BUILDING A SUSTAINABLE FUTURE

Star West PETROLEUM LTD.

Delivering today. Protecting tomorrow.

Our commitment to people, communities, and the environment drives responsible growth and long-term value.



2025 ESG REPORT

ENVIRONMENTAL | SOCIAL | GOVERNANCE

BUILDING OUR FUTURE, RESPONSIBLY

At Star West Petroleum, we have always believed that long-term success is built on strong relationships, operational excellence, and doing the right thing—for our customers, our employees, our suppliers, and the communities we serve.

Over the past year, we took an important step forward by formalizing our Environmental, Social and Governance (ESG) program. While many of the principles reflected in this report have guided our company for years, 2025 marked the beginning of a more structured approach to measuring our progress, strengthening accountability, and identifying opportunities to improve.

This report represents more than a collection of initiatives. It reflects the commitment of people across our organization who have embraced ESG as part of how we operate every day. Throughout 2025, we established our Sustainability Committee, completed our first Materiality Assessment, strengthened our governance framework, expanded customer sustainability reporting, advanced Indigenous engagement, and laid the foundation for measuring and reducing our greenhouse gas emissions. These efforts have been supported by employees from every department, demonstrating that sustainability is most effective when it becomes part of everyday business.

As our industry continues to evolve, we recognize that there is no single path forward. Our role is to provide practical solutions that help customers operate safely, efficiently, and responsibly while continuing to invest in our own people, operations, and partnerships.

I am proud of what our team has accomplished during this foundational year. More importantly, I am excited about what lies ahead. The work described in these pages is only the beginning of a long-term journey of continuous improvement.

On behalf of everyone at Star West Petroleum, thank you to our employees, customers, suppliers, Indigenous partners, and communities for your trust and collaboration. We look forward to continuing this journey together.

Brian Morgan, President

Star West Petroleum



> *Meaningful progress isn't achieved overnight. It's built through practical action, strong partnerships, and a commitment to continuous improvement.*
>
> — BRIAN MORGAN, PRESIDENT

OUR COMMITMENT

We will continue to build on our foundation, advance our ESG priorities, and create long-term value for the people, communities and partnerships that make Star West Petroleum strong.

ENVIRONMENT
Protect the environment and advance climate resilience.

SOCIAL
Support our people, communities and Indigenous partners.

SAFETY
Lead with safety and care in everything we do.

PARTNERSHIP
Strengthen relationships built on trust, respect and collaboration.

GOVERNANCE
Operate with integrity, accountability and transparency.



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OUR ESG JOURNEY

Building a more sustainable business

At Star West Petroleum, we've always believed that doing business the right way means more than delivering quality fuels and lubricants. It means protecting our people, supporting the communities where we operate, respecting the environment, and building trusted relationships that stand the test of time.

Long before Environmental, Social and Governance (ESG) became a recognized business framework, these values were already guiding the way we worked. Formalizing our ESG program has not changed who we are—it has given us a clearer way to measure our progress, strengthen our decision-making, and communicate our commitments.

Our first Sustainability Report, published in 2024, established the foundation for this journey. In 2025, we took the next step by completing our first ESG Materiality Assessment, engaging employees, customers, suppliers, supporting customers through the energy transition, operating with integrity, and continuously improving our environmental performance. These priorities now guide our ESG Roadmap and help shape decisions across every area of our business.

Throughout 2025, we continued integrating sustainability into our daily operations through practical initiatives such as expanding lower-carbon fuel solutions, introducing our first hybrid sales vehicle, enhancing customer emissions reporting, strengthening responsible procurement, and improving operational efficiency.

Our ESG journey is one of continuous improvement. As the industries we serve evolve, so will we—working alongside our customers, employees, suppliers, Indigenous partners, and communities to build a stronger, more sustainable future.

OUR ESG JOURNEY

2023 — LAYING THE FOUNDATION

- Sustainability Committee established
- ESG education and awareness begins
- Company-wide sustainability discussions initiated

2024 — BUILDING THE FRAMEWORK

- First Sustainability Report published
- Scope 1 & 2 emissions benchmarking initiated
- Customer sustainability needs assessed
- Renewable fuel strategy expanded

2025 — TURNING STRATEGY INTO ACTION

- ESG Materiality Assessment completed
- ESG Roadmap established
- Supplier ESG Expectations introduced
- Customer emissions reporting developed
- First hybrid sales vehicle added to fleet
- Internal environmental initiatives expanded
  - LED warehouse lighting
  - Renewable diesel used in company fleet
  - Reduced drum waste through tote-filling improvements

LOOKING AHEAD — CONTINUOUS IMPROVEMENT

- Establish Scope 1 & 2 emissions baseline
- Continue expanding lower-carbon fuel solutions
- Strengthen ESG data collection and reporting
- Support customers in achieving their sustainability goals

ABOUT STAR WEST PETROLEUM



For more than 14 years, Star West Petroleum has supplied fuels, lubricants, and technical services to the industries that power Western Canada. From remote mine sites and forestry operations to commercial fleets, marine applications, municipalities, and construction projects, our customers rely on us to keep their operations running safely and efficiently.

Today, Star West is more than a fuel distributor. We work alongside our customers to improve equipment reliability, reduce downtime, support lower-carbon fuel adoption, and navigate evolving sustainability expectations. Through renewable fuels, sustainable lubricants, technical expertise, oil analysis, Total Lubricant Management, remote tank monitoring, and customer emissions reporting, we help organizations improve operational performance while supporting their own ESG objectives.

Our success has always been built on relationships. We believe exceptional service starts with understanding our customers' operations and delivering practical solutions backed by knowledgeable people, responsive support, and a commitment to doing the job right.

These same principles guide how we work with our employees, suppliers, Indigenous partners, and the communities where we operate. As Canada's energy landscape continues to evolve, Star West remains focused on delivering reliable energy solutions while

ENVIRONMENT

Practical Solutions. Measurable Progress.

Reducing environmental impacts through innovation, operational excellence and customer partnership.



SUPPORTING A LOWER-CARBON FUTURE



The energy sector is evolving, and so are the expectations of the industries we serve. At Star West Petroleum, we recognize that there is no single solution to reducing emissions. Progress comes through practical innovation, informed decision-making, and providing customers with products and services that support both operational performance and environmental responsibility.

Our role is to help customers navigate that transition with confidence.

Through renewable fuels, sustainable lubricants, technical services, and customer emissions reporting, we work alongside our customers to identify practical solutions that reduce environmental impact without compromising reliability or productivity.

Environmental stewardship also begins within our own operations. Throughout 2025, we continued improving efficiency by expanding LED lighting upgrades, introducing our first hybrid sales vehicle, increasing paperless business processes, optimizing delivery routes, and strengthening our recycling and waste diversion programs.

As our ESG program continues to evolve, we remain committed to continuous improvement, measuring our progress, supporting our customers' sustainability goals, and identifying practical opportunities to reduce our environmental footprint while delivering the dependable service our customers expect.



ENVIRONMENTAL INITIATIVES IN ACTION



We take a practical, measurable approach to environmental stewardship. From lower-carbon fuel solutions to operational improvements and waste diversion, these initiatives help us reduce our environmental impact while supporting the reliability and performance our customers depend on.



RENEWABLE FUEL SOLUTIONS

Renewable fuels play an important role in helping customers reduce lifecycle greenhouse gas emissions while maintaining performance and reliability. In 2025, we expanded our renewable fuel offerings and worked with customers to identify opportunities to incorporate lower-carbon fuels into their operations.



FIRST HYBRID SALES VEHICLE

In 2025, Star West introduced its first hybrid sales vehicle as part of our ongoing commitment to evaluating lower-emission transportation options. While one vehicle represents a modest step, it reflects our belief that meaningful environmental progress is achieved through practical improvements that can be measured, evaluated, and expanded over time.



OPERATIONAL EFFICIENCY

Reducing environmental impact begins with improving how we operate. During 2025, we continued expanding LED lighting upgrades, optimized delivery routes, increased paperless business processes, and identified efficiencies that reduce fuel consumption and waste. These initiatives lower operating costs while supporting our commitment to continuous environmental improvement.



RECYCLING & WASTE DIVERSION

Responsible resource management extends beyond fuel delivery. Throughout 2025, we strengthened recycling and waste diversion efforts by tracking paper, plastics, and other recyclable materials generated through our operations. By measuring what we recycle, we identify opportunities to reduce waste and improve environmental performance over time.



SUPPORTING OUR CUSTOMERS

Environmental stewardship is a shared responsibility. Beyond supplying fuels and lubricants, we work with customers to improve operational efficiency, support renewable fuel adoption, and provide fuel-use information that assists with greenhouse gas reporting and sustainability initiatives. By combining technical expertise with practical solutions, we help customers make informed decisions that support both their operational and environmental objectives.

2025 ENVIRONMENTAL HIGHLIGHTS

- Expanded renewable fuel solutions
- Introduced first hybrid sales vehicle
- Continued LED lighting upgrades
- Increased paperless business processes
- Strengthened recycling and waste tracking
- Enhanced customer emissions reporting support

HELPING CUSTOMERS ACHIEVE THEIR SUSTAINABILITY GOALS



As sustainability expectations continue to evolve, many organizations are looking for practical ways to reduce emissions, improve operational efficiency, and meet increasing reporting requirements. Star West Petroleum believes our role extends beyond supplying fuels and lubricants—we work alongside our customers as a trusted partner, helping them identify practical solutions that support both operational performance and environmental responsibility.

Our approach begins with understanding each customer's operations. Whether recommending renewable fuel options, improving lubricant performance, optimizing fuel management, or supporting greenhouse gas reporting, we focus on solutions that deliver measurable value while maintaining equipment reliability and productivity.

During 2025, we continued expanding the services available to customers through technical expertise, fuel usage reporting, emissions reporting support, Total Lubricant Management, oil analysis, remote tank monitoring, and product recommendations tailored to individual operating environments. These services help customers make informed decisions, improve equipment performance, and support their own ESG and sustainability objectives.

As environmental expectations continue to grow, we remain committed to providing practical, data-driven solutions that help our customers navigate change with confidence.

SUPPORTING CUSTOMER SUSTAINABILITY



RENEWABLE FUEL SOLUTIONS
Helping customers lower their carbon footprint with practical, reliable renewable fuel options.

CUSTOMER EMISSIONS REPORTING
Providing accurate data and reporting that support GHG tracking and ESG goals.

REMOTE TANK MONITORING
Real-time visibility of inventory levels to prevent runouts and optimize delivery.

TECHNICAL SERVICES
Application expertise and on-site support to optimize equipment performance and operational efficiency.

TOTAL LUBRICANT MANAGEMENT
Customized lubricant programs that improve reliability, reduce costs, and simplify operations.

OIL ANALYSIS
Used oil analysis and recommendations that help extend equipment life and reduce downtime.



TECHNICAL EXPERTISE
Our team provides the technical knowledge and on-site support to keep operations running safely and efficiently.



REAL-TIME VISIBILITY
Remote tank monitoring helps customers maintain optimal inventory levels and plan deliveries with confidence.



SUSTAINABLE SOLUTIONS
From renewable fuels to responsible lubricant programs, we provide solutions that support today's operations and tomorrow's goals.

ESG IN ACTION | CUSTOMER PARTNERSHIP



BMT Group Services & Island Hino

Our partnership with BMT Group Services and Island Hino is built on trust, collaboration, and a shared commitment to operational excellence and sustainability.

- Upgraded facility infrastructure with wireless tank monitoring and automated re-ordering to improve efficiency and reduce downtime.
- Implemented custom lubrication solutions, including lube lockers, bench tanks, and drum carts to reduce product loss and increase productivity.
- Provided high-quality lubricants that meet the requirements of leading OEMs such as Cummins and Hino.
- Supported BMT as the first transportation fleet in British Columbia to transition to R100 renewable diesel with reliable wheel-to-wheel delivery throughout the 2024 season.

> *"We wholeheartedly recommend Star West Petroleum to any business seeking a dependable and proactive partner for their lubricant and petroleum needs. Their expertise, innovative solutions, collaborative spirit, and unwavering commitment to both operational excellence and sustainability make them an invaluable asset."*

– **Michael McTavish,** General Manager
BMT Group Services | Island Hino

STRATEGIC SUPPLIER PARTNERSHIPS

DELIVERING SUSTAINABLE SOLUTIONS TOGETHER

We recognize that delivering sustainable solutions begins with selecting the right partners. We work with industry-leading manufacturers whose commitment to innovation, product quality, and environmental responsibility aligns with our own values and the evolving needs of our customers.

Together, these partnerships allow us to provide a comprehensive portfolio of fuels, lubricants, and specialty products that help customers improve equipment reliability, extend asset life, reduce waste, and support their environmental and operational objectives.

Whether supplying renewable fuels, environmentally preferred lubricants, aviation fuels, or specialized industrial products, our focus remains the same—providing practical solutions backed by technical expertise and trusted supplier relationships.

As customer expectations continue to evolve, these partnerships help ensure Star West remains at the forefront of product innovation while delivering dependable service across the industries we proudly support.

WHY PARTNERSHIPS MATTER

- Access to innovative products
- Reliable global supply chains
- Technical expertise
- Proven OEM approvals
- Environmental innovation
- Customer confidence

PHILLIPS 66

LUBRICANT SOLUTIONS

Premium lubricants and specialty products engineered to maximize equipment reliability, extend service life, and improve operational performance.



ASPEN FUEL FOR PROFESSIONALS

CLEANER-BURNING ALKYLATE FUELS

Virtually free of benzene and other harmful aromatics, Aspen Fuels provide a cleaner alternative for handheld equipment, improving air quality and reducing operator exposure.



SUMMIT LUBRICATION

INDUSTRIAL PERFORMANCE

High-performance lubrication solutions designed for heavy-duty mining, forestry, construction, and industrial applications where equipment reliability is essential.



PETRON CORPORATION

SPECIALTY LUBRICATION TECHNOLOGIES

Advanced specialty lubricants that help extend equipment life, improve efficiency, reduce maintenance requirements, and support sustainable equipment operation.



UNITY FUEL SOLUTIONS

FUEL STORAGE & MONITORING SOLUTIONS

Engineered fuel storage systems and remote tank monitoring technologies improve inventory management, reduce emergency deliveries, enhance environmental protection, and support efficient fuel distribution.



PHILLIPS 66 AVIATION

AVIATION LUBRICANTS SOLUTIONS

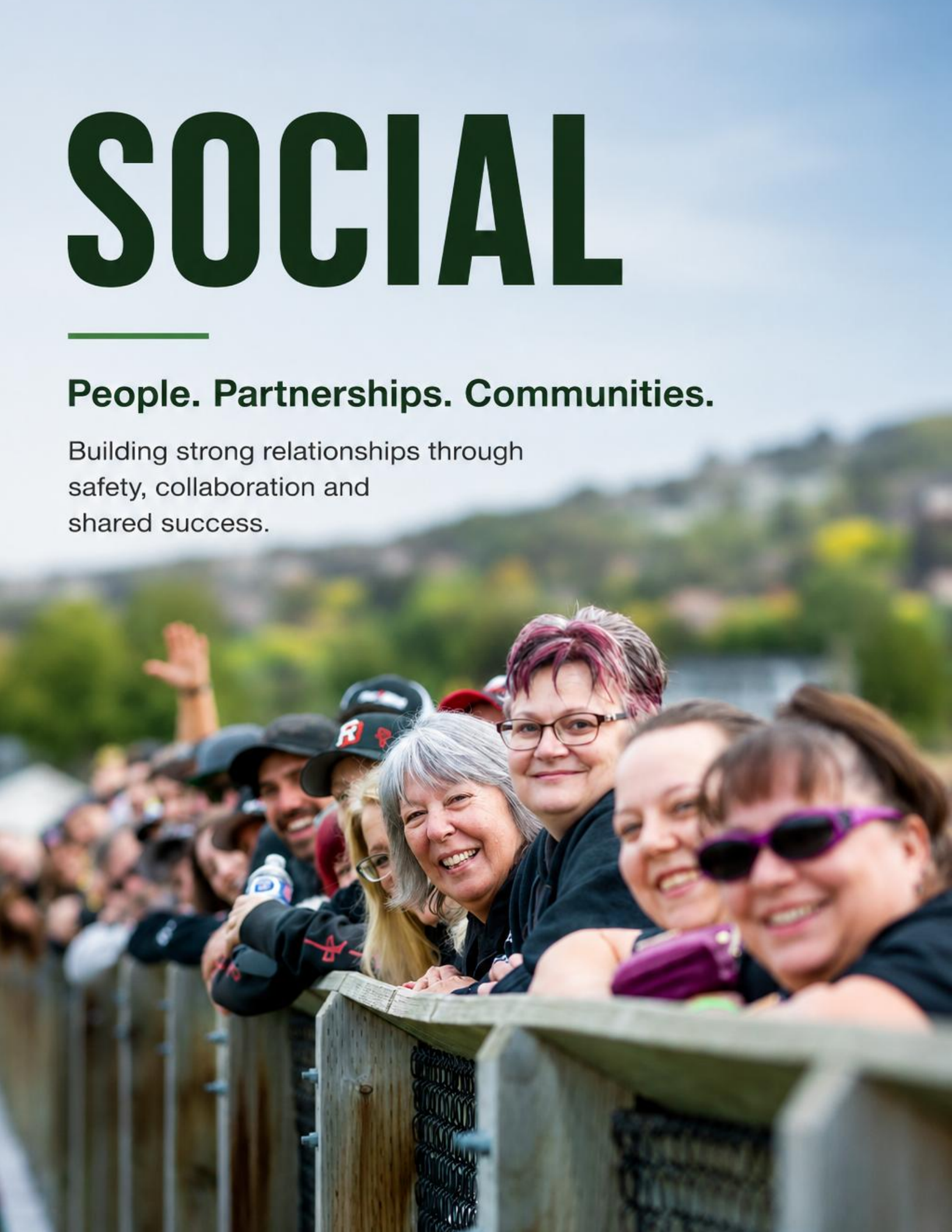
Reliable aviation lubricants products that meet stringent industry standards while supporting safe and dependable operations throughout British Columbia.



SOCIAL

People. Partnerships. Communities.

Building strong relationships through safety, collaboration and shared success.



OUR PEOPLE, COMMUNITIES & PARTNERSHIPS

ESG IN ACTION

Employee Voices

> *"Building culture through shared knowledge."*

One of the most meaningful ways we strengthen our workplace culture is by giving employees a voice.

Our quarterly ***Staff News*** newsletter has evolved into more than an internal communication tool—it has become a platform where employees share their professional expertise, personal passions, and experiences with colleagues across the company.

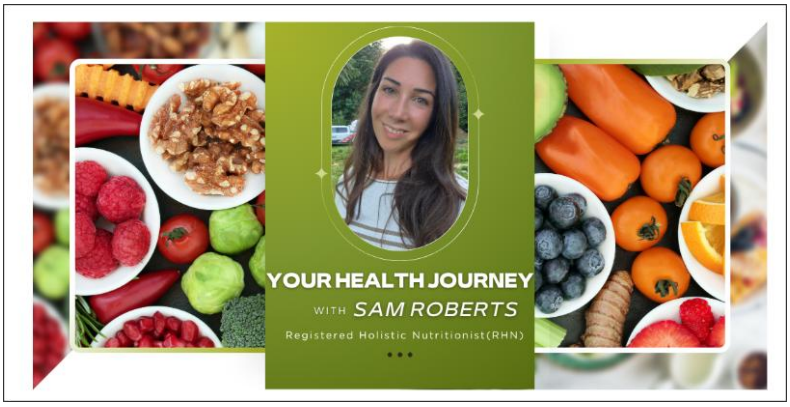
Throughout 2025, team members contributed articles on topics including nutrition, wellness, men's mental health, Indigenous relations, technical services, sustainability, and industry insights. By encouraging employees to teach, inspire, and celebrate one another, we foster a workplace built on learning, collaboration, and genuine connection.

FEATURED CONTRIBUTORS

Sam Roberts	Nutrition & Healthy Living
Josh Mercer	Men's Mental Health
Amber Rejano	Wellness
Trent Bilodeau	Indigenous Relations
Brandon Sande	Technical Lubrication
Tanya Tait	ESG & Sustainability

A CULTURE OF CONNECTION

Beyond company news, ***Staff News*** celebrates employee achievements, work anniversaries, volunteerism, hobbies, trade shows, birthdays, and the everyday moments that bring our team together. Every issue reflects our belief that a stronger workplace is built by recognizing the people behind the work.



At Star West Petroleum, sustainability is about more than environmental performance. It is built on strong relationships—with our employees, customers, Indigenous partners, suppliers, regional distribution partners, and the communities we proudly serve.

These relationships have shaped our business since the beginning and continue to guide how we grow. Whether supporting safe workplaces, strengthening regional partnerships, investing in local communities, or working collaboratively with Indigenous organizations, we believe long-term success is built on trust, respect, and shared value.

Throughout 2025, we continued investing in the people and partnerships that help us deliver exceptional service across British Columbia while creating positive impacts that extend beyond our own operations.





EMPLOYEE HEALTH, SAFETY & WELL-BEING

Our people are the foundation of Star West Petroleum's success. Every delivery, customer relationship, and operational achievement begins with employees who are committed to working safely, professionally, and with integrity. Protecting the health, safety, and well-being of our team remains one of our highest priorities.

We maintain a comprehensive health and safety program that emphasizes prevention, continuous improvement, and shared accountability. Through regular safety meetings, ongoing training, field inspections, hazard assessments, and industry-leading operational standards, we work to ensure every employee returns home safely at the end of each day.

Safety extends beyond physical protection. We recognize that mental health, personal well-being, and a supportive workplace culture are equally important to building a resilient workforce. Throughout 2025, we continued promoting employee wellness, encouraging open conversations around mental health, and supporting initiatives that contribute to a positive and inclusive workplace.

Our commitment to safety is reinforced by investments in employee development, modern equipment, operational technology, and strong leadership. By empowering employees with the knowledge, tools, and support they need to succeed, we strengthen both our people and our organization.

As our business continues to grow, we remain committed to fostering a workplace where every employee feels valued, respected, and equipped to perform their work safely and confidently

ESG IN ACTION

Safety Excellence

RECOGNIZED FOR SAFETY EXCELLENCE

Safety is embedded in every aspect of our operations—from driver training and hazard assessments to equipment inspections and continuous improvement initiatives.

In 2025, Star West Petroleum was proud to receive industry recognition for our commitment to maintaining a safe workplace and supporting a strong safety culture.

This achievement reflects the dedication of every employee who contributes to making safety a shared responsibility.

- COR Certified ✓
- DATS Safety Program ✓
- Safety Meetings
- Near-Miss Reporting
- TDG Training
- First Aid Certifications

6 of 55 Staff (10.9%) work in Safety capacities

Safe operations are everyone's responsibility. Together, we protect our people, our customers, and our communities.

ESG IN ACTION

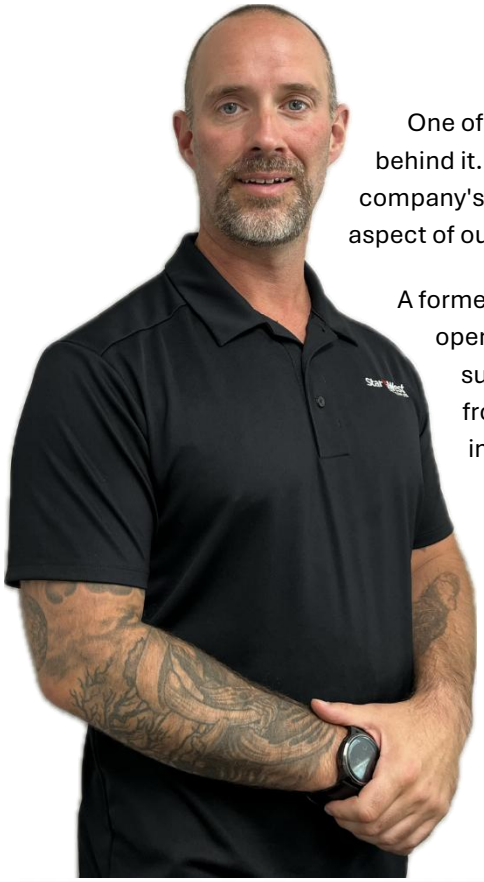
LEADERSHIP IN SAFETY

"Safety starts with leadership."

"Safety isn't a program— it's a commitment we make to one another every day.

CHAD KING

SAFETY MANAGER



One of the greatest strengths of Star West Petroleum's safety culture is the leadership behind it. As Operations Safety Manager, **Chad King** is responsible for overseeing the company's comprehensive health and safety program, ensuring safety is integrated into every aspect of our operations.

A former RCMP officer, Chad brings a unique combination of leadership, discipline, and operational experience to the role. He leads a dedicated team of safety professionals, supports drivers and operations staff across the province, and oversees everything from regulatory compliance and training to incident prevention and continuous improvement.

What sets Chad apart is his willingness to lead by example. Whether coordinating safety initiatives, supporting field operations, or stepping behind the wheel of a fuel truck when operational needs require it, he demonstrates the teamwork and commitment that define Star West Petroleum's culture.

SAFETY BY THE NUMBERS

Star West Petroleum's safety performance over the past three years reflects the consistency of our approach and the effectiveness of our systems in practice.

0	0	0	0
WORKPLACE INJURIES	LOST TIME INCIDENTS	VEHICLE ACCIDENTS	WORKPLACE FATALITIES

THREE YEARS OF SAFETY EXCELLENCE

Zero Lost Time Injuries
Zero Workplace Fatalities

STAR WEST PETROLEUM SAFETY STATS

YEAR	HOURS	FATALITIES	LTI*	MA**	FA***	LIT FREQUENCY	NON-LTI FREQUENCY
2025	98,013	0	0	0	0	0	0
2024	95,740	0	0	0	0	0	0
2023	91,851	0	0	0	0	0	0

* LTI = Lost time injury

** MA = Medical Aid — No loss time injuries where there was a requirement for off site treatment by a physician

*** FA = First Aid — No loss time injuries where there is onsite treatment only

ZERO ACCIDENTS. ZERO LOST TIME. ZERO INJURIES. ZERO FATALITIES.
FOR THE PAST THREE YEARS.

COMMUNITY INVESTMENT

INVESTING IN THE COMMUNITIES WE SERVE

2025 HIGHLIGHTS

47+	12	HUNDREDS
INDUSTRY EVENTS ATTENDED	INDUSTRY ASSOCIATIONS SUPPORTED	CUSTOMER & INDUSTRY CONVERSATIONS
Connecting with customers, suppliers and industry leaders across British Columbia.	Actively contributing to the industries and communities we serve.	Building relationships, sharing knowledge and supporting operational success.

Businesses have a responsibility to contribute to the places where people live, work, and build their futures.

Throughout 2025, we invested in community initiatives across British Columbia through sponsorships, industry partnerships, educational events, charitable initiatives, and local organizations. These investments strengthen the industries we serve while supporting the people and communities that help our business thrive.

Our approach reflects a simple philosophy: when our communities succeed, we all succeed. Whether supporting a local fundraiser, sponsoring a customer event, investing in industry education, or helping young athletes and community organizations achieve their goals, we are proud to contribute in meaningful ways throughout the province.

ESG IN ACTION

We Proudly Support



MOTORSPORTS & RACING



CHARITY & CUSTOMER GOLF TOURNAMENTS



EDUCATIONAL & INDUSTRY CONFERENCES



TRADE ASSOCIATIONS



COMMUNITY ORGANIZATIONS



LOCAL CHARITABLE INITIATIVES

INDUSTRY LEADERSHIP AND COLLABORATION













INDUSTRY LEADERSHIP & ENGAGEMENT

PROUD MEMBERS & SUPPORTERS

Star West Petroleum actively participates in industry organizations that strengthen safety, innovation, sustainability and responsible resource development across British Columbia.

- Canadian Institute of Mining (CIM)
- BC Road Builders Association
- Northern Regional Construction Association (NRCA)
- Mining Suppliers Association of BC (MSABC)
- Truck Loggers Association (TLA)
- Eastern BC Mining Association
- BC Stone, Sand & Gravel Association
- Canadian Council for Indigenous Business (CCIB)
- AME BC
- BC Fire Chiefs Association
- Prince George Chamber of Commerce
- Vancouver Island Construction Association

Building Stronger Industries Together

Strong industries are built through collaboration, shared knowledge, and active participation.

Throughout 2025, our employees participated in conferences, trade shows, educational events, technical seminars, and industry association meetings across British Columbia. These opportunities allow us to share expertise, better understand the evolving needs of our customers, and contribute to the continued advancement of the industries we serve.

By maintaining active membership in industry associations and participating in events across the mining, forestry, construction, transportation, aviation, marine, and Indigenous business sectors, we strengthen relationships, encourage innovation, and support the long-term sustainability of British Columbia's resource economy.

We remain committed to sharing knowledge, building relationships, and helping our customers succeed

Successful partnerships begin with listening, respect, and a long-term commitment to working together.

We are proud to partner with Indigenous communities and businesses across British Columbia, supporting economic participation while helping deliver reliable fuel, lubricant, and technical solutions to some of the province's most important industries.

These relationships extend beyond contracts. Through ongoing engagement, local procurement, employment opportunities, and collaborative project delivery, we strive to create partnerships that generate shared value and lasting trust.

Our commitment is also reflected in our corporate governance. During 2025, we completed Star West Petroleum's first Indigenous Relations Report, providing greater transparency into our partnerships, engagement activities, and commitment to reconciliation.

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ESG IN ACTION

BUILDING INDIGENOUS PARTNERSHIPS

"Strong relationships are built through respect, collaboration, and shared success."

WORKING TOGETHER WITH

- Squamish First Nation
- Williams Lake First Nation
- Tk'emlúps te Secwépemc
- Nak'azdli Whut'en
- Lhtako First Nation
- Tahltan Nation / Dease Valley Industries
- Det'on Cho
- Dene First Nation

2025 HIGHLIGHTS

- Published Star West Petroleum's first Indigenous Relations Report
- Continued to expand Indigenous partnerships across British Columbia and the Northwest Territories
- Supported Indigenous procurement, employment and economic participation
- Collaborated on mining, transportation and infrastructure projects throughout Western Canada
- Built long-term relationships founded on trust, respect and shared success

Meaningful partnerships are built through listening, respect and shared opportunity.

GOVERNANCE

Accountability. Integrity. Continuous Improvement.

Building resilient systems that support responsible decision-making and long-term success.



Governance That Drives Responsible Business

Strong governance. Ethical decisions. Sustainable outcomes.



Governance is more than policies and compliance—it is how we make decisions, manage risk, and build long-term value for our customers, employees, suppliers, communities, and the environment.

Throughout 2025, we strengthened our governance framework by embedding environmental, social, and governance (ESG) considerations into strategic planning, operational decision-making, and business development. Guided by our materiality assessment, executive leadership established clear priorities, formalized accountability, and expanded cross-functional collaboration to support continuous improvement across the organization.

Our governance approach is built on transparency, ethical business practices, regulatory compliance, and a commitment to continual learning. By integrating sustainability into everyday business decisions, we are strengthening our resilience while creating value for the industries and communities we serve.

GOVERNANCE AT A GLANCE

- **Materiality Assessment Completed**
  Identified the environmental, social and governance priorities most important to Star West Petroleum and our stakeholders.
- **ESG Steering Committee Established**
  Executive-led governance with cross-functional accountability supporting company-wide ESG implementation.
- **GHG Emissions Program Launched**
  Initiated a Scope 1 & 2 emissions baseline and reduction roadmap through a partnership with BCIT.
- **Customer Sustainability Reporting**
  Developing reporting tools that help customers understand renewable fuel use and greenhouse gas reductions.
- **ESG Integrated into Business Development**
  Expanded sustainability into RFP responses, supplier questionnaires and customer engagement.
- **Performance Measurement**
  Developing ESG metrics and dashboards to support transparent reporting and continuous improvement.

Governance provides the framework for responsible decisions, accountability and continuous improvement.

Leadership Accountability

Our Executive Leadership Team provides strategic oversight of sustainability initiatives and ESG priorities. Throughout the year, leadership reviewed organizational progress, supported policy development, evaluated emerging risks and opportunities, and guided the implementation of key initiatives including our greenhouse gas emissions program and customer sustainability reporting.

Governance responsibilities are shared across departments, ensuring ESG is integrated into operations rather than managed as a standalone initiative.

GOVERNANCE

Building the Foundation

Governance in Action

2025 was the year Star West Petroleum moved from ESG commitment to ESG implementation.



1 MATERIALITY ASSESSMENT

Completed our first Materiality Assessment in partnership with BCIT to identify the ESG topics most important to our stakeholders and business.

2 SUSTAINABILITY COMMITTEE

Established a cross-functional Sustainability Committee to champion ESG initiatives and embed sustainability across the organization.

3 2024 SUSTAINABILITY REPORT

Published our annual report sharing progress, initiatives and performance.

4 INDIGENOUS RELATIONS REPORT

Published our inaugural report highlighting partnerships, engagement and shared success.

5 ESG STEERING COMMITTEE

Established an executive-led ESG Steering Committee to provide governance oversight and strategic direction.

6 SUPPLIER SUSTAINABILITY PROGRAM

Integrated ESG considerations into supplier evaluations and major customer proposals.

7 2026 CUSTOMER SUSTAINABILITY REPORTING

Developed reporting tools to help customers understand fuel use, renewable products and greenhouse gas reductions.

8 2026 ESG ROADMAP

Developed our ESG roadmap to guide priorities, measure performance and drive continuous improvement.

GOVERNANCE IN ACTION

How Star West Petroleum Leads ESG Across the Organization

Our ESG Steering Committee brings together leaders from across the organization to embed sustainability into our operations, customer solutions and long-term business planning.



ENVIRONMENT

Protecting the environment and advancing climate resilience

- **Scope 1 & 2 GHG Emissions**
  Lenore Warner
  Caroline Mackenzie
- **Customer Sustainability Reporting**
  David Christie
- **Product Sustainability**
  Josh Mercer
- **Fleet & Warehouse Operations**
  Lyle Sande
- **Supply Chain & Procurement**
  Gary Hulstyn
- **Safety, Environmental Impact & Spill Risk**
  Chad King

SOCIAL

Supporting our people, communities and partners

- **Sales ESG Training**
  Duane Searle
  Josh Mercer
- **Workforce Inclusion**
  Tanya Tait
- **Communications & Reporting**
  Tanya Tait
- **Indigenous & Community Partnerships**
  Trent Bilodeau
  Irena Bauman

GOVERNANCE

Leading with integrity, accountability and transparency

- **Governance Oversight**
  Brian Morgan
  David Buckley
- **Distribution Partners ESG Integration**
  David Buckley
  Ryan Beecroft (BBFD)
- **Committee Coordination**
  Maria Ladoucier
- **Regional Partner Liaison**
  Ryan Beecroft (BBFD)

HOW WE WORK

- Review progress across each ESG workstream
- Share operational updates and emerging opportunities
- Resolve cross-functional challenges
- Coordinate company-wide ESG initiatives
- Support annual sustainability reporting
- Drive continuous improvement through shared accountability

Stronger together. Sustainable for tomorrow.

RESPONSIBLE BUSINESS



For us, governance extends beyond policies and procedures—it is reflected in the decisions we make, the relationships we build, and the standards we hold ourselves accountable to every day.

Our Code of Conduct, Employee Handbook, and operating procedures establish clear expectations for ethical behaviour, workplace respect, regulatory compliance, environmental stewardship, and responsible decision-making. These principles guide every employee, from leadership to frontline operations.

As our ESG program has evolved, we have also expanded these expectations beyond our own organization. Through supplier sustainability assessments, customer engagement, Indigenous partnerships, and transparent reporting, we continue to strengthen accountability throughout our value chain.

Responsible business practices are not viewed as a separate initiative—they are fundamental to how we earn trust and deliver value to our customers, employees, suppliers, and communities.





LOOKING FORWARD

Our sustainability journey is built on practical action, strong relationships and a commitment to continuous improvement.

Together, we're helping build a stronger company, healthier communities and a more sustainable future—***one practical step at a time***.

Keeping the World Running Smoothly.

Responsibly.