



REPORT ON SUSTAINABILITY 2022

Key highlights

Investing in sustainable growth

True to the values that have guided our company for nearly 100 years, we are committed to being leading and engaged partners in reducing emissions in our industry and in our communities as we all work toward a lower carbon future.

Our work positions Irving Oil for long-term resiliency and growth through the energy transition process, while maintaining a strong, reliable and safe core business that delivers value to our customers and the communities we call home.

We are on a continuous journey of sustainable development. We've taken concrete steps to evolve our business, focusing on key environmental, social and governance (ESG) priorities, and setting realistic and meaningful targets for our company to achieve.

We have spent the past year taking action and we are proud of what we've achieved to date.

Our energy transition strategy focuses on:

- 1 Greener refineries
- 2 Hydrogen and new energy
- 3 Biofuels
- 4 Energy trading
- 5 Future of retail
- 6 Other customer-facing business

Whitegate refinery, County Cork, IR

Our climate goals



2005 baseline year

Achieve a **30%** reduction in greenhouse gas emissions (Scope 1 and 2) by **2030**.

Take active steps towards achieving a **net-zero** goal by **2050**.

Refinery emissions

*Scope 1 emissions 2021

Saint John refinery
3,061,506 tonnes CO₂ eq.

Whitegate refinery
294,148 tonnes CO₂ eq.

**Scope 2 emissions 2021

Saint John refinery
58,017 tonnes CO₂ eq.

Whitegate refinery
20,890 tonnes CO₂ eq.

2022 achievements



Invested in a hydrogen electrolyzer, marking the first pathway to green hydrogen for customers in the Atlantic region.



Invested in transforming waste into renewable natural gas to support decarbonization of our operations.



Forged partnership with Saint John Energy to provide fully decarbonized electricity to more than 30 Irving Oil properties in Saint John.



Unveiled Irving-branded electric vehicle chargers as part of our EV network – the largest network in Atlantic Canada.



Launched third solar-powered retail site, now with locations in Salisbury and Quispamsis in New Brunswick, and Pembroke, Massachusetts.

*Scope 1 - Direct GHG emissions – Direct GHG emissions occur from sources that are owned or controlled by the company (for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment).

**Scope 2 - Electricity indirect GHG emissions – Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organizational boundary of the company. Scope 2 emissions physically occur at the facility where electricity is generated. Source: World Resources Institute and the World Business Council on Sustainable Development (WRI/WBCSD) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, March 2004

As we work towards our 2030 emissions reduction target, we continue to navigate ongoing changes to reporting quantification methodologies in the areas in which we operate and will continue to update our 2005 baseline data accordingly. This data is required to demonstrate our emissions reductions progress across our business lines against the baseline year. We look forward to providing an update on this work in a future report.



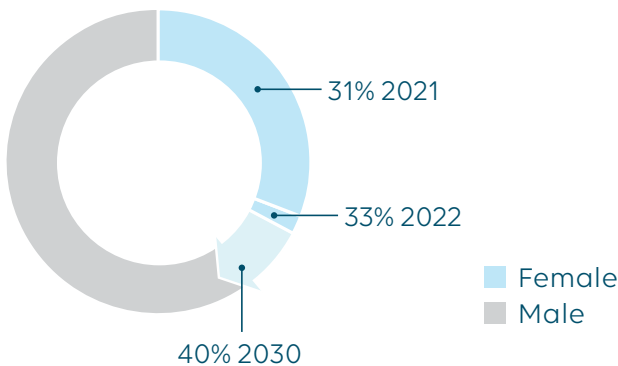
Health and safety

- Successfully met our annual PSE (process safety event) rate targets.
- Experienced slight increases in our company-wide RIF (recordable injury frequency) and LTIR (lost-time injury rate) and have applied new measures to improve our safety performance and learn from each incident and near-miss event.
- Invested more than \$207 million CAD in two turnaround projects at our Saint John refinery for improved maintenance, safety and operations.
- Expanded the roll-out of our weCommit program across the company.
- Earned Top Oil safety award for the fourth consecutive year.
- Whitegate refinery received the PSYCHED award (Positive Support You Can Have Every Day) for mental health efforts.

Our people

- Maintained gender parity in corporate roles.
- Increased female representation in leadership roles to 33% in 2022, striving toward 40% by 2030.
- Integrated education and training on bias, equity and inclusion into some of our HR talent development processes.
- Continued mandatory unconscious bias training and mental health training for people leaders.
- Increased our network of employees involved in diversity and inclusion programming by 26%.

Women in leadership roles



Social impact

- Increased our community donations from \$8.19 million CAD in 2021 to almost \$11.5 million CAD in 2022.
- Nearly \$1 million CAD invested in 2022 as we expanded our Fuel the Care program, doubling fuel card donations to existing partner hospitals and expanding into Ireland.
 - o Increased the number of families we support by 31%*.
- Increased the number of youth impacted by programming we support by 24%*.
- Increased employee participation in our Good Energy in Action program by 9% above 2021 levels..
 - o Irving Oil employees committed more than 6,688 hours of volunteer time.

*above 2019 levels.

Governance

- Ongoing Board oversight, with four of seven members being independent directors and 29% female representation.
- Increased cyber security efforts through prioritized training, mandatory annual testing for employees, investments in technology and expanded relationships with partners.
- Expanded the capabilities of our 24/7 Security Operations Centre.
- Since its introduction in 2022, our Privacy Breach Awareness training has a 98% completion rate.

Board representation

