

Parkland Sustainability Policy

Sustainability encompasses all environmental, social and governance (ESG) dimensions. As a society, we must work together to create a resilient, low-carbon future in which future generations can prosper. Parkland's Sustainability Policy sets out our sustainability vision and commitments and guides our efforts to contribute to a more sustainable future. This policy is applicable to all staff, suppliers and service providers working for, or on behalf of, Parkland wherever we conduct business.

Vision and Commitments

Sustainability is embedded across our business. We are committed to contributing to a more sustainable, lower-carbon future for our business, communities, employees, investors, and other stakeholders. Foundational to this is our dedication to continuous improvement, safe operations, and compliance with all applicable laws and regulations.

Our commitment to sustainability is reflected in the strategic investments we are making. We are committed to collaborating with governments where we operate to help them achieve their emissions reductions goals. We see the energy transition as an opportunity for Parkland to grow and provide even more options for our customers to power their journeys. We also strive to generate positive social impact by operating safely and responsibly, building a diverse and inclusive workplace, and supporting our local communities.

Our work on sustainability is underpinned by our values: Safety, Integrity, Community and Respect. We support the United Nations Sustainable Development Goals, several of which inform our approach to sustainability, and are participants in the UN Global Compact. Parkland's sustainability vision is reflected in our enterprise Sustainability Strategy – please see below for further details.

Sustainability Governance

Transparent corporate governance is critical to resilience, long-term shareholder value, and progress on our sustainability strategy. Parkland's sustainability governance structure includes our Board of Directors and its Environment, Social & Sustainability (ESS) Committee as well as the Senior Leadership Team (SLT), including the Senior Vice President, People & Culture, Health Safety and Environment, and Sustainability (SVP, P&C, HSE, Sustainability). These functions are supported by the cross-functional Sustainability Task Force, comprised of leaders from business units across the enterprise. Our Board members include senior leaders from finance, energy, human resources and sustainability to help guide our sustainability strategy in alignment with our corporate goals to provide ongoing shareholder value.

Parkland is committed to integrating sustainability across our operations and in all our strategic decision making. The ESS Committee is responsible for overseeing the company's sustainability performance. Parkland's SLT, SVP, P&C, HSE and Sustainability and Sustainability Task Force are responsible for the development and implementation of this policy and providing required support to ensure the policy's alignment with the company's operations and activities.

Parkland's governance structure as it pertains to sustainability is outlined below.



Disclosure

Our sustainability reporting is guided by globally recognized ESG reporting frameworks, including:

- Global Reporting Index (GRI)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)

Future reporting will be guided by applicable forthcoming regulatory and methodology updates.

Sustainability Strategy

Parkland's enterprise-wide sustainability strategy is grounded in five priority areas. Each priority area has related targets that help guide our progress. These priorities reflect our business and our impact across Environmental, Social and Governance (ESG) dimensions:

- Promote healthy and safe operations
- Support customers through the energy transition
- Reduce our operational climate impact
- Build a diverse team and inclusive workplace
- Invest in our communities

This strategy reinforces our commitment to minimize our and our customers' environmental impact, and to support our customers, team members, and local and Indigenous communities, now and into the future.

Promote Healthy and Safe Operations

Safety is our top core value and we are committed to upholding our strong safety culture, which protects our people and our assets. In support of this commitment, we have set the following targets:

- Ambition to zero injuries and fatalities
- Establish processes to help safeguard assets and workforce from climate-related weather events

Support our Customers through the Energy Transition

Parkland is committed to supporting our customers' evolving needs as we collectively navigate the energy transition. In support of this commitment, we have set the following targets:

- Provide customers with products and services that help reduce emissions compared to conventional alternatives¹
- Reduce customer CO₂e emissions by at least 1million tonnes²

Reduce our Operational Climate Impact

Parkland is working to decarbonize our business. In support of this commitment we have set the following targets:

- Reduce Scope 1 and 2 GHG emissions from marketing facilities by 40% per site by 2030, compared to a 2019 baseline year
- Burnaby Refinery to align with the British Columbia (BC) Government's Output-Based Pricing System's climate ambitions³
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For more information, please read *Parkland's Approach to Climate Change*.

Build a Diverse Team and Inclusive Workplace

Parkland is committed to fostering a diverse and inclusive workplace that reflects the diverse communities in which we operate and supports employee growth and advancement. In support of this commitment, Parkland has set the following targets:

- Maintain a minimum 30% of women on Board, while aspiring to achieve 50% representation. Achieve and maintain 30% representation by women in management.
- Strengthen culture of employee inclusion through leadership training programs for women

Invest in our Communities

Parkland strives to generate positive impact in our local and Indigenous communities. In support of this commitment, Parkland has set the following targets:

- Invest for impact in local communities (1% of net earnings (loss))

¹ Helping customers to reduce their emissions includes providing retail customers with EV charging opportunities to reduce their Scope 1 emissions, co-processing and blending of low-carbon fuels at the Burnaby Refinery to provide opportunities for commercial customers to reduce their Scope 1 emissions, and installing solar projects for customers as part of Sol Evolution business based in the Caribbean to provide opportunities for customers to reduce their Scope 2 emissions.

² This target aims to provide a greater volume of low-carbon intensity fuels from blending and co-processing to commercial customers of the Burnaby Refinery for them to reduce their Scope 1 GHG emissions. The customer reduction is calculated using the methodology outlined in the BC LCFR, where one compliance unit is equal to one tonne of CO₂e. For a sample calculation, please see page 12 of this guidance from the BC government: https://www2.gov.bc.ca/assets/gov/farming-natural-resources-and-industry/electricity-alternative-energy/transportation/renewable-low-carbon-fuels/lcfs_info_sessions_nov2023_final.pdf. The target carbon intensity and energy content is provided in the regulation, the energy effectiveness ratio is 1 for our fuel classes, and the recorded carbon intensities for blended biofuels are provided by the suppliers and approved by the BC Ministry of Energy, Mines, and Low Carbon Innovation.

³ More information on the BC Output-Based Pricing System can be found here: <https://www2.gov.bc.ca/gov/content/environment/climate-change/industry/bc-output-based-pricing-system>

- Achieve Partnership Accreditation in Indigenous Relation (PAIR) Bronze Certification through the Canadian Council for Indigenous Business (CCIB)

Parkland is also committed to conducting applicable engagement and consultation regarding operational activities that may impact local and Indigenous communities.

Honouring our Commitments

Our commitments to sustainability must be supported by appropriate accountabilities, measurement, monitoring, reporting and feedback to provide a framework for continuous improvement. As part of these commitments, we plan to provide ongoing updates of our progress in our Annual Sustainability Report, engage regularly with our stakeholders, and hold ourselves, along with our suppliers, contractors and business partners accountable for achieving the commitments set out in this policy.

Support & Resources

We invite you to engage with us. For all enquiries related to this policy please contact us at: Sustainability@parkland.ca

Links to Related Parkland Documents

[*Code of Conduct & Conflict of Interest - Guidelines for Directors, Officers and Senior Managers*](#)

[*Human Rights Policy*](#)

[*Health, Safety and Environment Policy*](#)

[*Parkland's 8 Life Saving Rules*](#)

[*Supplier Code of Conduct*](#)

Links to Relevant International Conventions, Goals and Task Forces

[*United Nations Sustainable Development Goals*](#)

[*United Nations Global Compact*](#)