



REPORT ON SUSTAINABILITY 2023

Key highlights

Our sustainable journey

True to the values that have guided the company since its founding in 1924, we remain grounded in our commitment to people – to our employees, customers, communities and partners.

We are working to reduce emissions in our operations and contribute to a low-carbon and sustainable energy future. This work positions Irving Oil for long-term resiliency and growth through the energy transition, while maintaining a strong, reliable and safe core business that delivers value to our customers.

Our continuous journey of sustainable development includes taking impactful steps to evolve our business, focusing on key environmental, social and governance (ESG) priorities.

We have spent the past year taking action and 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 Other customer-facing business

Saint John refinery, Saint John, NB

Our emissions goals



Strive for **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 2022

Saint John refinery
2,964,365 tonnes CO₂ eq.

Whitegate refinery
308,081 tonnes CO₂ eq.

**Scope 2 emissions 2022

Saint John refinery
63,216 tonnes CO₂ eq.

Whitegate refinery
23,450 tonnes CO₂ eq.

Environmental highlights



We are more than halfway toward our 2030 goal of 30% reduction in Scope 1 and 2 greenhouse gas emissions from 2005 levels.



Invested in Renewable Natural Gas projects to support decarbonization of our operations.



Ramped up biofuels production at our Whitegate refinery.



Largest purchaser of Renewable Energy Certificates through the Burchill Wind Farm.



Expanded our EV charging network and added more Irving-branded chargers.

*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 – A reporting organization's emissions associated with the generation of electricity, heating/cooling or steam purchased for own consumption.

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



Refinery clean up day, Saint John, NB

Health and safety

- Achieved Process Safety Event (PSE) targets for both Refining and Supply and Sales and Marketing operations.
- Delivered two sessions of our Process Safety Academy, with more than 330 employees taking part.
- Invested \$190 million into the Operation Ram turnaround project at the Saint John refinery toward improved safety, maintenance and operations.
- For the third straight year, our Saint John team was presented with the CN Rail Gold Safe Handling Award for outstanding safety.
- Expanded the weCommit operational discipline program to our Supply, Planning and Trading, Retail and Fleet, Blending & Packaging, and Wholesale & Specialty Sales teams.



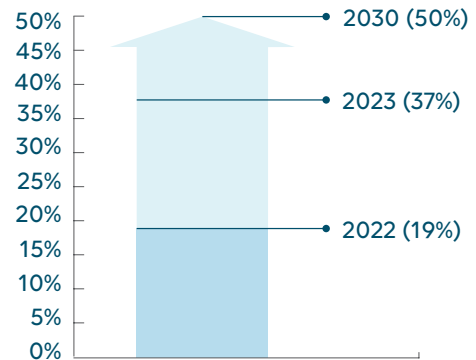
Our people

- Increased female representation in leadership roles to 35% in 2022, striving toward a goal of 40% by 2030.
- Expanded our mental health training program, making it available to the entire workforce.
- Named one of Canada’s Top 100 Employers for the eighth consecutive year.
- Launched our mandatory Core Leadership Development Program, which encompasses five development areas.
- Achieved 90% completion of mental health training for leaders and 97% completion of unconscious bias training for leaders.

Social impact

- Provided more than \$6.8 million in community investments, supporting more than 450 causes in our operating regions.
- Employees provided 13,545 hours to volunteering, with \$215,144 CAD in employee-led donations and fundraising.
- Our flagship community program Fuel the Care surpassed 100,000 total families supported since 2002.
- Increased the number of youth impacted by programming we support by 101% above 2019 levels.
- Participation in our Good Energy in Action program empowering employees to make positive impacts in their communities grew from 19% in 2022 to 37% in 2023.

Participation in our Good Energy in Action program



Governance

- Ongoing Board oversight, with 4 of 6 members being independent directors and 33% female representation.
- Achieved 99% completion by employees for the annual Code of Ethical Conduct review, supporting ethical and respectful business practices.
- Achieved 99% completion in the Workplace Harassment and Violence Prevention training and policy signoff.
- Successfully implemented a unified approach to our Management of Change process to establish greater consistency in operation processes and standard control.
- Achieved 98% employee completion in cyber security training to help protect against security threats.