

Global Reporting Initiative Index



GRI Code	Description	Disclosures
GRI 102: General Disclosures		
102-1	Name of the organization	Alimentation Couche Tard Inc.
102-2	Activities, brands, products, and services	<p>We are a leading destination for convenience and mobility globally. Our brands include:</p> <ul style="list-style-type: none"> • Couche-Tard: Our flagship brand in the province of Québec, Canada, where it all started for our company more than 40 years ago. Couche-Tard delivers the convenience products our customers are looking for, in addition to fuel and car wash services, in approximately 650 locations. • Circle K: Our global brand since 2015. First established in Texas in 1951, Circle K was acquired by Alimentation Couche-Tard in 2003 and is now present in more than 24 countries and territories. • Ingo: Ingo is in a network in Sweden and Denmark of more than 440 automated fuel sites <p>Our products and services include:</p> <ul style="list-style-type: none"> • Road Transportation Fuel Operations: We sell road transportation fuel at our stores under our corporate brand or the brand of our partners. We have been increasing our offering of renewable fuels and electric charging stations as we move toward a cleaner future. • Merchandise and Service Operations: We offer traditional convenience store items, including fresh food and foodservice, coffee, dispensed beverages, and car wash services. Our customers can rely on our experience as a responsible retailer of age-restricted products such as lottery tickets, tobacco products, and alcoholic beverages. • Other Non-Retail Business: We sell bulk fuel to a wide range of industrial, commercial, and independent business owners.
102-3	Location of headquarters	Global Corporate Office: 4204, boul Industriel, Laval, Quebec, Canada, H7L 0E3
102-4	Location of operations	<p>We operate in 24 countries, including: Canada, the U.S., Ireland, Norway, Sweden, Denmark, Poland, Estonia, Latvia, Lithuania and Hong Kong.</p> <p>In addition, Alimentation Couche-Tard has an international footprint in 13 other countries and territories (Cambodia, Egypt, Guam, Guatemala, Honduras, Indonesia, Jamaica, Macau, Mexico, New Zealand, Saudi Arabia, the United Arab Emirates and Vietnam). Most of these stores are operated under licensing agreements.</p>
102-5	Ownership and legal form	<p>ACT is comprised of four kinds of sites:</p> <ul style="list-style-type: none"> • Company operated: We control the real estate through ownership or lease agreement and operate the site. Some sites are operated by an agent we commission. • Company owned, dealer operated: We control the real estate through ownership or lease agreement. An independent operator pays us rent and operates the site. We may supply road transportation fuel through supply contracts. Some sites are subject to a franchise, licensing or other similar agreement under one of our banners. • Dealer Owned, dealer operated: The site is controlled and operated by an independent operator. We supply road transportation fuel through supply contracts. Some sites are subject to a franchise agreement, licensing or other similar agreement under one of our banners. • Franchise and other Affiliates - Sites operated by an independent operator through a franchising, licensing or similar agreement under one of our banners. <p>For additional information please refer to our Annual Information form here https://corpo.couche-tard.com/wp-content/uploads/2021/06/2021-AIF-FINAL-1.pdf</p>
102-6	Markets served	<p>We serve the markets in which we operate (referenced in GRI 102-4). We provide services in over 14,000 locations globally and serve over 9 million customers daily.</p> <p>We strive to meet the demands and needs of people on the go and to make it easy for our customers. To that end, we offer fast and friendly service, providing convenience products, including food and hot and cold beverages, and mobility services, including road transportation fuel and charging solutions for electric vehicles.</p>
102-7	Scale of the organization	<ul style="list-style-type: none"> • Total sites: 14,008 • Total Canada sites: 2,083 • Total U.S. sites: 7,011 • Total Europe and other regions sites: 3,072 • Circle K branded sites under licensing agreements: 1,842

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102-8	Information on employees and other workers	<ul style="list-style-type: none"> Total employees: 96,418 Total full-time employees: 57,525 Total part-time employees: 38,893 Total employees (U.S.): 66,497 Total employees (Canada): 11,080 Total employees (Europe and other regions): 18,841 For breakdown of employees by gender please see data outlined in GRI metric 405
102-10	Significant changes to the organization and its supply chain	In January 2021, we finalized an acquisition of Convenience Retail Asia, providing us with nearly 400 stores under the Circle K HK banner in Hong Kong and Macau
102-11	Precautionary Principle or approach	Although many of our customers still depend on fossil fuels, we are committed to enabling a low-carbon future by expanding our offering of renewable fuels and electric vehicle charging, while reducing our own emissions and resource use. We're also improving our food and beverage choices to support a more sustainable food chain. We engage with suppliers through a due diligence process to understand and assess supplier programs.
102-12	External initiatives	ACT have incorporated the United Nation's Sustainable Development Goals within our Sustainability Framework pillars of Planet, People and Prosperity and global sustainability priorities.
102-13	Membership of associations	ACT is a member of the National Association of Convenience Stores (NACS), which provides key industry research, identifies issues facing convenience retailers, and helps convenience retail industry operators grow their businesses and respond to changing markets.
102-14	Statement from senior decision-maker	A letter from Alain Bouchard, Executive Chairman of the Board and Brian Hannasch, President and Chief Executive Officer are included in our Sustainability Report (pages 4-5).
102-16	Values, principles, standards, and norms of behavior	<p>ACT's core values include:</p> <ul style="list-style-type: none"> One Team: We work together to make it easier for our customers and colleagues. We stay humble and celebrate shared successes. We have fun and care for each other. Do the Right Thing: We act with honesty & integrity. We are inclusive: we treat each other, our customers, and our suppliers with respect. We strive towards a cleaner, safer, equitable workplace and planet. Take Ownership: We treat the business as our own. We seek out problems, act quickly to solve them, and deliver better results. We take responsibility, and when we make mistakes, we learn from them. Play to Win: We challenge ourselves to play offense, not defense, which means we need to be quick and innovative. We show up every day ready and committed to make an impact using our talents and hard work. <p>All our team members have been asked to engage with these values and share them with our customers and communities. It is important that they are more than just words: they are values that we live by and values that inform all our actions and business decisions as we strive to fulfill our mission of making our customers' lives a little easier every day.</p>
102-17	Mechanisms for advice and concerns about ethics	<p>ACT has both a Whistleblower Policy and our Corporation's Ethics Code of Conduct. Adopted by our Board of Directors, the purpose of the Whistleblower Policy and Procedures is to ensure that all directors, officers and employees have the means to report complaints or concerns regarding material financial matters, compliance with legal and regulatory requirements and violations of the Corporation's Ethics Code of Conduct, while at the same time providing protection against retaliation for reports made in good faith.</p> <p>Whistleblower Policy: The procedures set forth in the Whistleblower Policy set forth how and where to submit a complaint or concern, who deals with a complaint and how that complaint will be handled, processed and documented. The Policy also describes the standards and principles that will govern the processing of all complaints and concerns whether they are received from people within the Company or external parties.</p> <p>Code of Conduct: Our Human Resources and Corporate Governance Committee is responsible for monitoring compliance with our Ethics Code of Conduct. All management level and above employees undergo an annual certification process, and all new employees are required to read and sign the Ethics Code of Conduct as part of their onboarding process.</p> <p>ACT also has a Hotline for the purposes of reporting unethical or inappropriate behaviour that could harm our people or our business. Reports can be made anonymously by contacting our ACT Hotline using a local toll-free number or via the web.</p> <p>For additional information, please see our Ethics and Compliance page.</p>
102-18	Governance structure	Our sustainability work is headed by our Board of Directors, which oversees targets, programs, risks, performance, and reporting. For additional insight please refer to page 28 and our Inaugural TCFD report found on page 36 in our 2022 Sustainability Report .
102-19	Delegating authority	Our sustainability work is headed by our Board of Directors, which oversees targets, programs, risks, performance, and reporting. For additional insight please refer to page 28 and our Inaugural TCFD report found on page 36 in our 2022 Sustainability Report .

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102-20	Executive-level responsibility for economic, environmental, and social topics	ACT has appointed our Chief People Officer as the Sustainability Executive Champion. She is supported by the Head of Global HSE & Sustainability and the Director of Global Sustainability.
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> • Board gender diversity (percentage of women): 31.3% • Board gender diversity independent directors (percentage of women that are also independent directors): 44.4% • Board independence (percentage of directors that are independent): 56.3% • Board tenure (number): 12.2
102-23	Chair of the highest governance body	Alain Bouchard is the founder and serves as the Executive Chairman of ACT, he holds no other positions within the organization.
102-26	Role of highest governance body in setting purpose, values, and strategy	Please see disclosure provided for GRI metric 102-18 and 102-20
102-29	Identifying and managing economic, environmental, and social impacts	In FY2022 our Executive Leadership Team reviewed and updated the company's sustainability matrix, which identifies the importance of material topics to ACT. (Please see page 30 in our Sustainability Report 2022 as reference)
102-32	Highest governance body's role in sustainability reporting	Our sustainability work is headed by our Board of Directors, which oversees targets, programs, risks, performance, and reporting.
102-33	Communicating critical concerns	Both ACT management and the Board are involved in identifying and prioritizing risks through the Enterprise Risk Management (ERM) process, which includes identification of sustainability risks. (For additional insight please see page 37 of our Inaugural TCFD report in our 2022 Sustainability Report).
102-34	Nature and total number of critical concerns	Both ACT management and the Board are involved in identifying and prioritizing risks through the Enterprise Risk Management (ERM) process, which includes identification of sustainability risks. (For additional insight please see page 37 of our Inaugural TCFD report in our 2022 Sustainability Report).
102-35	Remuneration policies	The executive compensation program includes base pay and variable pay, comprised of a Short-Term Incentive program (STIP) and Long-term Incentive Program (LTIP). A significant portion of our executive team's STIP compensation is linked to the achievement of our business goals and priorities (performance), including sustainability.
102-36	Process for determining remuneration	<p>The Board has given the HRCG Committee the mandate to, among other things, review and recommend senior executive compensation components and policies, to ensure that they are consistent with best practices while also considering new compensation trends. The process for determining remuneration involves 5 steps, including:</p> <ul style="list-style-type: none"> • Review compensation program • Set performance targets & objectives • Conduct an ongoing review of the market and performance • Assess corporate and individual performance • Awarded compensation <p>The HRCG Committee has retained Willis Towers Watson since 2012 as an independent compensation consultant. Willis Towers Watson advises the HRCG Committee on the competitiveness of our executive compensation program and reviews the compensation components and incentive plan design and metrics to make sure they continue to be appropriate. The external consultant conducts this review every two years and completed its last review in fiscal 2020. Their review addressed base salary, short-term incentives and long-term-incentives, and the results were used to assess any potential gap between the market median and internal compensation levels.</p> <p>For additional insight please refer to page 68 of our 2021 Management Information Circular.</p>
102-40	List of stakeholder groups	ACT engages the following stakeholder groups: customers, employees, suppliers, NGOs, communities & governments, and investors
102-43	Approach to stakeholder engagement	Please see disclosure provided for GRI metric 102-40, in addition to page 29 (Stakeholder Engagement section) which outlines the methods by which we engagement with stakeholders.
102-45	Entities included in the consolidated financial statements	Please refer our Annual Report 2022 pages 32-58.
102-47	List of material topics	ACT's materiality matrix identifies the following 5 material topics as being most important: fuel, energy, diversity & inclusion, packaging & waste, workplace safety. For the full list of topics, please refer to page 30 in our 2022 Sustainability Report .
102-49	Changes in reporting	No significant changes from the previous list of material topics
102-50	Reporting period	Our reported data covers our latest fiscal year - April 26 th 2021 to April 24 th 2022 (referred to as FY22).
102-51	Date of most recent report	June 30 th , 2022

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102-52	Reporting cycle	Annual publication of Sustainability Report
102-53	Contact point for questions regarding the report	https://corpo.couche-tard.com/en/contact-us/
102-54	Claims of reporting in accordance with the GRI Standards	We developed the content of the report in alignment with the Global Reporting Initiative Sustainability Standards and the Sustainability Accounting Standards Board.
102-55	GRI content index	Links and specific page numbers are referenced throughout this table
102-56	External assurance	The data provided in this report has not been third party verified. We will be considering third party assurance in future years in order to continuously strengthen our approach. For our third report, we have aligned with industry practices to comprehensively disclose both qualitative and quantitative data.
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> Revenues (in M\$ U.S.): 62,810 Operating expenses (in M\$ U.S.): 7,326
201-2	Financial implications and other risks and opportunities due to climate change	<p>The main risk posed by climate change is the decline in demand for ACT's products & services, especially road transportation fuel. This risk may be exacerbated by 1) laws & regulations that support energy alternatives or will target reduction of emissions from fossil fuel combustion, and 2) new technologies which will improve fuel efficiency and may result in a decreased demand of petroleum-based fuel.</p> <p>We have also identified and acted on the opportunity to diversify our products & services to support the energy transition by providing renewable fuels, supporting electric vehicle charging stations, and carbon offsetting.</p> <p>For additional insight, please refer to page 36 for our Inaugural TCFD report.</p>
GRI 302: Energy		
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> Total energy consumed within the organization (MWh): 2,348,682 Direct energy (f) MWh: 166,085 Indirect energy (g) MWh: 2,182,596
302-3	Energy intensity	<ul style="list-style-type: none"> Energy intensity by site (h) MWh per site: 225 Energy reduction performance by site Percentage (%): -9.2%
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	<p>ACT has implemented several initiatives in relation to water management:</p> <ul style="list-style-type: none"> Upgrade of 140 car washes. For each system replaced, we save and estimated 352,000 litres of water, and we plan on upgrading 150 more sites during this next fiscal year. Our PurWater Reclaim and Reject Recovery Systems, deployed across various sites in U.S. and Canada, enable us to recover up to 80% of water used in our car washes. All new North American car wash sites are equipped with these reclaim and recovery systems. Introduced innovative cleaning solutions which resulted in over 7 million gallons of water saved. <p>For additional details, please refer to page 17 (Car Wash section) and page 18 (Waste Reduction section) in our 2022 Sustainability Report.</p>
303-3	Water withdrawal	<ul style="list-style-type: none"> Water withdrawn (megalitres): 10,471 Water intensity by site (megalitres): 1.5 Water reduction performance by site (percentage): -3.5%
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	31,548 metric tons of CO ₂ equivalent.
305-2	Energy indirect (Scope 2) GHG emissions	819,943 metric tons of CO ₂ equivalent.
305-3	Other indirect (Scope 3) GHG emissions	As outlined in our inaugural TCFD report, we are committed to measuring our Scope 3 baseline emissions. Please see page 36 for our inaugural TCFD report in the 2022 Sustainability Report .
305-4	GHG emissions intensity	<ul style="list-style-type: none"> GHG emission intensity by site: 81 TCO₂e GHG reduction performance by site: -9.8%
305-5	Reduction of GHG emissions	For an overview of our energy reduction measures, please refer to page 13 in our 2022 Sustainability Report (Offsetting consumers' vehicle emissions section and reducing emissions from our supply chain section) and page 17 in our 2022 Sustainability Report (Reducing energy consumption section)
403-9	Work-related injuries	<ul style="list-style-type: none"> Fatalities (number): 1 High consequence work-related injuries (number): 54 Rate of high consequence work-related injuries (rate): 0.07 Recordable work-related injuries (number): 1,811 Rate of recordable work-related injuries (rate): 2.50

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404-2	Programs for upgrading employee skills and transition assistance programs	<p>The safety of our people, our customers and our suppliers remains our top priority. We are continuously improving our programs, procedures, training and facilities to ensure a safe and healthy working environment. This includes strategic robbery prevention programs, enhanced training for team members, and strict prevention measures throughout the Covid-19 pandemic.</p> <p>We aim to be an inclusive employer, where our diverse customer base is reflected in our workforce and management. While we are proud to have a diverse entry-level workforce, we are working to advance equitable representation, opportunities, and pay across all parts of the company. Among initiatives to strengthen diversity and inclusion, we've launched participation in a minority talent program and are conducting studies of local demographics to understand current gaps.</p>

GRI 405: Diversity and equal opportunity

405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • Total females (number): 56,555 • Total U.S. females (number): 39,850 • Total Canada females (number): 5,330 • Total Europe and other regions females (number): 11,375 • Female (as %) of total employees: 58.7% • Female (as %) of executive leadership: 29.4% • Female (as %) of total senior management: 20.4% • Female (as %) of management: 61.9% • Percentage (%) of non-management: 58.3%
412-1	Human Rights	Please see disclosure of GRI metric 414-1. We engage with suppliers through a due diligence process to understand and assess supplier programs. We look at business integrity, quality, health and safety, staffing conditions, human rights, environmental issues, and ethical practices, among other topics.

GRI 413: Local Communities

413-1	Operations with local community engagement, impact assessments, and development programs	100% of our business units have a local community engagement program
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GRI 414: Supplier Social Assessment

414-1	New suppliers that were screened using social criteria	We engage with suppliers through a due diligence process to understand and assess supplier programs. We look at business integrity, quality, health and safety, staffing conditions, human rights, environmental issues, and ethical practices, among other topics.
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GRI 416: Customer Health and Safety

416-1	Assessment of the health and safety impacts of product and service categories	Data unavailable at time of reporting – Our foodservice suppliers and private brand production facilities adhere to food safety standards and procedures that align with Global Food Safety Initiative standards. Unannounced food safety audits are conducted to ensure and validate on-site food safety, and non-compliance matters are addressed by working closely with our stores and following up on corrective actions. In FY22, we recorded an improvement in our audit results.
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GRI 417: Marketing and labeling

417-1	Requirements for product and service information and labeling	Our foodservice suppliers and private brand production facilities adhere to food safety standards and procedures that align with Global Food Safety Initiative standards. We have also started a food safety digitization journey to make temperature measurement and labelling as automatic as possible, securing a high level of compliance and efficiency.
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