. We monitor market trends closely and adjust where necessary to ensure our group benefits meet the needs of employees and their families.
403-1	Occupational health and safety management system	Parkland has implemented an occupational health and safety management system that covers all workers, activities and workplaces. The occupational health and safety management system was implemented in accordance with legal requirements and risk management standards and guidelines (e.g., Transportation of Dangerous Goods, occupational health and safety acts and codes, building and fire codes, pressure vessel codes, pipeline codes), which are included in the Parkland Operational Excellence Management System (POEMS). Additionally, Parkland maintains a corporate risk matrix that is monitored and managed by Risk and Controls. For more information on POEMS and its 8 elements, including Element 2 (Health & Safety), please refer to pages 26-29 of the AIF.
403-2	Hazard identification, risk assessment, and incident investigation	<p>Parkland has implemented formal hazard assessments and field level hazard assessments. A training matrix has been developed that defines required training and evaluation for specific job roles and tasks in the organization. Results of assessments and training are provided and reviewed by leadership. Additionally, Parkland has a process for workers to report hazards, which notifies leadership via email and allows for the creation of a corrective action. Parkland's POEMS contains content on just culture and the process used for investigating incidents to ensure a just culture is maintained.</p> <p>Workers are trained in the right to refuse unsafe work and Parkland's right to refuse states that workers are protected against reprisals for reporting workplace health and safety concerns. Parkland has an established process to investigate work-related incidents and near misses. Incidents are investigated using root cause analysis such that identified root causes have corrective actions assigned and tracked through completion in the HSE database. Lessons learned are distributed to the organization with the investigative process being documented on Parkland Path, Parkland's company intranet.</p>
403-3	Occupational health services	Parkland employs an Occupational Health Nurse (OHN) to manage the occupational health services needs of the Canadian workers. In Canada, a telemedicine program is available to expedite injury management care to its population thus reducing lost time and expediting recovery. This program minimizes occupational health risks.
403-4	Worker participation, consultation, and communication on occupational health and safety	The Occupational Health & Safety (OHS) team is working to develop a program that will provide a similar service enterprise wide taking into account the regional legislations and requirements.
403-5	Worker training on occupational health and safety	Parkland has a documented occupational health and safety training curriculum that is based on a training matrix. Training is provided both through e-learning and instructor-led training when required (e.g., first aid, confined space entry). All Parkland employees are provided occupational health and safety e-learning courses and role specific occupational health and safety training is provided as required. Parkland uses a learning management system (LMS) to assign training and track completions.

GRI Reference Code	Description	2022 Response
403-9	Work-related injuries	<p>For number of fatalities, recordable injuries, TRIF and LTIF, please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.</p> <p>Work-related hazards that pose a risk of high-consequence injury include: transportation, handling, and transferring of the various dangerous goods as well as the various equipment under high pressure used at various Parkland facilities. Means of identifying workplace hazards include: formal hazard assessments, process hazard analysis (PHA) and layer of protection analysis (LOPA). In 2022, Parkland introduced the use of vehicle camera programs in its international division to help reduce the risks associated with driving commercial vehicles. The USA and Canada divisions have in-vehicle cameras in all heavy duty vehicles. Additionally, in 2022, Parkland implemented an Occupational Health module to its existing Cority platform. The Occupational Health module will support improvements in injury and illness case management.</p>
405-1	Diversity of governance bodies and employees	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
406-1	Incidents of discrimination and corrective actions taken	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
3-3	Management of material topics: child labour	<ul style="list-style-type: none"> • Potential negative impacts arising from the use of child labour include, among others, the exploitation of vulnerable people, reputational impacts on Parkland, and regulatory actions. • Parkland is not involved with any of the negative impacts through its activities or as a result of its business relationships. • Parkland has a Code of Conduct, Supplier Code of Conduct, and Human Rights Policy, which strictly prohibit involvement in the described activities. • The applicable policies are read and agreed to by all employees, and training is conducted to reinforce the commitments made. • The organization targets zero instances of child labour. • Stakeholders' views are incorporated through the use of industry best practices and formal and informal consultation with suppliers, customers, and others.
408-1	Operations and suppliers at significant risk for incidents of child labour	<ul style="list-style-type: none"> • No operations or suppliers of Parkland are considered to have significant risk for incidents of child labour or of young works exposed to hazardous work. • No operations or suppliers of Parkland are considered to have significant risk for incidents of child labour. • Parkland has developed a Supplier Code of Conduct that will be required of all suppliers, and which strictly prohibits the use of child labour. Parkland has also developed a Human Rights Policy, applicable to the corporation and all of its employees, directors, contractors and to all of its subsidiaries and affiliated companies, including joint ventures where it has a controlling interest, which strictly prohibits the use of child labour.
3-3	Management of material topics: forced or compulsory labour	<ul style="list-style-type: none"> • Potential negative impacts arising from the use of forced labour include, among others, the exploitation of vulnerable people, reputational impacts on Parkland, and regulatory actions. • Parkland is not involved with any of the negative impacts through its activities or as a result of its business relationships. • Parkland has a Code of Conduct, Supplier Code of Conduct, and Human Rights Policy, which strictly prohibit involvement in the described activities. • The Code of Conduct is read and agreed to by all employees, and training is conducted to reinforce the commitments made. • The organization targets zero instances of the use of forced labour. • Stakeholders' views are incorporated through the use of industry best practices and formal and informal consultation with suppliers, customers, and others.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<ul style="list-style-type: none"> • No operations or suppliers of Parkland are considered to have significant risk for incidents of forced or compulsory labour. • Parkland has developed a Supplier Code of Conduct that will be required of all suppliers, and which strictly prohibits the use of force or compulsory labour. Parkland has also developed a Human Rights Policy, applicable to the corporation and all of its employees, directors, contractors and to all of its subsidiaries and affiliated companies, including joint ventures where it has a controlling interest, which strictly prohibits the use of forced or compulsory labour.
3-3	Management of material topics: indigenous peoples	The rights of Indigenous Peoples are an important priority to Parkland. Our goal is to foster meaningful and beneficial relationships built on mutual understanding, integrity, respect, and transparency. Our Policy, Sustainability, and Government Relations team has established an Indigenous Relations function with responsibilities at the Manager, Director, and Vice President level, reporting to the role of Senior Vice President, General Counsel and Corporate Secretary, Chief Sustainability Officer. Parkland recognizes it operates on or within the traditional territories of numerous Indigenous Nations and communities through Canada, the US, and internationally. We have established close and growing relationships with many Indigenous Nations, including in particular those surrounding our refinery in Burnaby, British Columbia.
411-1	Incidents of violations involving rights of Indigenous Peoples	No material incidents.
3-3	Management of material topics: local communities	Please refer to pages 22-25 of the 2022 Sustainability Report.

GRI Reference Code	Description	2022 Response
413-1	Operations with local community engagement, impact assessments, and development programs	<p>Parkland has social investment programs across the enterprise. Key examples include:</p> <ul style="list-style-type: none"> • Parkland Pledge and Community Driven: https://www.parkland.ca/en/sustainability/community • Burnaby Refinery's Community Advisory Panel and Social Investment Program: https://www.burnabyrefinery.ca/community/community-advisory-panel/ • Sol Cares: https://solpetroleum.com/about-us/in-the-community/ • Ultramar Foundation: https://www.ultramar.ca/en/community-involvement/ <p>Please refer to page 25 of the 2022 Sustainability Report for more information on Parkland's community engagement.</p>
3-3	Management of material topics: public policy	<p>Parkland's Policy, Sustainability, Indigenous Relations and Government Relations functions are integrated, helping to ensure consistency between activities with public policy implications in all regions where Parkland operates. Parkland's integrated Policy, Sustainability and Government Relations department – which is responsible for public policy engagement, including on climate-related issues – reports directly to Parkland's Chief Sustainability Officer, who reports to Parkland's Board ESS Committee on sustainability-related matters on a quarterly basis.</p> <p>Public policy engagement throughout Parkland is undertaken to ensure compliance with changing regulatory environments and is undertaken in the most responsible way possible. Further, all public policy professionals at Parkland who engage directly with governments are registered with the appropriate lobbying authorities and report on their activities on a regular cadence as required by the regulatory bodies.</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
3-3	Management of material topics: marketing and labeling	<p>Parkland complies with all regulatory requirements regarding the product information and labeling for the sourcing, transportation, and sale of fuel, lubricants, and convenience store items. This includes the safe disposal of all these products as well.</p> <p>Furthermore, Parkland complies with all local regulations in regards to the sale of age-restricted items including tobacco products and alcohol.</p>
417-1	Requirements for product and service information and labeling	Same response as for GRI 3-3 (Management of material topics: marketing and labeling).
417-2	Incidents of non-compliance concerning product and service information and labeling	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
417-3	Incidents of non-compliance concerning marketing communications	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
3-3	Management of material topics: customer privacy	<ul style="list-style-type: none"> • Potential negative impacts arising from privacy violations include, among others, the breach of individuals' privacy rights, reputational impacts on Parkland, and regulatory actions. • Parkland is not involved with any of the negative impacts through its activities or as a result of its business relationships. • Parkland has a Privacy Policy, which addresses the ways in which the company manages sensitive data and ensures individuals' privacy is appropriately protected in accordance with our values and with applicable legislation. • The applicable policies are read and agreed to by all employees, and training is conducted to reinforce the commitments made. • The organization targets zero instances of privacy violations. • Stakeholders' views are incorporated through the use of industry best practices and formal and informal consultation with employees, suppliers, customers, and others.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
3-3	Management of material topics: socioeconomic compliance	Parkland maintains an excellent overall compliance record, as well as compliance with specific laws or regulations in the social and economic area. No material instances of accounting and tax fraud, corruption, bribery, competition, issues in the provision of products and services, or labour issues have been experienced during the reporting period.
419-1	Non-compliance with laws and regulations in the social and economic area	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
306-3	Significant spills	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.

2022 Sustainability Accounting Standards Board (SASB) Index (Oil & Gas - Refining & Marketing)

Description	SASB Reference Code	2022 Response
GHG Emissions	EM-RM-110a.1	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
	EM-RM-110a.2	Please refer to the Environment section on pages 17-21 of the 2022 Sustainability Report.
Air Quality	EM-RM-120a.1	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
	EM-RM-120a.2	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
Water Management	EM-RM-140a.2	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
Workforce Health & Safety	EM-RM-320a.1	Please refer to the Sustainability Performance Data on pages 31-34 and GRI 403-9 on page 10 of the 2022 Sustainability Framework Mapping.
	EM-RM-320a.2	Please refer to GRI 403-1 on page 9 of the 2022 Sustainability Framework Mapping.
Product Specifications & Clean Fuel Blends	EM-RM-410a.1	As we do not produce fuels in the US, 100% of the company's US RVO is met through the purchase of separated renewable identification numbers.
	EM-RM-410a.2	Parkland makes up 2.9% of Canada's 1.865 million barrels per day of total refining capacity, but an estimated 92% of the country's renewable refining capacity.
Pricing Integrity & Transparency	EM-RM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation: zero
Management of the Legal & Regulatory Environment	EM-RM-530a.1	Parkland uses multiple mechanisms to identify and mitigate risks associated with government regulations and policy proposals. The company's Policy, Sustainability, and Government Relations group engages regularly with multiple levels of government across the jurisdictions in which we operate to ensure ongoing awareness of new and proposed policy changes. The company has subject matter experts who monitor government announcements and interpret their impact on business operations. The company participates in multiple industry associations throughout the applicable regions (e.g., Canadian Fuels Association). The company also engages external consultants to aid with compliance and awareness of planned and potential changes. Parkland seeks to support meaningful positive change with respect to environmental and social factors that affect the industry, while also encouraging positive economic outcomes.
Refining throughput of crude oil and other feedstocks	EM-RM-000.A	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
Refining operating capacity	EM-RM-000.B	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.

2022 Task Force on Climate-Related Financial Disclosures (TCFD) Index

TCFD Reference	Description	2022 Response
GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities	a) Describe the Board's oversight of climate-related risks and opportunities.	Please refer to GRI 2-14 on page 4 of the 2022 Sustainability Framework Mapping.
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Parkland's Chief Sustainability Officer (CSO) oversees corporate social responsibility matters across the enterprise. The CSO is an executive-level position that reports to the Board's ESS Committee on sustainability-related matters, including climate-related issues, on a quarterly basis. These matters are monitored by Parkland's Policy, Sustainability, and Government Relations team, which reports directly to the CSO, with the support of other relevant Parkland teams. The CSO is also the Chair of the Parkland's Sustainability Task Force.</p> <p>Parkland's Vice President of Health, Safety and Environment (VP, HSE) provides input into sustainability initiatives, manages Parkland's Environmental team globally, and helps to set annual targets and objectives that contribute to Parkland's goal of reduced GHG emissions and a reduced carbon footprint. The VP, HSE is a management-level position that reports to the Board's ESS Committee on a quarterly basis.</p> <p>Parkland's Sustainability Task Force is chaired by the CSO and consists of senior leaders from all jurisdictions that represent Parkland's many functional units. Task Force members were selected based on their diverse expertise and commitment to sustainable leadership. The Sustainability Task Force is responsible for helping develop Parkland's overarching sustainability strategy and policy, as well as its sustainability report. The Task Force also seeks and evaluates innovative sustainable business opportunities that enable Parkland to continue providing value to our customers, shareholders and communities.</p>
STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Please refer to GRI 201-2 on page 7 of the 2022 Sustainability Framework Mapping.
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<p>As the world transitions to a low-carbon economy, Parkland has an important role to play in supporting this transition. We are continuing to progress the Energy Transition strategy that we developed in 2021. This strategy focuses on three main pillars: Decarbonize our conventional fuels offerings; Diversify our retail operations to enhance our offer and improve resilience; and Develop our conventional business responsibly. This strategy is detailed further on page 16 of the AIF.</p> <p>Climate-related risks and opportunities inform Parkland's financial planning in the following ways:</p> <ul style="list-style-type: none"> • Revenues: The transition to a lower carbon economy will introduce several changes that could impact Parkland's business, such as the introduction of carbon taxes; government policy in favour of electric vehicles and clean fuels; the introduction of new technologies that could make alternative vehicles cost-competitive with internal combustion engines; and consumer behaviours shifting in favour of lower-carbon transportation. Each of these factors poses a potential challenge to Parkland's fuel revenues (both volumes and margins) and refining margins; they also present an opportunity for Parkland to participate in new lines of business (such as EV charging and renewable fuels manufacturing). • Capital expenditures: Parkland has shifted the profile of our capital expenditures in response to expected changes in consumer demand. For instance, our retail sites have a much greater emphasis on convenience retailing, food, carwash and other non-fuel categories, which are expected to be more resilient over time. We have also begun development of an EV charging network focusing primarily in the Canadian province of British Columbia, which is a leading jurisdiction for EV adoption. • Capital allocation: Parkland actively looks at the amount of capital that we spend in different lines of business, including fuel marketing, convenience marketing, conventional and renewable refining. Climate-related risks and opportunities have caused us to allocate more capital to non-fuel categories (convenience retailing, food, and renewable refining) and relatively less on conventional fuels. It has also influenced our geographic capital allocation, where we are allocating more funds to markets that have a stronger demand profile for fuels. • Access to capital: An increasing number of equity and debt investors are considering a company's ESG strategy among their criteria for investing; some have begun to place restrictions on the types of companies that they will finance. We have begun communicating our ESG strategy more regularly with the investment community, and have incorporated a significant amount of feedback into our business strategy and ESG goals.

TCFD Reference	Description	2022 Response
STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Parkland launched an energy transition strategy in 2021 to drive sustainable growth and support a low-carbon future. This strategy consists of three main pillars: <ul style="list-style-type: none"> • Develop – growing our resilient conventional fuels business, including consolidation of the industry through mergers and acquisitions and investments in our supply advantage. • Diversify – creating retail destinations (including convenience, food, car wash, fuel and EV charging) that will attract retail customers regardless of their choice of vehicle. • Decarbonize – partnering with our customers through the energy transition through offers such as renewable fuels and lubricants, compliance and carbon offsets, fleet EV charging, commercial solar power, and other solutions as policy and technology evolve. <p>For more information on our energy transition strategy, please refer to page 16 of the AIF.</p>
RISK MANAGEMENT		
Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Parkland has an established Enterprise Risk Management program that facilitates effective risk management through a systematic approach for the consistent identification, evaluation and mitigation of risks, including climate change risk. The program includes an annual enterprise-wide risk assessment as well as quarterly reviews. The program is supported by quantitative analysis and engagement from Parkland's Board of Directors, Senior Leadership Team, Senior Management Team and business units across the enterprise. We consider a wide range of risk drivers, including climate-related risks and potential impacts on our people, our partners, and the environment to ensure that we manage our business in a sustainable manner. <p>Parkland plans to align our approach to climate-related risk assessment and disclosure with the International Financial Reporting Standards (IFRS), as these standards emerge.</p>
METRICS AND TARGETS		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	Please refer to the Sustainability Performance Data on pages 31-34 of the 2022 Sustainability Report.
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Please refer to pages 8-9 of the 2022 Sustainability Report.

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