Drive to Zero
SUSTAINABILITY REPORT
Highlights of our Drive to Zero

We are proud to share the progress we’ve made on our Sustainability journey.

Our Key Strategic ESG issues continue to chart our path. This year we have broadened our impact by introducing an enterprise-wide Sustainability Strategy with meaningful and measurable targets, in consultation with external stakeholders.

Here are the highlights from the journey thus far.

Climate change is the first of our five Key Strategic issues that we address as part of our Drive to Zero ambition.

CLIMATE CHANGE

We are Driving to Zero emissions by reducing our carbon footprint and helping our customers reduce theirs.

- Helping our customers reduce their GHG emissions by up to 1MT a year by 2026 through increased production of low-carbon fuels. This is the equivalent of taking over 350,000 cars off the road.
- Executing Parkland’s energy transition strategy, including deployment of EV and solar infrastructure.
- On track to achieve the equivalent of taking 80,000 cars off the road through co-processing in 2021.

**REDUCE SCOPE 1 AND SCOPE 2 GHG EMISSIONS THROUGH:**

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<th>Refining</th>
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Based on 2019 Emissions Baseline

*This report includes data and highlights from our 2020 operations and acknowledges key 2021 milestones.*
Highlights of our Drive to Zero

The work we’ve undertaken on these Key Strategic ESG issues represents significant strides to increase our impact on our own operations, in support of our customers, employees, and partners.

SAFETY & EMERGENCY PREPAREDNESS

Drive to Zero injuries and fatalities through a commitment to Operational Excellence to help ensure the health and safety of our people and communities.

- Decline in Total Recordable Injury Frequency (TRIF) from 1.52 in 2019 to 1.12 in 2020.
- Global rollout of Parkland’s Operational Excellence Management System (POEMS).
- 900+ days without Lost Time Injury for Sol.

PRODUCT TRANSPORTATION & STORAGE

We are Driving to Zero accidents and spills by moving and storing our products safely and reliably using rigorous operational training and controls.

- Target to reduce spill volume per litre sold by 50% by 2025.
- Upgraded HSE management system to enable state-of-the-art capabilities.
- Fourth consecutive Grand Slam Award from the Association of American Railroads for safe shipping.

DIVERSITY & INCLUSION (D&I)

We have Zero tolerance for racism and discrimination and are championing diversity and fostering systemic and cultural inclusion at all levels of our organization.

- Newly established Black Action Committee will proactively support the inclusion of our Black team members.
- Conducted enterprise-wide diversity and inclusion survey and embedded D&I strategy pillars throughout the organization.
- Recognition of team members through the CSPN Women in Leadership Summit and Star Women in Convenience Award.
- Enhanced D&I training for leaders across the enterprise.

GOVERNANCE & ETHICS

We have Zero tolerance for corruption, bribery and unethical behaviour.

- Launched our Canadian Indigenous Relations Strategy and committed to Progressive Aboriginal Relations (PAR) certification through the Canadian Council for Aboriginal Business (CCAB).
- Instituted diversity targets for Parkland’s Board and management.
- Among the first in Canada to set specific and measurable ESG targets related to mergers and acquisitions.
- Annual enterprise-wide risk assessments and quarterly reviews to ensure we manage our business in a sustainable manner.
We have continued to make tremendous progress on our Sustainability strategy and disclosure since our inaugural report. A focus over the past year has been Drive to Zero, which is core to our sustainability journey. Our goal is to ultimately achieve zero safety incidents, zero spills, zero tolerance for racism and discrimination, and to help our governments achieve their goal of net-zero emissions by 2050.

This year, we finalized our enterprise-wide Sustainability Strategy, which will help guide us as we rise to the challenge of providing energy that the world needs in the most responsible way possible. Our strategy builds on existing activities and opportunities that provide value to our customers, shareholders and communities, and includes measurable targets that align with the Key Strategic ESG Issues outlined in our inaugural report.

Parkland supports governments’ goal to achieve net-zero emissions by 2050 in alignment with the 2015 Paris Agreement. This support is reflected in our commitment to reduce our Scope 1 and 2 Greenhouse Gas (GHG) emissions intensity, and help our customers reduce their own emissions.

We are firmly on track to meet our 2021 production target of co-processing up to 100 million litres of renewable feedstock, which is the equivalent of taking over 10,000 cars off the road. This increase in production of low-carbon fuels is a substantial step towards reducing our customers’ GHG emissions by up to 1MT a year by 2026. In complement to our low carbon fuel production, we continue to expand our solar infrastructure in the Caribbean, and we also announced plans to launch the largest network by site count of Electric Vehicle (EV) ultra-fast chargers in British Columbia (BC), Canada, expected to open in 2022. Our Elbow River Marketing team also continues to grow our carbon offset and renewable fuel trading business.

Establishing our GHG emissions baseline, inventory, and setting ambitious, achievable GHG emission reduction targets was a commitment we made in our inaugural report, and we are pleased to share details on this progress on page 13. We have recently joined the United Nations Global Compact and look forward to further incorporating the Ten Principles into our policies and procedures.

We are extremely proud of this progress and look forward to sharing more information on these milestones in this year’s report.

This report includes data and highlights from our 2020 operations and acknowledges key 2021 achievements.
Parkland has made notable progress on our sustainability journey over the past year.

Sustainability Task Force
Following the publication of our inaugural report in 2020, Parkland’s Sustainability Task Force made it a priority to review key learnings, including feedback from internal and external stakeholders to inform the development of this year’s sustainability report. Key enhancements include additional metrics and ESG topics, and improvements to our data collection processes. We also undertook internal assurance of key ESG metrics, an important step on our path to external assurance.

The Sustainability Task Force finalized Parkland’s enterprise-wide Sustainability Strategy with input from subject matter experts from across the business. The strategy formalizes Parkland’s approach to managing material ESG topics and provides ambitious yet achievable goals and targets to measure our success. Read more about this on page 10.

We also updated the representation of the Sustainability Task Force to ensure the perspectives of senior leaders from every facet of our business are incorporated as our organization grows and evolves.

Board ESG Committee
Parkland’s Board ESG Committee continues to be extremely active, working closely with Management to provide oversight on key ESG matters. The Committee provided insightful direction on the development of the Sustainability Strategy, goals, targets and this year’s sustainability report.

External Materiality Assessment
In 2021, we completed a materiality assessment, conducted by an independent third-party, with several of our key external stakeholder groups across Canada, the United States, and the Caribbean. These stakeholders included investors, community members, customers, suppliers, Indigenous Peoples, employees, ratings agencies, NGOs, and governments.

The external assessment confirmed that the five Key Strategic ESG issues identified through our internal ESG assessment are aligned with the top issues identified by our external stakeholders this year. They are: Climate Change, Safety & Emergency Preparedness, Product Transportation & Storage, Diversity & Inclusion, and Governance & Ethics. Additional issues identified through this external assessment process include addressing the energy transition, human rights, and supply chain considerations. These issues took priority as we developed our Sustainability Strategy, we consider them the foundation upon which it is built.

Parkland recognizes that to be considered a leading company that creates long-term and shared value for all our stakeholders, we must strive for continual improvement and operate in a responsible and respectful way. The only way to do this, and to hold ourselves accountable, is through our commitment to transparency.

2020 SUSTAINABILITY REPORT BOUNDARY AND SCOPE
This report includes data and highlights from our 2020 operations and acknowledges key 2021 milestones. It is based on the internationally recognized methodologies of:

- Global Reporting Index (GRI)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- United Nations Sustainable Development Goals (SDGs)

We chose once again to use a combination of leading, global reporting standards to ensure the information provided aligns with our own material issues and with our stakeholders’ areas of interest. As discussed in our inaugural report, we have worked to further align with the recommendations of GRI, SASB, TCFD and, new this year, the SDGs, and we will continue to build on this in subsequent disclosures.

“This past year was an inflection point for Parkland. I am proud of how we engaged our stakeholders to advance the development of our Sustainability Strategy. We have created a solid foundation from which our future sustainability efforts can continue to grow, including the release of meaningful targets that are material to our business and our stakeholders.”

Domenic Pilla
CHAIR, ESG COMMITTEE
The 17 Sustainable Development Goals (SDGs) were adopted in 2015 by the United Nations and its member states as a framework toward addressing the global issues of peace and prosperity for people and the planet by 2030.

They are an urgent call for action by countries and businesses as part of a global partnership. Championing the SDGs in our local markets and at the corporate level allows us to support the 2030 agenda and collectively address the challenges of sustainable development.

Parkland is proud to be adding the SDGs to our suite of reporting methodologies. We have identified the five SDGs that are the most material to our sustainability strategy and have highlighted our relevant actions and goals for each.

We have also recently become a signatory of the UN Global Compact to reinforce our commitment to contributing to these global goals.

VISION 2045
Earlier this year, Parkland was invited to participate as the fuel industry representative in a series of ground-breaking documentary films as part of the Vision 2045 initiative, which celebrates the upcoming 100-year anniversary of the United Nations and almost half a century of the UN Global Compact.

Our Chief Sustainability Officer, Christy Elliott, also spoke at a panel and discussed how Parkland is fueling the energy transition, contributing to a more sustainable future, as well as the importance of gender equality.

5. GENDER EQUALITY
Achieve gender equality and empower all women and girls.
- 30% Board gender diversity target by 2023, and 30% gender diversity target for executive officer positions by 2025.
- Maintain minimum 10% representation of BIPOC and LGBTQ+ on Board and for executive officer positions.

7. AFFORDABLE AND CLEAN ENERGY
Ensure access to affordable, reliable, sustainable, and modern energy for all.
- Offer and encourage low-carbon fuels in every market in which Parkland operates by 2026.

9. INDUSTRY, INNOVATION AND INFRASTRUCTURE
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
- Plans to launch the largest network by site count of Electric Vehicle (EV) ultra-fast chargers in British Columbia, Canada, expected to open in 2022.
- Expand solar infrastructure in the Caribbean.

13. CLIMATE ACTION
Take urgent action to combat climate change and its impacts.
- Reduce Scope 1 and Scope 2 GHG emissions through:
  - Refining: 15% reduction in GHG emissions per barrel processed by 2030.
  - Marketing: 40% reduction in GHG emissions per site by 2030.
- Identify opportunities to reduce single-use items in C-stores in 2022 and implement reductions by 2023.
- Reduce our customers’ GHG emissions by up to 1MT a year by 2026 through increased production of low-carbon fuels, blending of renewables and selling carbon offsets.

17. PARTNERSHIP FOR THE GOALS
Strengthen the means of implementation and revitalize the global partnership for sustainable development.
- Working alongside our stakeholders to create a sustainable low-carbon future.
- Commitment to meaningful Indigenous Relations across Parkland by working towards Progressive Aboriginal Relations (PAR) Certification.
- Partnering with Metro Vancouver on a pilot project exploring the use of wastewater biomass as next-generation renewable feedstocks.
- Working collaboratively with the University of British Columbia and the BC SMART Low-Carbon Fuels Consortium on research and learning around low-carbon fuels.
SUSTAINABILITY STRATEGY

An important step in our journey is the establishment of our enterprise-wide Sustainability Strategy, which builds on the foundation of our Key Strategic ESG issues. The Sustainability Strategy formalizes our approach to ESG across the business and provides a framework for establishing baselines and targets so we can continue to raise the bar.

While our key strategic ESG issues may change over time, the framework of our strategy will remain evergreen, and we will continue to report on our most material issues through the framework of this strategy moving forward.

Parkland’s Sustainability Strategy reflects the diversity of our business, our focus on growth and integrates key activities that are helping us thrive in the energy transition. In our inaugural report we discussed the development of this strategy as the next stage in our sustainability journey. This strategy represents the deep integration of ESG into our business; we are pleased to share it with our stakeholders in this report.

PARKLAND’S ENERGY TRANSITION STRATEGY

We recognize the profound opportunity that exists for us as the world transitions to a low-carbon economy. To fulfil our customers’ current energy needs and adapt to the evolving needs of the future, we have developed an Energy Transition strategy that will enable us to:

- Decarbonize our conventional fuels offerings;
- Diversify our business; and
- Develop our conventional business responsibly.

Parkland’s Energy Transition Strategy is a key focus of our 2021 Investor Day and future engagements with our shareholders.
Climate Change continues to be an urgent issue in need of substantive collective action. From businesses and governments to individuals, we all have a responsibility to make changes that support a sustainable future.

Drive to Zero has always been an important philosophy for Parkland. It is our ambition to Drive to Zero incidents, spills, and GHG emissions in order to keep our employees, communities, customers, and shared environment safe.

Parkland supports governments’ goal of achieving net-zero emissions by 2050, which aligns with the global commitments made in the 2015 Paris Agreement. We are proud to play a leadership role in helping governments achieve these targets. For example, the renewable fuels work outlined in this section will make a direct impact on BC and Canada’s net-zero goals by reducing our customers’ GHG emissions by up to 1MT a year by 2026.

Over the past year we have made progress in beginning to reduce our own emissions, and helping our customers reduce their own environmental footprint.

**GHG EMISSIONS INVENTORY AND REDUCTION TARGETS**

In our inaugural report we committed to completing a Scope 1 and 2 emissions baseline and establishing GHG emissions reduction targets. Through robust consultations with business units across the enterprise and in-depth data gathering and analysis with third-party experts, we established our emissions baseline for the year 2019. Based on our inventory, we established GHG emissions reduction targets that were both ambitious and achievable.

**LOW-CARBON LEADERSHIP**

Parkland proudly continues to be a leader in low-carbon innovation. Over the past year we have focused our efforts on helping our customers reduce their carbon footprint by increasing our low-carbon fuel production and supply and on cleaner and renewable energy infrastructure.

Liquid, low-carbon fuels are critical to the energy future, particularly for sectors where decarbonization is on a longer timeline, such as marine, aviation, rail, and trucking. Using existing infrastructure and leveraging technical expertise is the quickest, most efficient way to manufacture low-carbon liquid fuels at scale.

Parkland’s low-carbon fuels have less than 1/8 of the carbon intensity of conventional fuels. In 2020, we set a low-carbon fuel production record at our Burnaby Refinery by co-processing approximately 44 million litres of Canadian-sourced canola and tallow bio-feedstocks. This marks an almost 140 per cent increase from 2019 and is the equivalent of taking almost 40,000 cars off the road.

“We are committed to continuing our leadership in shaping the future of renewable fuels. That includes providing our customers with even more of the lower carbon fuel choices they are looking for, while reducing our own carbon footprint.”

Christy Elliott
CHIEF SUSTAINABILITY OFFICER
We are on track to reach our 2021 goal of co-processing up to 100 million litres of bio-feedstocks—the equivalent of taking over 80,000 passenger vehicles off the road. Parkland looks forward to continuing to partner with government and industry to expand our low-carbon fuel capabilities and help position Canada and BC to meet their low-carbon commitments and become global leaders in low-carbon technologies.

We are also making great strides in low-carbon leadership in the Caribbean. Solar energy is a natural fit for our Caribbean operations, and we are proud to be enhancing solar infrastructure throughout the region. Sol’s flagship retail site in Barbados equipped with a state-of-the-art solar PV system is the blueprint for eight additional retail sites, and more than 70 under consideration over the next two years. We are looking to deploy this technology across as many sites as possible in our company-owned retail network.

Sol is supporting the low-carbon transition by increasing the availability of low-carbon fuels. We continue to engage with our utility, commercial and residential customers to understand how we can help facilitate renewable energy projects. Partnerships are critical to facilitating the energy transition, and we strive to be the partner of choice for our customers as they navigate this transition with us.

In the United States, Parkland is a voting member of the Fuels Institute’s Electric Vehicle Council. The EV Council seeks to enable and amplify information-sharing between organizations to help educate interested stakeholders concerning the opportunities, challenges and successful strategies associated with the installation and operation of EV charging stations.

Our Elbow River Marketing team operates an active environmental trading desk with a presence in many markets and products across North America. We help finance projects through buying and selling carbon credits to end users. In both 2020 and 2021 we have seen substantial growth in our voluntary offset business with global demand for carbon offsets increasing. We have transacted over a million tons of carbon offset credits on various registries across North America and expect this number to continue growing.

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FUELLING THE ENERGY TRANSITION

Parkland has several exciting initiatives on the horizon that will enable GHG reductions through our value chain, including:

**Increasing Parkland’s Low-Carbon Fuels Offering:**
- Parkland is committed to continuing our leadership in shaping the future of renewable fuels. In addition to being a North American leader in creating low-carbon renewable fuels, Parkland’s refinery in Burnaby is a critical and strategic part of BC’s economic and energy infrastructure.
- Building on our success of co-processing, Parkland plans to increase our production of low-carbon fuels which will reduce our customers’ GHG emissions by 1MT per year by 2026. This is the equivalent of taking over 350,000 cars off the road—nearly 12% of BC’s passenger vehicles.

**Expanding our Canadian EV Charging Network:**
- Earlier this year, we announced plans to launch the largest network (by site count) of EV ultra-fast chargers in BC, Canada. This network of approximately 25 high-quality sites will be strategically located on major highways and in key cities and towns across our extensive retail portfolio. The network will stretch from Vancouver Island to Calgary. They are expected to be open for our customers in 2022.
- While EV adoption is in its early phases, BC leads the way in North America, making this province a natural, scalable step for our charging network. Our BC retail portfolio covers major population centres and highway corridors and includes our high-quality convenience stores and exclusive Triple O’s food offering. Collectively, these create convenience destinations where customers can shop, eat, and use complimentary wi-fi while they charge their vehicles.
- We are exploring how we can scale this over time to meet growing demand.

Parkland is proud to be fueling the energy transition and is committed to increasing the production of low-carbon fuels at our Burnaby Refinery. By 2026, these investments will reduce our customers’ GHG emissions by up to 1MT per year:

The equivalent of taking over 350,000 cars off the road through co-processing nearly 12% of BC’s passenger vehicles

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We are committed to meeting the following goals and targets identified in our sustainability strategy:

- Reduce Scope 1 and Scope 2 GHG emissions through:
  - Refining: 15% reduction in GHG emissions per barrel processed by 2030.
  - Marketing: 40% reduction in GHG emissions per site by 2030.

- Identify opportunities to reduce single-use items in C-stores in 2022 and implement reductions by 2023.

- Reduce our customers’ GHG emissions by up to 1MT a year by 2026 through increased production of low-carbon fuels.

- Offer and encourage low-carbon fuels in every market in which Parkland operates by 2026.
Safety & Emergency Preparedness

Safety continues to be the foundation of who we are as a company. Our Drive to Zero Ambition is to achieve zero injuries and fatalities.

We continue to improve our safety performance and in 2020 we saw an overall decline in Total Recordable Injury Frequency (TRIF) from 1.52 to 1.12. While we are extremely proud of our progress to date, our mission is still Drive to Zero.

POEMS ROLLOUT

Parkland’s Operational Excellence Management System (POEMS) is a principles-based management system that acts as our roadmap for how we protect our people and the communities in which we operate, drive strong performance and ensure the long-term integrity of our assets. Parkland is proud to confirm that POEMS has been launched in all our operating jurisdictions.

There are eight elements that make up the POEMS framework, which are grounded by continuous improvement and foundational to our culture of safety and operational excellence.

These elements are underpinned by our Drive to Zero ambition, the Stop. Think. Act. risk assessment tool, and our 8 Life Saving Rules risk mitigation standards.

Safety & Emergency Preparedness

CELEBRATING 900+ DAYS

In August 2021, Sol achieved 900+ days without a Lost Time Injury. This accomplishment is a direct result of our team’s relentless focus and commitment to safety.
COVID-19 RESPONSE

Considerable progress has been made to overcome the COVID-19 pandemic, but we must all still be vigilant to protect our team members, families, communities, and keep vulnerable populations safe. Parkland updated its safety protocols this year following public health guidelines to include:

- Work from home options for those able to do so, and a phased return to office.
- Collaboration with local health authorities to run a vaccination clinic at Burnaby Refinery.
- Limited face-to-face interactions for front-line, essential workers.
- Installation of safety precautions at retail sites and commercial offices including, plexiglass barriers/shields, floor guidance markings, safety signage and pre-shift health checks.
- Increased sanitization and deep cleaning, and provision of hand sanitizer and masks for all team members.
- Enhanced paid time off to support employees with pandemic related needs such as self-isolation, testing, and caring for family members.
- Expanded Employee Family Assistance Program within all operating jurisdictions, providing team members and their families with additional physical and mental health and wellness support and resources.

It was our front-line workers and drivers who made it possible for us to continue providing the essential fuels and services our customers depend on throughout the pandemic safely and reliably. We are grateful for their hard work and support.

We continue to adhere to the appropriate COVID-19 safety protocols in each of our operating regions, we are strongly encouraging Parklanders to get the vaccine.

EMERGENCY RESPONSE

We continue to practice and implement our robust emergency response processes and procedures across the enterprise. In November 2020, Parkland’s Burnaby Refinery held its first-ever primarily virtual emergency response drill. Due to the ongoing COVID-19 pandemic, in-person participants were limited to essential personnel only with appropriate physical distancing and use of personal protective equipment. This exercise provided a valuable opportunity to practice virtual emergency response and demonstrated Parkland’s ability to effectively respond to incidents under any circumstances.

Looking Ahead:
Safety & Emergency Preparedness

We are committed to continue addressing safety and emergency preparedness by meeting the following goal identified in our sustainability strategy:

- Drive to Zero Ambition; zero injuries and fatalities.
Moving and storing our products safely and reliably is critical to ensuring that our customers’ needs are met and that our communities and local environments remain protected.

Our goal is Drive to Zero, and we work hard to ensure rigorous operational controls. While our priority is to avoid spills, we are also prepared to safeguard our local communities and teams with effective safety response in the event that a spill does occur. Our ability to effectively manage spills decreases potential environmental impact and minimizes cleanup costs.

In the spirit of enhanced transparency and in support of our target to reduce our spill volume per litre sold by 50% by 2025, we are committed to enhancing our spills disclosure in future reports, providing a baseline for our efforts.

Spill training and awareness is a key priority under the Environment element of POEMS, which will support us in our ambition to Drive to Zero. Another element from POEMS that helps ensure the safe transport and storage of our products is Process Safety, Reliability & Integrity. We have developed governing principles for this element which help ensure consistent and reliable operations.

CONTINUED SAFE SHIPPING RECORD

For the fourth year in a row our Elbow River Marketing (ERM) team received the Grand Slam Award from the Association of American Railroads for no non-accident related releases on their rail lines in 2020. The award is handed out once an organization has received four safety awards from four different rail shippers, and there were only 17 other recipients of this award in 2021. In 2020, ERM was involved in more than 29,500 shipments, making this award from four different shippers a true testament to the team’s commitment to safety.
Throughout 2020, Parkland’s Health, Safety and Environment (HSE) team worked diligently to implement our new HSE Software System, Cority. Earlier this year Cority was successfully launched across our operations.

In complement to the POEMS framework, this new system allows all teams to access a centralized HSE data system. It also enables mobile access so Parklanders can get HSE information and create reports while in the field.

Looking Ahead: Product Transportation & Storage

We are committed to continue addressing product transportation and storage by meeting the following goal identified in our sustainability strategy:

- Reduce spill volume per litre sold 50% reduction by 2025, while continuing Drive to Zero ambition.
A BOLD APPROACH TO DIVERSITY & INCLUSION

This year we refined our diversity and inclusion strategy to enable a bold approach to fostering systemic and cultural inclusion.

As part of our Drive to Zero ambition, we have zero tolerance for racism and discrimination, and continue to embed our BOLD diversity and inclusion pillars throughout all levels of our organization. At Parkland we know we cannot have diversity without inclusion. Equally, we know systemic inclusion is just as important as cultural inclusion. Our journey towards belonging will take courage. We will show up as our authentic selves each day and create space for one another’s unique contributions.

Our ability to work as One Parkland across 25 diverse countries is foundational to our success. Diversity has shaped the company we have become, and inclusion will catapult us to new heights.

DATA-DRIVEN ACTION

In 2020 we conducted a diversity and inclusion survey which provided us with critical data and insights that helped us identify who we are, where we’re at, and what we care about. These insights were foundational to the development of our strategy.

We will continue to conduct these surveys to keep our finger on the pulse of the organization and propel continuous improvement.

84% Diversity & inclusion is important to me

Based on scores 7-10 to “How important is Diversity & Inclusion to you?”

76% Parkland values Diversity & inclusion

Based on scores 7-10 to “Diversity & Inclusion is valued at Parkland”
STANDING IN SOLIDARITY WITH BLACK, INDIGENOUS AND RACIALIZED PEOPLES

Recent events have reinvigorated the dialogue on systemic racism and highlighted the urgency with which we must collectively act to eliminate systemic racism and support Black, Indigenous and Racialized Peoples in our communities.

Parkland stood up a Black Action Committee to guide our Diversity and Inclusion Council in providing ongoing support for our Black team members.

Sadly, other tragic events in 2021 further amplified the need to address systemic racism within our communities, including the heartbreaking and ongoing discoveries of the remains of children at former Indian Residential School sites across Canada. This is a stark reminder of the ongoing trauma that Indigenous Peoples in Canada, and globally, are faced with to this day. Beginning in 2022, Parkland will honour the National Day for Truth and Reconciliation as a statutory holiday for Parkland Canada.

We are proud to have such a diverse and talented team of Parklanders. Vicki Simons, Parkland’s Manager of Enterprise Customer Insights and Experience, was awarded Customer Engagement Leader award at the 4th Annual CSPN Women In Leadership Summit in November 2020. The award is dedicated to the person who best exemplifies customer service and customer engagement while having a tremendous impact on their team. CSPN is a professional services firm that designs and delivers customer and employee-centric solutions.

Audrey Sylvain, Parkland’s National Category Manager, was awarded the Star Women in Convenience Award for 2020 presented by Convenience Store News Canada. This award recognizes exceptional women making a difference and demonstrating commitment, innovation and leadership in the convenience store industry.

“I was proud to launch Parkland’s first Employee Resource Group, our Women’s Network, on International Women’s Day 2021. The Women’s Network has a mandate to provide input on policy and process changes, and advocate for diversity and inclusion initiatives stretching into 2022 and beyond. Parkland has a strong focus on D&I and I look forward to continuing to work with leaders across the business in the Women’s Network.”

Donna Sanker
President, Parkland Canada and Executive Sponsor of Parkland’s Women’s Network

We are committed to continue addressing diversity and inclusion by meeting the following goals and targets identified in our sustainability strategy:

- Thirty percent Board gender diversity target by 2023, and 30% gender diversity target for executive officer positions by 2025.
- Maintain minimum 10% representation of BIPOC and LGBTQ+ on Board and for executive officer positions.
At Parkland, we take great pride in being a company that does the right thing.

Our Drive to Zero ambition underscores our zero-tolerance policy for corruption, bribery, and all unethical behaviour. Parkland’s values of Safety, Integrity, Community and Respect guide everything we do and highlight the power of One Parkland Team.

To further support Parklanders in living our values, throughout 2020 and into 2021, enhanced ethics training was delivered virtually to several teams across the enterprise. We plan to continue providing this training to ensure teams keep practicing the highest standards of ethical business conduct.

To further enhance our ethics and integrity program, in 2021 we conducted a risk assessment to identify any gaps that may exist. In response, we enhanced our Whistleblower Policy, expanded our counterparty onboarding process, and are further formalizing our regulatory compliance framework to improve consistency across the enterprise.

SUPPLIER CODE OF CONDUCT

Parkland recognizes the importance of sound governance throughout the supply chain, and as such is developing a Supplier Code of Conduct. We aim to have this in place by the end of 2021 and plan to incorporate it into new and existing supplier agreements thereafter.

As part of our goals to develop sustainable supply chain standards and increase local and Indigenous procurement and job opportunities, Parkland is currently undertaking a vendor baselining survey to get a better sense of our supply base and identify potential areas for improvement. This work is in the early stages, and we look forward to sharing more on this as we progress.

ENTERPRISE RISK MANAGEMENT PROGRAM

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 significant 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 potential impacts on our people, our partners, and the environment to ensure that we manage our business in a sustainable manner.

CANADIAN INDIGENOUS RELATIONS STRATEGY IMPLEMENTATION

We have a responsibility to engage meaningfully with Indigenous communities on who’s traditional territory Parkland operates and to be an active contributor towards reconciliation with Indigenous Peoples in Canada. We are pleased to share that our Canadian Indigenous Relations Strategy was launched this year. The strategy provides the framework for how Parkland approaches relationships with Indigenous communities.
Pillars and Objectives

Vision

Parkland is committed to establishing meaningful, lasting, and mutually beneficial relationships with Indigenous communities in Canada. Parkland respects the diverse cultures, traditions and perspectives of Indigenous Peoples and seeks to achieve equitable partnerships and opportunities with Indigenous communities. Parkland employees and leadership are committed to respectful and meaningful engagement with Indigenous communities and acknowledge the steps to reconciliation that businesses across Canada should take.

Community Engagement

Establish and maintain strong and meaningful engagement and relationships with Indigenous communities on whose traditional territories Parkland operates.

Social Investment

Support and invest in meaningful opportunities that enhance quality of life for Indigenous Peoples and communities.

Employment, Business Opportunities and Capacity Building

Foster an inclusive work environment that provides opportunities to Indigenous businesses and individuals and addresses workplace barriers to recruitment, retention, and advancement of Indigenous Parkland team members, present and future.

Training and Education

Enable learning opportunities for our staff and leadership around Indigenous history, culture, and traditions and ensure Parkland creates an inclusive environment where proportional representation is reflected throughout our teams and regions, and we work towards a goal of eliminating systemic racism.

Pillars and Objectives

GOVERNANCE & ETHICS

CORPORATE GOVERNANCE

CHAIR, HUMAN RESOURCES & CORPORATE GOVERNANCE BOARD COMMITTEE

Lisa Colnett

ROYAL ALEXANDRA HOSPITAL FOUNDATION INDIGENOUS CULTURAL PARTNERSHIP

Parkland is proud to support the Royal Alexandra Hospital Foundation’s Indigenous Cultural Partnership (ICP) at the Lois Hole Hospital for Women and is providing $150,000 towards this important initiative.

The ICP advocates for and seeks to establish equal representation and prioritization of Indigenous health and wellness knowledge systems and practices in sexual and reproductive health alongside the Euro-Canadian approach that is already in place. The Royal Alexandra Hospital would be the first tertiary care hospital in Canada to accelerate systemic changes in Indigenous sexual and reproductive health care.

ICP is partnering with a number of Treaty 6, Treaty 7, Métis Nation of Alberta, Métis Settlements, Northwest Territories, and Nunavut-based communities/non-profit organizations that specialize in Indigenous people’s experiences, knowledge, wellbeing, and culture.

COMMUNITY ENGAGEMENT

Engaging meaningfully with the communities in which we operate helps us be good neighbours and ensure our customers’ needs continue to be met. For example, Parkland’s Burnaby Refinery has a robust community engagement program that is underpinned by open dialogue, transparency, and education. The facility has a Community Advisory Panel that consists of up to 12 members of the public who meet quarterly with Parkland to discuss topics of mutual importance. As Burnaby Refinery continues to evolve its low-carbon capabilities, Parkland will continue to invest in and enhance community engagement.

As part of our purpose to power journeys and energize communities, we are also committed to investing in our communities. In 2020, Parkland provided $6 million in community investments and donations. This year most of this was geared towards COVID-19 response and to supporting organizations managing unanticipated impacts of the pandemic.

“We look forward to incorporating additional ESG performance measures into our executive compensation model for 2022; this reinforces our commitment to all aspects of sustainability, including operational excellence.”

Lisa Colnett

Chair, Human Resources & Corporate Governance Board Committee
We are committed to continue addressing governance and ethics by meeting the following goals and targets identified in our sustainability strategy:

• Incorporate additional ESG performance measures into executive compensation by 2022.
• Enhance existing community and Indigenous engagement by implementing best practices:
  - Commit to PAR certification through the CCAB.
  - Target support for rural and remote communities.
• Enhance eligible employee participation in the Parkland Pledge program to 60%.
• Develop sustainable supply chain standards for suppliers by 2022 and integrate these standards into all new, and majority of our existing (significant spend) suppliers by 2023.
• Increase local and Indigenous procurement and job opportunities in each operating jurisdiction.
• We will be one of the first companies in North America to commit to conducting a sustainability assessment as part of our due diligence review for all acquisitions starting in 2022.
• Apply Parkland’s sustainability policies, goals and metrics to all newly acquired companies within an average of 12 months of acquisition date starting in 2023.
• Grow Parkland’s low-carbon business (retail diversification plus commercial decarbonization) to $400M of EBITDA by 2025.
About Us

Parkland is a leading retail and convenience operator and fuel marketer. Across the 25 countries in which we operate, our purpose is to power journeys and energize communities. We do this by providing trusted and locally relevant fuel brands and convenience store offerings in the communities we proudly serve across Canada, the United States, the Caribbean and central and south America. Parkland’s unique operational footprint allows us to increase our impact and leverage opportunities to provide local sustainability solutions across the business.

### 2020 SUSTAINABILITY REPORTING DATA

<table>
<thead>
<tr>
<th>Methodology</th>
<th>Reference Code</th>
<th>Description</th>
<th>Data</th>
</tr>
</thead>
</table>
| Climate Change | GRI 201-2 | Financial implications and other risks and opportunities due to climate change | - Current climate-related legislation is relevant and 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.  
- Emerging climate-related regulations are relevant and 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 of the 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 always included in our risk assessment process, given the potential risks on our business from claims.  
- Market demand for crude oil and petroleum products from climate change risk relevant and always included in our risk assessment process.  
- Parkland’s reputation is relevant and 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. |
| TCFD | S4 | Strategy: Climate-related risks and opportunities identified over the short, medium, and long term. | - Climate-related risks and opportunities are relevant and always included in our risk assessment process. |

Select Canadian brands

Select USA brands

Select International brands
SUSTAINABILITY REPORTING DATA

PARKLAND SUSTAINABILITY REPORT  |  DRIVE TO ZERO

GRI 305-1 Direct (Scope 1) GHG emissions
• Gross direct (Scope 1) GHG emissions: 582,819 metric tons CO₂e.
• Percentage covered under emissions-limiting regulations: 94% of gross global Scope 1 emissions, were covered under emissions-limiting regulations.

GRI 305-2 Energy indirect (Scope 2) GHG emissions
• Gross location-based energy indirect (Scope 2) GHG emissions: 25,395 metric tons CO₂e.

GRI 305-4 GHG emissions intensity
• Refining (Burnaby Refinery Scope 1 & 2): 9.6 metric tons CO₂e per bpd crude & bio throughput.

SASB EM-RM-110a1 Greenhouse Gas Emissions
• Marketing (Scope 1 & 2): 48.3 metric tons CO₂e per site.

GWP data available prior to the impacts of the COVID-19 pandemic.

Climate Change

TCFD Gb) Governance: Role of the board in overseeing climate-related issues

TCFD Gd) Governance: Processes for identifying climate-related risks
Please refer to page 31 of this report.
<table>
<thead>
<tr>
<th>Methodology</th>
<th>Reference Code</th>
<th>Description</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate Change</td>
<td>TCFD</td>
<td>Risk Management: Description of how processes for identifying, assessing, and managing climate-related risks are integrated into overall risk management.</td>
<td>Please refer to page 31 of this report.</td>
</tr>
<tr>
<td></td>
<td>UN SDG 13</td>
<td>Climate Action: Take urgent action to combat climate change and its impacts.</td>
<td>Please refer to pages 9, 12-17 of this report.</td>
</tr>
<tr>
<td></td>
<td>UN SDG 9</td>
<td>Industry, Innovation and Infrastructure: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</td>
<td>Please refer to pages 9, 12-17 of this report.</td>
</tr>
<tr>
<td>Safety &amp; Emergency Preparedness</td>
<td>GRI 403-1</td>
<td>Occupational health and safety management system</td>
<td>Parkland has implemented a Health and Safety (H&amp;S) management system in accordance with legal requirements and risk management standards and guidelines (OH&amp;S Acts and Codes, Transportation of Dangerous Goods, building and fire codes, pressure vessel codes, pipeline codes, etc.). We have a corporate risk matrix that is monitored and managed by Risk and Controls. All workers, activities, and workplaces are covered by the H&amp;S management system.</td>
</tr>
<tr>
<td></td>
<td>GRI 403-2</td>
<td>Hazard identification, risk assessment, and incident investigation</td>
<td>We have developed and completed 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 on dashboards and reviewed by leadership. There is a process to report hazards that notifies leadership and allows for creation of corrective actions (Hazard ID Forms and START cards in Cority). Workers are trained in the right to refuse unsafe work. Our Right to Refuse policy states that workers are protected against reprisals for reporting. All incidents are reviewed to determine the level of investigation required. All identified root causes require corrective actions by policy. Lessons learned are distributed to the organization.</td>
</tr>
<tr>
<td></td>
<td>SASB EM-RM-320a1</td>
<td>Workforce Health &amp; Safety</td>
<td>In Canada, all regions are represented by Joint Occupational Health and Safety Committees (JOHSC) and/or worker health and safety representatives. Monthly safety meetings are held in all regions and with all business groups to allow for two-way communication between workers and management. In Canada, meetings are held monthly and meet provincial requirements for management and worker representation. Responsibilities include incident investigation reviews, safe work practice reviews, and management of employee identified concerns.</td>
</tr>
<tr>
<td></td>
<td>SASB EM-RM-320a2</td>
<td>Workforce Health &amp; Safety</td>
<td>Based on Parkland’s training matrix, health and safety training, both corporate and task-specific, is provided to all employees.</td>
</tr>
<tr>
<td></td>
<td>CRI</td>
<td>Occupational health services</td>
<td>An occupational health nurse is on staff to manage occupational health services. Formal hazard assessments identify and provide controls to minimize occupational health risks. A telemedicine program is currently being piloted in Canada to assist workers in injury management.</td>
</tr>
<tr>
<td></td>
<td>CRI</td>
<td>Worker participation consultation, and communication on occupational health and safety</td>
<td>In Canada, all regions are represented by Joint Occupational Health and Safety Committees (JOHSC) and/or worker health and safety representatives.</td>
</tr>
<tr>
<td></td>
<td>CRI</td>
<td>Work-related injuries</td>
<td>Enterprise-wide statistics:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number of hours worked: 8,411,779</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Main types of work-related injury: Musculoskeletal injuries</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Lost Time Injury Frequency: 0.21</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Near Miss Frequency Rate: 18.31 (full-time employees)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number of recordable work-related injuries 47</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total Recordable Injury Frequency 132 (full-time employees)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number of recordable injuries for all Canadian locations, excluding Burnaby Refinery: 0</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number of hours worked: 8,411,779</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number of recordable, 1,094,672 hours.</td>
<td></td>
</tr>
</tbody>
</table>

Notes:
- Standard, industry recognized definitions and calculations are used.
- Prime contractors are not included in this disclosure.
- Rates have been calculated based on 200,000 hours worked.
- Prime contractors are not included in this disclosure.
- Number of hours worked: 8,411,779
- Main types of work-related injury: Musculoskeletal injuries
- Lost Time Injury Frequency: 0.21
- Total Recordable Injury Frequency 132 (full-time employees)
- Number of recordable work-related injuries 47
- Number of recordable injuries for all Canadian locations, excluding Burnaby Refinery: 0
- Number of hours worked: 8,411,779
- Statistics for all workers who are not employees but whose work and/or workplace is controlled by the organization:
- The number and rate of high-consequence work-related injuries (excluding fatalities): 0 recordable injuries for all Canadian locations, excluding Burnaby Refinery.
- Number of recordable, 1,094,672 hours.
- Work-related hazards:
- Work-related hazards that pose a risk of high-consequence injury have been identified through the formal hazard assessment process.
- Which of these hazards have caused or contributed to high-consequence injuries during the reporting period: 0
- Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls:
- 0 - nothing happened in 2020
- As per our formal and field level hazard assessments and root cause corrective actions, we are eliminating or minimizing risks.
- Statistics have been calculated based on 200,000 hours worked.
### Methodology

#### SUSTAINABILITY REPORTING DATA

**PARKLAND SUSTAINABILITY REPORT | DRIVE TO ZERO**

<table>
<thead>
<tr>
<th>Methodology</th>
<th>Reference Code</th>
<th>Description</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Product Transportation &amp; Storage</strong></td>
<td>GRI (2016)</td>
<td>Significant Spills (2016)</td>
<td>0</td>
</tr>
<tr>
<td><strong>Diversity &amp; Inclusion</strong></td>
<td><strong>Diversity &amp; Inclusion</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 102-8</td>
<td>Information on employees and other workers</td>
<td>Total number of employees by gender:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>International: Female - 33%, Male - 67%</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Canada: Female - 35%, Male - 65%</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>USA: Female - 41%, Male - 59%</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Total number of employees by employment contract (permanent and temporary), by gender:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>International:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Permanent: Female - 282, Male - 569</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Temporary: Female - 5, Male - 7</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Canada:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Permanent: Female - 852, Male - 1535</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Temporary: Female - 44, Male - 104</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>USA:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Permanent: Female - 778, Male - 119</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Total number of employees by employment type (full-time and part-time), by gender:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>International:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Full-time: Female - 286, Male - 576</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Part-time: Female - 1</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Canada:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Full-time: Female - 823, Male - 1536</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Part-time: Female - 73, Male - 123</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>USA:</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Full-time: Female - 595, Male - 953</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Part-time: Female - 183, Male - 166</td>
<td></td>
</tr>
</tbody>
</table>

### Data

**Methodology**

**Reference Code**

**Description**

**Data**

- **GRI 102-8**: Information on employees and other workers

#### Data

- **Total number of employees by gender**:
  - **International**: Female - 33%, Male - 67%
  - **Canada**: Female - 35%, Male - 65%
  - **USA**: Female - 41%, Male - 59%

- **Total number of employees by employment contract** (permanent and temporary), by gender:
  - **International**:
    - Permanent: Female - 282, Male - 569
    - Temporary: Female - 5, Male - 7
  - **Canada**:
    - Permanent: Female - 852, Male - 1535
    - Temporary: Female - 44, Male - 104
  - **USA**:
    - Permanent: Female - 778, Male - 119

- **Total number of employees by employment type** (full-time and part-time), by gender:
  - **International**:
    - Full-time: Female - 286, Male - 576
    - Part-time: Female - 1
  - **Canada**:
    - Full-time: Female - 823, Male - 1536
    - Part-time: Female - 73, Male - 123
  - **USA**:
    - Full-time: Female - 595, Male - 953
    - Part-time: Female - 183, Male - 166

### Diversity & Inclusion

- **GRI 401-1**: New employee hires and employee turnover

#### Data

- **New Hire Demographics by gender**:
  - **International**: Female new hire rate: 2%
  - **Canada**: Female new hire rate: 6%
  - **USA**: Female new hire rate: 4.9%

- **Employee Turnover Demographics by gender**:
  - **International**: Female employee turnover: 1%
  - **Canada**: Female employee turnover: 6.3%
  - **USA**: Female employee turnover: 9.7%

#### Data

- **New Hire Demographics by gender**:
  - **International**: Female new hire rate: 2%
  - **Canada**: Female new hire rate: 6%
  - **USA**: Female new hire rate: 4.9%

- **Employee Turnover Demographics by gender**:
  - **International**: Female employee turnover: 1%
  - **Canada**: Female employee turnover: 6.3%
  - **USA**: Female employee turnover: 9.7%

### Governance & Ethics

- **GRI 102-1**: Name of the organization

#### Data

- **Parkland Corporation**

### UN SDG

- **5** Gender Equality: Achieve gender equality and empower all women and girls.

#### Data

- Please refer to pages 9, 26-29 of this report.
<table>
<thead>
<tr>
<th>Methodology</th>
<th>Reference Code</th>
<th>Description</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-7</td>
<td>Scale of the organization</td>
<td>Total number of employees: 4,389</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-14</td>
<td>Statement from senior decision-maker</td>
<td>Please refer to page 5 of this report</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-15</td>
<td>Key impacts, risks, and opportunities</td>
<td>Please refer to Parkland’s AIF on pages 28 to 44: <a href="https://www.parkland.ca/application/files/4216/1777/653/2021-AIF-EN.pdf">https://www.parkland.ca/application/files/4216/1777/653/2021-AIF-EN.pdf</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-17</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td>Parkland has a Whistleblower program (<a href="https://www.parkland.ca/download_file/view/436/183">https://www.parkland.ca/download_file/view/436/183</a>) that can be used by employees and other partners to report concerns. Whistleblower reports are reviewed and addressed by senior management, with reports to the Audit Committee of the Board.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-18</td>
<td>Governance structure</td>
<td>The organization is governed by a Board of Directors. For details, see Parkland’s Information Circular &amp; Proxy Statement dated May 4, 2021 (the “IC”). Board details begin on Page 12 of the IC, with key committee details beginning on Page 89: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-19</td>
<td>Delegating authority</td>
<td>The Board of Directors has established an 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. See Page 98 of the IC for the ESG committee’s mandate: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-20</td>
<td>Executive-level responsibility for economic, environmental, &amp; social topics</td>
<td>The Board of Directors has established an 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. See Page 98 of the IC for the ESG committee’s mandate: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-21</td>
<td>Composition of the highest governance body and its committees</td>
<td>The organization is governed by a Board of Directors. See the IC for more details, especially beginning on Page 12: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-22</td>
<td>Chair of the highest governance body</td>
<td>The Chair of the Board of Directors is not an executive officer in the organization.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-23</td>
<td>Nominating and selecting the highest governance body</td>
<td>See the IC for these details, especially beginning on Page 12: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-24</td>
<td>Conflicts of interest</td>
<td>See the IC for these details, including in particular the “Ethical Business Conduct” section on Page 80: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-25</td>
<td>Role of highest governance body in setting purpose, values, and strategy</td>
<td>The Board of Directors provides consistent oversight over Parkland’s purpose, values, and strategy. The Board appoints the Chief Executive Officer, works with the CEO on priorities, and reviews the CEO’s performance. See the IC for more details of the Board’s oversight over senior executives, including in particular beginning on Page 57: <a href="https://www.parkland.ca/download_file/view/426/183">https://www.parkland.ca/download_file/view/426/183</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-26</td>
<td>Effectiveness of risk management processes</td>
<td>The Board of Directors receives quarterly reports with respect to risk management processes related to all aspects of Parkland’s business, including economic, environmental, and social topics. Please refer to page 31 of this report for more information on Parkland’s Enterprise Risk Management program.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-27</td>
<td>Review of economic, environmental, and social topics</td>
<td>Parkland’s Board ESG Committee meets quarterly.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-28</td>
<td>Role of highest governance body in sustainability reporting</td>
<td>Please refer to page 98 of the IC for the Board ESG Committee’s mandate: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a></td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-29</td>
<td>Identifying and managing economic, environmental, and social impacts</td>
<td>The Board of Directors has established an 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. See Page 98 of the IC for the ESG committee’s mandate: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a>. Stakeholder consultation is conducted through employee surveys and the establishment of a diversity and inclusion committee, which conducts internal reviews and plans to conduct external surveys and consultations. Please refer to page 6 of this report for more information about Parkland’s external materiality assessment.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-30</td>
<td>Effectiveness of risk management processes</td>
<td>The Board of Directors receives quarterly reports with respect to risk management processes related to all aspects of Parkland’s business, including economic, environmental, and social topics. Please refer to page 31 of this report for more information on Parkland’s Enterprise Risk Management program.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-31</td>
<td>Review of economic, environmental, and social topics</td>
<td>Parkland’s Board ESG Committee meets quarterly.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-32</td>
<td>Highest governance body’s role in sustainability reporting</td>
<td>Please refer to page 98 of the IC for the Board ESG Committee’s mandate: <a href="https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf">https://www.parkland.ca/application/files/9916/6769/7450/Parkland_Circular_SEDAR.pdf</a>.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-33</td>
<td>Communicating critical concerns</td>
<td>Multiple mechanisms exist: - the Senior Leadership team has a direct line to the Board of Directors; - the Whistleblower program (<a href="https://www.parkland.ca/download_file/view/436/183">https://www.parkland.ca/download_file/view/436/183</a>) includes a notification and reporting process to the Board; and the Risk and Controls team provides quarterly reports to the Board.</td>
</tr>
<tr>
<td>Governance &amp; Ethics</td>
<td>CRI 102-41</td>
<td>Collective bargaining agreements</td>
<td>International 12% - Canada: 9% - USA: N/A</td>
</tr>
</tbody>
</table>
### Methodology Reference Code Description Data

#### Governance & Ethics

<table>
<thead>
<tr>
<th>Methodology</th>
<th>Reference Code</th>
<th>Description</th>
<th>Data</th>
</tr>
</thead>
</table>
| GRI         | 102-45         | Entities included in the consolidated financial statements | Financial statement principal subsidiaries:  
- Canada: Parkland Corporation, Parkland Refining (BC) Ltd, Elbow River Marketing Ltd  
- USA: Farstad Oil Inc, Superrumper Inc, Missouri Valley Petroleum Inc, Harts Gas and Foods, LLC, Rhinelhart Oil Co LLC, Parkland USI Supply Corporation, Tropic Oil Company LLC |
| GRI         | 102-46         | Defining report content and topic boundary | Please refer to page 7 of this report. |
| GRI         | 102-47         | List of material topics | Please refer to page 6 of this report. |
| GRI         | 102-48         | Restatements of information | Any restatements of information are included to provide clarity and/or context on progress. |
| GRI         | 102-49         | Changes in reporting | Please refer to pages 6-7 of this report. |
| GRI         | 102-50         | Reporting period | Please refer to page 7 of this report. |
| GRI         | 102-51         | Date of most recent report | September 30, 2020 |
| GRI         | 102-52         | Reporting cycle | Annual |
| GRI         | 102-56         | External assurance | Parkland recognizes the importance of external verification and aims to complete this in the coming years. On our path to external verification, Parkland has taken the step to internally verify key report metrics through our internal Risk team. |
| GRI         | 103-1          | Explanation of the material topic and its boundary | Please refer to the following pages in this report:  
- Climate Change (1.2-7)  
- Safety & Emergency Preparedness (18.21)  
- Product Transportation & Storage (22.25)  
- Diversity & Inclusion (26.29)  
- Governance & Ethics: 30.35 |
| GRI         | 103-2          | The management approach and its components | |
| GRI         | 103-3          | Evaluation of the management approach | |
| GRI         | 201-1          | Direct economic value generated and distributed | All responses in C $ millions:  
- Direct economic value-generated revenues: $14,040  
- Economic value distributed operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments: $1,607  
- Economic value retained: direct economic value generated less economic value distributed: $12,433  
- Direct economic value generated:  
  - International: 6,443  
  - Canada: 6,443  
  - USA: 1,857  
  - Supply: 2,104 |

<table>
<thead>
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<th>Description</th>
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</thead>
</table>
| GRI         | 205-3          | Confirmed incidents of corruption and actions taken | Total number and nature of confirmed incidents of corruption: 0  
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption: 0  
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption: 0  
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases: 0 |
| GRI         | 206-1          | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant: 0  
Main outcomes of completed legal actions, including any decisions or judgments: N/A |
| GRI         | 207-1          | Approach to tax | Parkland has a Board approved Global Tax Framework that describes the expected behavior 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 CFO and Chair of the Parkland Audit Committee each quarter.  
Material tax adjustments are communicated quarterly with CFO 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 each quarter by our external auditor, PWC. |
| GRI         | 207-2          | Tax governance, control, and risk management | Tax governance and control framework: See GRI 207-1 above.  
Mechanisms for reporting concerns about unethical or unlawful behavior and the organization’s integrity in relation to tax: Informally through Management and/or Parkland’s Whistleblower Hotline (https://www.parkland.ca/application/file/66167/67160702/Whistleblower-Policy-2021-EN.pdf)  
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) |
| GRI         | 307-1          | Non-compliance with environmental laws and regulations | Parkland has not identified any material non-compliance with environmental laws and/or regulations. |
| GRI         | 406-1          | Incidents of discrimination and corrective actions taken | One incident during the reporting period.  
The incident was investigated and deemed to be without merit. |
<table>
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</tr>
</thead>
<tbody>
<tr>
<td>GRI</td>
<td>G4-1</td>
<td>Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>No incidents of material non-compliance during the reporting period.</td>
</tr>
<tr>
<td>GRI</td>
<td>G4-2</td>
<td>Incidents of non-compliance concerning marketing communications</td>
<td>No incidents of material non-compliance during the reporting period.</td>
</tr>
<tr>
<td>GRI</td>
<td>G4-3</td>
<td>Substantial complaints concerning breaches of customer privacy and losses of customer data</td>
<td>No substantiated complaints received during the reporting period.</td>
</tr>
<tr>
<td>GRI</td>
<td>G4-4</td>
<td>Non-compliance with laws and regulations in the social and economic area</td>
<td>No incidents of material non-compliance during the reporting period.</td>
</tr>
<tr>
<td>SASB</td>
<td>EM-RI.14.0.2</td>
<td>Water Management</td>
<td>Number of incidents of non-compliance associated with water quality permits, standards, and regulations: 0</td>
</tr>
<tr>
<td>SASB</td>
<td>EM-RI.52.0.1</td>
<td>Pricing Integrity &amp; Transparency</td>
<td>Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation: 0</td>
</tr>
<tr>
<td>SASB</td>
<td>EM-RI.53.0.1</td>
<td>Management of the Legal &amp; Regulatory Environment</td>
<td>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. The company also engages external consultants to aid with compliance and awareness of planned and potential changes.</td>
</tr>
<tr>
<td>UN SDG</td>
<td>17</td>
<td>Partnerships for the Goals: Strengthen the means of implementation and revitalize the global partnership for sustainable development.</td>
<td>Please refer to pages 9, 26-29 of this report.</td>
</tr>
</tbody>
</table>

FORWARD LOOKING STATEMENTS

Certain statements contained in this report constitute forward-looking information and statements (collectively, “forward-looking statements”) in particular, this report contains forward-looking statements with respect to, among other things, Parkland’s goals and plans with respect to its Drive to Zero, including with respect to its climate change, including reducing Scope 1 and Scope 2 GHG emissions through achieving 30% reduction in GHG emissions per barrel processed by 2030 and marketing 100% reduction in GHG emissions per site by 2030, evaluating opportunities to reduce single-use items in California in 2023 and implementing reductions by 2023, reducing Parkland’s use of single-use items by up to 1MT year by 2026, offering and encouraging low carbon fuels in every market in which Parkland operates by 2026, Parkland’s plan to launch the largest network by the end of 2023 with over 2,000 ultra-fast chargers in British Columbia, Canada, expected to open in 2022, expanding solar infrastructure in the Caribbean and Parkland using its track to achieve the equivalent of taking 80,000 cars off the road through co-processing in 2022, safety and emergency preparedness, including Parkland’s ability to zero spills and facilitate prepared transportation and storage, including reducing spill volume per line mile sold by 10% by 2025 while continuing to drive to zero ambition, diversity and inclusion, including Parkland’s targets of 30% Board gender diversity by 2025 and 30% gender diversity for executive positions by 2025, and maintaining a minimum 10% representation of BIPOC and LGBTQ+ on Board and for executive positions, and governance and ethics, including incorporating additional ESG performance measures into executive compensation by 2022, enhancing existing community and Indigenous engagement by implementing best practices, including committing to MAB certification through the CCAB and supporting local and remote communities, enhancing eligible employee participation in the Parkland Pledge program to 50%, developing sustainable supply chain standards for suppliers by 2022 and integrating these standards into Parkland’s significant suppliers by 2023, focusing local and Indigenous procurement and job opportunities in each operating jurisdiction, conducting responsible mergers and acquisitions, including conducting a sustainability assessment as part of due diligence for all acquisitions starting in 2022 and applying Parkland’s sustainability policies, goals and metrics to all newly acquired companies within an average of 12 months of acquisition date starting in 2023, and growing Parkland’s low-carbon business retail diversification plus commercial decarbonization plus 5% of EBITDA by 2025.

These statements involve known and unknown risks, uncertainties and other factors that may cause actual results or events to differ materially from those anticipated in such forward-looking statements. No assurance can be given that these expectations will prove to be correct and such forward-looking statements included in this report should not be unduly relied upon. These forward-looking statements serve only as of the date of this report. Parkland does not undertake any obligations to publicly update or revise any forward-looking statements except as required by securities law. Actual results could differ materially from those anticipated in these forward-looking statements as a result of numerous risks and uncertainties including, but not limited to, general economic, market and business conditions, actions by governmental authorities and other regulators; changes and developments in regulations; and other factors, many of which are beyond the control of Parkland. See also the risks and uncertainties described in “Forward-Looking Information” and “Risk Factors” included in Parkland’s Annual Information Form and in “Forward-Looking Information” and “Risk Factors” in Parkland’s quarterly MD&A, each as filed on SEDAR and available on the Parkland website at www.parkland.ca.