



Canadian Tire Corporation, Limited 2022 SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organization whose mission is to develop comparable sustainability metrics for public corporations to disclose material, decision-useful information to investors. In this document, the term “CTC” refers to Canadian Tire Corporation, Limited, its predecessor corporations and all entities controlled by it and their collective businesses, unless the context otherwise requires, and the term “CTB” refers to Canadian Tire Bank.

This year marks CTC’s first published SASB Index, prepared in alignment with the **Multiline and Specialty Retailers & Distributors** industry standard, which SASB has identified as CTC’s primary Sustainable Industry Classification System® industry, as well as select indicators from other SASB standards relevant to our business (**Apparel, Accessories & Footwear** and **Consumer Finance**). Indicators suggested by a given standard that were not deemed applicable, where the information is not currently aggregated or quantified, or are not disclosed by CTC at this time, were excluded. For additional information about SASB and a full list of all SASB industry standards, please refer to the [SASB website](#). We will continue to monitor regulatory developments and enhance our disclosures as we progress along our environmental, social and governance (ESG) reporting journey.

All data provided pertains to the fiscal year ended December 31, 2022, unless otherwise indicated.

Multiline and Specialty Retailers & Distributors

Topic	Accounting Metric	Code	CTC Result	More Information
Energy Management in Retail & Distribution	(1) Total energy consumed	CG-MR-130a.1	(1) 4,456,997 GJ	For more information about our energy management practices, please see the Climate Change section of our 2022 ESG Report and our 2022 Climate Data Supplement .
	(2) Percentage grid electricity		(2) 45%	
	(3) Percentage renewable		(3) 0%	
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	CTC has a robust threat management and intelligence program that identifies cyber security threats and mitigates risks (e.g., vulnerabilities). To enhance our awareness of emerging cyber security threats, we collaborate with government, information-sharing organizations, and regulatory agencies, and take part in external events to stay on top of industry trends. We monitor our environment using sophisticated tools and techniques to detect, respond to and recover from potential cyber security issues. CTC’s “defence in depth” strategy provides many layers of cyber security controls, integrating people, technology and operational capabilities to establish barriers across multiple layers of defence.	For more information about our cyber security practices, please see the Privacy & Data Security section of our 2022 ESG Report.
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for: (1) Management; and (2) All other employees	CG-MR-330a.1	Gender: ¹ (1) 32% female representation in Senior Roles (2) 52% female representation across all other employees (below Senior Roles) Racial/Ethnic: ^{2,3} 20% visible minority and 3% Indigenous representation across the enterprise.	For more information about our efforts to improve the diversity of our workforce, please see the Diversity, Inclusion & Belonging section of our 2022 ESG Report.

1 These disclosures represent all full-time and part-time employees of CTC and its subsidiaries, and do not include employees of Dealers, franchisees or agents. Senior Roles at CTC refers to leaders of the organization responsible for operations, profitability, significant Business Units and functional oversight at the SVP, EVP and C-suite Level.

2 CTC is in the process of maturing its diversity tracking capabilities, including its ability to segment the data in accordance with these standards. The participation rate of 54% for our voluntary employee Diversity Survey in 2022 reflects responses from full-time and part-time employees of CTC and its subsidiaries (other than Helly Hansen), and therefore did not include employees of Dealers, franchisees or agents. We are working to improve the participation rates for future reporting.

3 In Canada, and at CTC, Indigenous data is not aggregated with visible minority data given the unique lived experiences of these demographics.



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Multiline and Specialty Retailers & Distributors (continued)

Topic	Accounting Metric	Code	CTC Result	More Information
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2	Our owned brand products go through in-house and third-party testing and product evaluations, including chemical testing, based on a risk framework that evaluates the product, vendor, and brand to target the highest risk products. We also maintain a Safer Chemicals Policy that describes our chemical management framework and goals that we are working to achieve with respect to chemical usage in our product assortment and transparency.	For more information about our strategies to manage chemical risks in our products, please see the Product Safety & Quality section of our 2022 ESG Report and our Safer Chemicals Policy .
Product Sourcing, Packaging & Marketing	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	Our strategies to reduce the environmental impacts of our owned brand packaging include reducing the amount of plastic packaging by moving to more recyclable materials and accelerating the elimination of multi-laminated plastic packaging, expanded polystyrene, and polyvinyl chloride (PVC) from many of our products' packaging. We also work to design packaging in line with the Consumer Goods Forum Golden Design Rules . These efforts build on industry learning and resources from being a founding member of the Canada Plastics Pact, and contribute towards our CPP-aligned 2025 plastic packaging targets.	For more information about our strategies to reduce the environmental impacts of our packaging and our 2025 plastic packaging targets, please see the Circularity: Packaging, Product & Operational Waste section of our 2022 ESG Report.

Activity Metrics	Code	CTC Result	More Information
Number of: (1) Retail locations (2) Distribution centres	CG-MR-000.A	(1) 1,757 inclusive of our corporate, Dealer, franchisee and agent-operated locations (2) 14 distribution centres across Canada	For more information, see our 2022 Annual Information Form .
Total area of: (1) Retail space ⁴ (2) Distribution centres	CG-MR-000.B	(1) 34.8M sq ft inclusive of our corporate, Dealer and franchisee locations (2) 10.0M sq ft across Canadian distribution centres	For more information, see our 2022 Annual Information Form .

⁴ Does not include Canadian Tire Gas+ gas bar locations.



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Apparel, Accessories & Footwear⁵

Topic	Accounting Metric	Code	CTC Result	More Information
Management of Chemical in Products	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	We comply with all Canadian regulatory requirements and maintain surveillance of global chemical regulations in order to inform constraints we apply to our assortment. Additionally, we maintain active surveillance of Canada's legislative processes and participate in government forums to have early visibility to the perception of chemical risks. We also aim for early adoption of pending regulations in order to both mitigate risks to the consumer and the environment and to give our supplier base time to adapt as required. We further exceed the Canadian regulatory requirements by restricting certain substances that could create a health impact on customers, our communities and workers in our supply chain, as well as environmental impacts.	For more information about our strategies to manage chemical risks in our products, please see the Product Safety & Quality section of our 2022 ESG Report and our Safer Chemicals Policy .
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	See the response to CG-MR-410a.2 above.	For more information about our strategies to manage chemical risks in our products, please see the Product Safety & Quality section of our 2022 ESG Report and our Safer Chemicals Policy .
Labor Conditions in the Supply Chain	Percentage of: (1) Tier 1 supplier facilities that have been audited to a labour code of conduct (2) Supplier facilities beyond Tier 1 that have been audited to a labour code of conduct (3) Total audits conducted by a third-party auditor	CG-AA-430b.1	(1) 100% of 320 Tier 1 owned brand factories audited. (2) We do not currently conduct audits beyond Tier 1 due to transparency issues, however, we expect all vendors to have responsible sourcing practices in place within their supply chains. As we increase transparency in our value chain, we will be working with those vendors to protect worker rights. (3) 100% of the 320 factories were audited by a third-party auditor.	For more information about our auditing practices, please see the Sustainable Supply Chain Management section and Human Rights & Social Responsibility section of our 2022 ESG Report.
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	CG-AA-430b.2	Percentage of audits with priority non-conformances: 0.3% Corrective action rate: 100%	For more information about our non-conformances and the corrective actions we took across all of our Tier 1 owned brand suppliers, please see the Human Rights & Social Responsibility section of our 2022 ESG Report.
	Description of the greatest: (1) Labour and (2) Environmental, health, and safety risks in the supply chain	CG-AA-430b.3	The following are the greatest labour and environmental, health and safety risks in our supply chain that we are actively monitoring by sector or country: <ul style="list-style-type: none"> Forced labour cotton (apparel) Worker safety and compensation (Bangladesh) Working hours and overtime (China) Right to assemble and collective bargaining (Cambodia) Responsible recruitment (Taiwan and Thailand) 	For more information about our approach to managing risks in our supply chain, please see the Sustainable Supply Chain Management section and Human Rights & Social Responsibility section of our 2022 ESG Report.
Activity Metrics		Code	CTC Result	More Information
Number of apparel, accessories & footwear Tier 1 suppliers		CG-AA-000.A	Tier 1 owned brand factories: 320	For a complete list of our Tier 1 owned brand apparel and footwear supplier factories (excluding factories manufacturing exclusively for Helly Hansen), see our Supplier List .

⁵ Metrics in this section refer only to our apparel and footwear owned brand factories. We are looking to expand our disclosures to include accessories owned brand factories in the future.



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Consumer Finance

Topic	Accounting Metric	Code	CTC Result	More Information
Customer Privacy	Number of account holders whose information is used for secondary purposes	FN-CF-220a.1	CTB uses customer personal information only for the purpose for which it was collected and in accordance with the Canadian Tire Privacy Charter. This includes using personal information to process an application for a product or service and to administer the delivery of those products and services. CTB also uses information to better understand product and service needs and to offer relevant information, products, services, and rewards to meet those needs, as well as for fraud mitigation/detection. A detailed list of data uses is found in the Canadian Tire Privacy Charter on the CTB website. CTB does not sell or rent personal information including to any affiliates and non-affiliates. Personal information may be transferred within the CTC family of companies and to current or future Partners in the Loyalty Program in a manner consistent with the Canadian Tire Privacy Charter.	For more information about our privacy program, please see the Privacy & Data Security section of our 2022 ESG Report.
	Description of approach to identifying and addressing data security risks	FN-CF-230a.3	See the response to CG-MR-230a.1 above.	For more information about our cyber security practices, please see the Privacy & Data Security section of our 2022 ESG Report.
Selling Practices	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold	FN-CF-270a.1	Certain banners assist with the cross-selling of Triangle credit cards on behalf of CTB. Although these employees are not directly employed by CTB, they do receive variable compensation for this cross-selling activity for the successful activation of an application. The amount of variable compensation provided for this activity as a percentage of total wages of eligible stores was 1.7%.	
	(1) Number of complaints filed with the Consumer Financial Protection Bureau (CFPB) (2) Percentage with monetary or nonmonetary relief (3) Percentage disputed by consumer (4) Percentage that resulted in investigation by CFPB	FN-CF-270a.4	CTB is committed to customer service excellence and recognizes a consumer's right to make a complaint. Complaints provide vital feedback about CTB's products and services and the way they are offered or sold. Complaints also aid in identifying processes, systems and/or areas of service that may need improvement and on June 30, 2022, enhancements affecting the complaint review and escalation process went into effect as part of the Consumer Protection Framework under the Bank Act. As opposed to the CFPB, CTB operates under a different complaints construct regulated by the Financial Consumer Agency of Canada (the "FCAC") that requires key disclosures including the total number of resolved and closed complaints, as well as the average length of time to deal with the complaints. In 2022, CTB had 1,139 complaints which were escalated to CTB's internal Complaint Resolution Team for further review and investigation. 763 of these escalated complaints were resolved to the satisfaction of the consumer and 376 were closed (57 of these 1,139 were carried over into 2023, and resolved and closed by February of that year). The average length of time taken to deal with these complaints was 52 days.	For more information about our Complaint Resolution Process, please see CTB's 2022 Annual Complaints Report , and see the FCAC's Guideline on Complaint-Handling Procedures for Banks and Authorized Foreign Banks .
Activity Metrics		Code	CTC Result	More Information
Number of unique customers with an active: ⁶ (1) Credit card account (2) Pre-paid debit card account		FN-CF-000.A	(1) 2,252,613 (2) NIL	For more information, see our Q4 and full year 2022 Management's Discussion and Analysis .
Number of: ⁷ (1) Credit card accounts (2) Pre-paid debit card accounts		FN-CF-000.B	(1) 2,741,245 (2) NIL	

6 Represents 2022 average number of accounts with a balance.

7 Represents 2022 average number of open accounts.