

2024 Sustainability Report



G3 Canada Limited



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INTRODUCTION

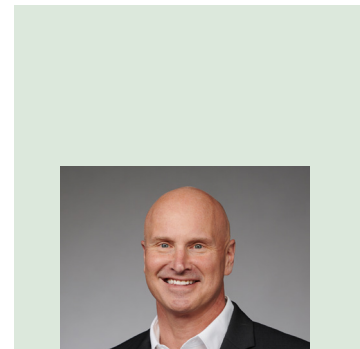
G3 is proud to present the third annual Sustainability Report.

This report continues to build success off our 2023 Sustainability Report, particularly the quantification of our greenhouse gas (GHG) emissions. We calculate our Scope 1 and 2 GHG emissions data to measure our progress. We also calculate our Scope 3 GHG emissions, giving us information about carbon emissions along our value chain.

In the past year, G3 has welcomed skilled and committed employees to our workplaces, and continues to expand our Accessibility Plan. G3 also increased support for our communities with our sponsorship and donation program.

Our network of state-of-the-art facilities is setting new standards across the industry to safely move Canadian grain to market. G3 is excited to be modernizing our Trois Rivières terminal for the 2027 growing season to improve efficiency, safety, and quality of service to our customers and our employees.

As we celebrate our 10th anniversary, we hope that this report will serve as a useful tool for stakeholders to better understand our efforts regarding Environmental, Social, and Governance (ESG) aspects of our business in today's agriculture industry. G3 takes pride in what we have achieved over the past 10 years, and we welcome your feedback and suggestions as we continue to work towards our goals in these areas in the years ahead.



Don Chapman
Chief Executive Officer

About this Report

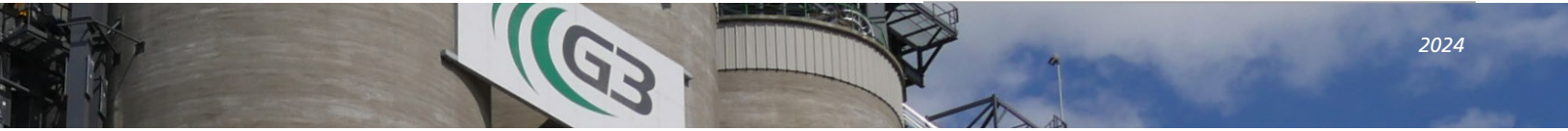
In this report, we'll use "sustainability" and "ESG" interchangeably, recognizing their nuanced differences but viewing them as closely aligned concepts. Throughout this document, any mention of "G3 Canada," "G3," "we," or "our" refers to G3 Canada Ltd. and/or G3 Terminal Vancouver.

To develop this report, G3 has adopted aspects of the recommendations of the sustainability disclosure standards from:

- › the International Financial Reporting Standards (IFRS), including the Sustainability Accounting Standards Board (SASB) Agricultural Products Industry Standard and metrics from the Task Force on Climate-Related Financial Disclosures (TCFD)
- › safety and employee metrics from the Global Reporting Initiative (GRI)

While this report does not fully adopt these frameworks, G3 has selected certain relevant sustainability metrics from these standards to report under which it considers to be financially material (noting that not all financially material metrics under these frameworks have been addressed). As a privately held company, G3 has prepared this report on a voluntary basis. We continue to monitor the evolving disclosure landscape, in particular the recently adopted Canadian Sustainability Standards Board (CSSB) standards.

The report discloses information from calendar years 2022 to 2024. It provides valuable information to enable stakeholders to assess our ESG performance over this period.



About G3

G3 is a Canadian grain handling company headquartered in Winnipeg, Manitoba, consisting of two operating entities. G3 Canada Limited manages grain elevators on the Prairies and in Quebec and port terminals in Ontario and Quebec; G3 Terminal Vancouver operates a next-generation grain export facility on Canada's West Coast located in Vancouver, BC.

G3 is modernizing Canada's grain supply chain to the benefit of Canadian agricultural producers and worldwide consumers of high-quality Canadian grain. G3's network of modern facilities offers a quantifiable advantage due to their focus on operational efficiency¹.

Our Network



PRAIRIE ELEVATORS

G3's high efficiency elevators in Western Canada receive up to 100 trucks of grain per day from farms, unloading each one typically in less than five minutes. The elevators use a loop-track system for loading trains, which allows up to 150 cars to load in continuous motion and be ready in less than 12 hours to haul grain to port for export.



G3 TERMINAL VANCOUVER

Trains transport most grain from Prairie elevators to G3 Terminal Vancouver, a state-of-the-art grain export facility on Canada's West Coast. At G3 Terminal Vancouver, loop tracks can accommodate three 150-car trains, unloading them all in less than 24 hours. G3's loop-to-loop system significantly reduces train dwell time at elevators and terminals, thereby streamlining the overall rail cycle from Prairie elevators to port and back.



EASTERN TERMINALS

G3 operates four port terminals in Eastern Canada, Hamilton, Thunder Bay, Trois-Rivières, and Quebec, facilitating market access for Prairie grain as well as commodities originating from Ontario and Quebec. These terminals consolidate loads from rail and smaller laker vessels on the Great Lakes onto larger ocean-going ships along the St. Lawrence River, creating more efficiency in the grain supply chain. Our Trois Rivières terminal was preparing in 2024 for the construction of a new, state-of-the-art terminal to improve efficiency, safety and quality service to our employees and our customers in the region. The project is expected to be completed and the new facility operational before the 2027 growing season.

¹ As per industry data released by the Canadian Grain Commission.



OPERATIONS



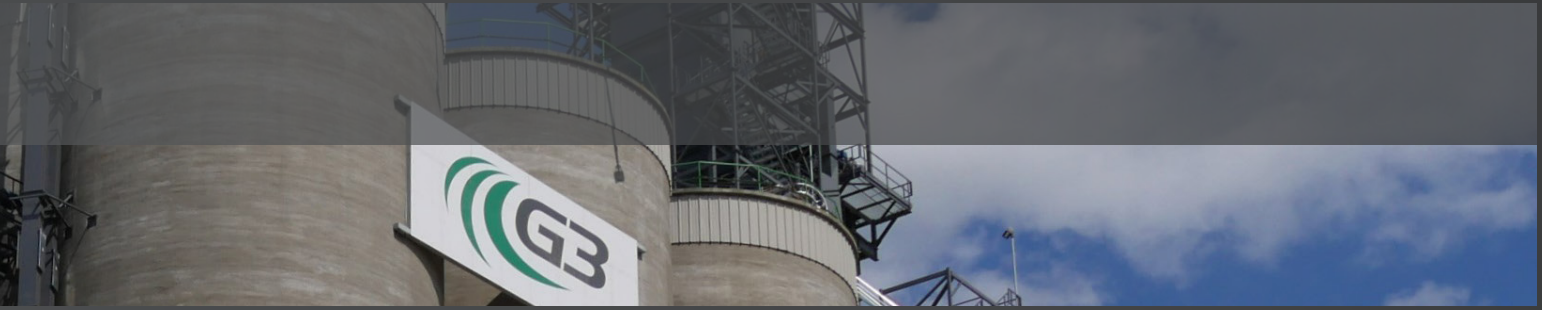
Port Terminal

- Hamilton, ON
- Thunder Bay, ON
- Trois-Rivières, QC
- Québec, QC
- Vancouver, BC

Primary Elevators

Rycroft, AB	Carmangay, AB	Saskatoon West, SK	Melville, SK
Morinville, AB	Vermilion, AB	Swift Current, SK	Glenlea, MB
Wetaskiwin, AB	Maidstone, SK	Melfort, SK	Bloom, MB
Stettler County, AB	Prairie West, SK	Colonsay, SK	Saint-Denis-sur-Richelieu, QC
Irricana, AB	Leader, SK	Pasqua, SK	

- Corporate Office
- Primary Elevator
- Port Terminal



☆ ESG Highlights

G3's ESG highlights for 2024:

Emissions Quantification – G3 has engaged a third party to conduct verification on its Scope 1 and 2 GHG emissions from 2021 to 2024. We have also completed Scope 3 GHG emissions quantification from 2023 and 2024 data for the categories most material for G3. Our five port terminals have maintained their certification in Green Marine, which includes a GHG performance category. Lastly, G3 Terminal Vancouver, Thunder Bay, and Quebec City received 2024 certification in the BMO Radicle Climate Smart Program.

Food Safety & Security – G3 maintained the food safety of their operations, including 100% ISO 22000 compliance at all our facilities, 100% supply chain traceability, and zero recalls for food safety reasons.

Employee Well-Being – The 2025 employee survey revealed G3's key strengths as providing appropriate equipment and tools for employees, manager and team relationships, fostering a sense of employee belonging, and Equity, Diversity, and Inclusion (EDI).

Governance – In the three-year period of 2022-2024, G3 had no incidents of corruption and made no political contributions.

Community Engagement – G3 expanded support for community facilities and organizations through our sponsorship and donation program.

Sustainability Focus Areas

Our sustainability materiality assessment, initiated in 2022, helps us to determine our ESG priorities, business strategies, policies, and reporting practices. Our materiality assessment incorporates diverse elements, including stakeholder input, peer comparisons, and industry standards. Moreover, in the assessment we referred to prominent sustainability reporting frameworks from IFRS including SASB and TCFD, as well as GRI. Additionally, we reviewed ESG rating agencies to grasp the concerns most pertinent to investors and customers.

As a result of the materiality assessment, we identified five key ESG focus areas that are most material to G3 and our stakeholders:

- › Climate Change Management
- › Food Safety & Security
- › Employee Safety & Well-Being
- › Good Governance
- › Community Engagement

In addition, the assessment provides insights into other ESG focus areas. While our assessment identified these areas as less pivotal to G3's ESG value proposition than the five key focus areas listed above, we acknowledge their significance to certain stakeholders.

Looking ahead, we remain committed to revising our materiality assessment as needed to remain attuned to evolving ESG concerns and integrate stakeholder input into our sustainability strategy.

The Future of ESG at G3

- › Continue to evolve our data collection and reporting to drive improvement in our focus areas
- › Continue to quantify our Scope 1, 2, and 3 GHG emissions to measure our progress
- › Continue to work to increase the diversity of our workforce
- › Build on our safety culture to improve our performance



ENVIRONMENT



G3 recognizes how crucial natural capital is to our operations. That's why we have procedures in place to manage G3's interactions with the environment. G3 has established an Environment, Health & Safety (EHS) Policy and an Environmental Management Program (EMP). Our EHS Policy prioritizes environmental stewardship and resource consumption reduction, while the EMP outlines best practices for our facilities. The key mitigation measures for G3's EMP are as follows:

- › Air Emissions Management Plan
- › Environmental Noise & Light Management
- › Hazardous Materials Disposal & Waste Management
- › Fire & Explosion Mitigation
- › Stormwater Pollution Prevention Plan
- › Emergency Response – Spill Response & Reporting
- › Pest Control & Bird Management Practices

This comprehensive approach allows us to proactively manage our environmental impact and enhance sustainability practices.

Climate Change

Climate change poses a significant risk to the world's food supply, including Canada's grain supply chain. As a first step as we move towards managing this risk, G3 has quantified their Scope 1, 2, and 3 GHG emissions, as set out below.

GHG Emissions

G3 voluntarily reports Scope 1, 2, and 3 GHG emissions to uphold transparency and enhance our emission management capabilities. In the table and chart below, we outline our Scope 1 and 2 absolute GHG emissions and intensity for 2022-2024. Scope 1 GHG emissions are primarily from fuel combustion for equipment at elevators and terminals, and Scope 2 GHG emissions are largely from electricity use. Intensity metrics are based on total tonnes of product sold. These results are verified by an accredited GHG validation and verification body.



GHG EMISSIONS

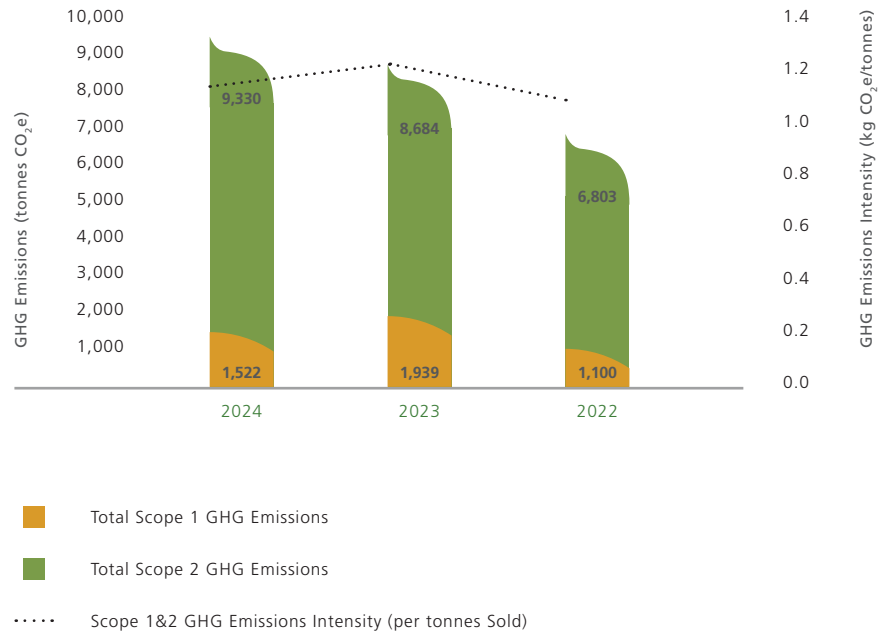
	2024	2023	2022
Total Scope 1 GHG Emissions (tonnes CO ₂ e)	1,522	1,939	1,100
Total Scope 2 GHG Emissions (tonnes CO ₂ e)	9,330	8,684	6,803
Emissions Intensity (Scope 1 & 2 kg CO ₂ e per tonnes product sold)	1.1	1.2	1.1



Our absolute emissions increased from 2022 to 2024 except for a decrease in Scope 1 GHG emissions in 2024 due to grain driers not needing to be used. The increase from 2022 to 2024 correlates to operational activity trends, including: (i) an increase in the amount of grain sold; and (ii) our Rycroft and Melfort facilities coming online in Summer 2023. Our intensity emissions stayed relatively consistent from 2022 to 2024.



GHG Emissions





There are no peer companies in Canada who match G3's operational scope and report their GHG emissions and intensity publicly so a direct comparison between G3 and its peer group cannot be made at this time.



Verification Statement - Scope 1 & 2 GHG Emissions

Based on the evidence obtained and the procedure performed during the verification completed by Dillon Consulting Limited, an independent third-party consulting firm conducting the verification in accordance with ISO 14064-3:2019, Dillon concludes that G3's 2024 GHG assertion is prepared in accordance with the applicable standards and guidance; is supported by appropriate underlying documentation and controls; and contains no material errors or omissions, as all quantified variances were well within the $\pm 5\%$ materiality threshold established for this engagement.



Scope 3 Emissions

As a value chain business, G3 recognizes that most of our carbon footprint comes from Scope 3 GHG emissions. In 2023, we began the process of quantifying the most material emissions along our value chain, from farm origination of grain to end-use customer. We began with a careful examination of which Scope 3 GHG emission categories are applicable and most material for our operations. We then calculated our Scope 3 GHG emissions for the categories chosen using the GHG Protocol² guidelines. A combination of specific, spend-based, and average data methods was used for quantifying Scope 3 GHG emissions from various categories. We are working towards a three-year inventory of Scope 3 GHG emissions so we can track our progress year-over-year.

The results of our calculations for each category are shown in the table below. The proportion of each Scope 3 GHG emission category is shown in the chart below.

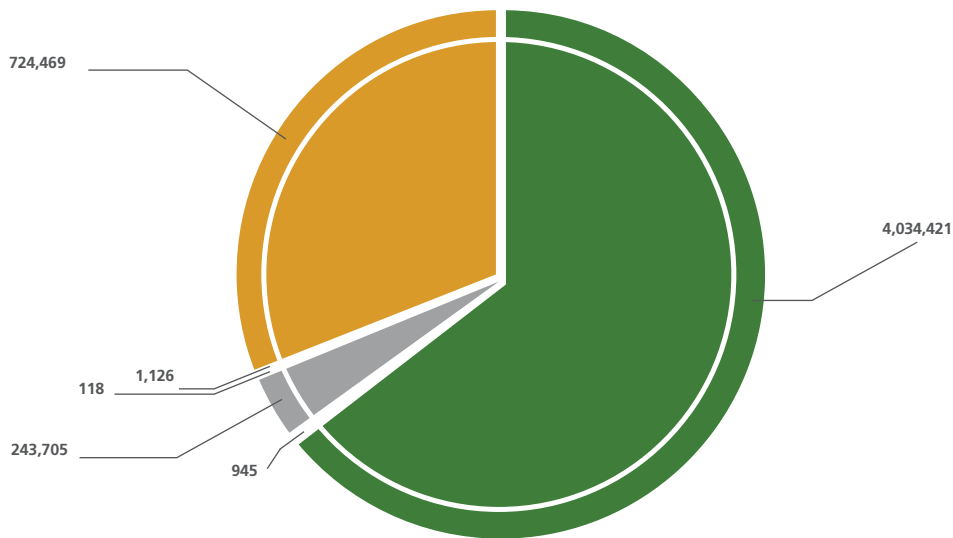
SCOPE 3 GHG EMISSIONS (tonnes CO₂e)

	2024	2023
Category 1&2: Purchased good and services and capital goods	4,034,421	3,294,747
Category 3: Fuel- and energy-related activities	945	1,000
Category 4: Upstream transportation and distribution	243,705	202,477
Category 6: Business travel	118	132
Category 7: Employee commuting	1,126	1,154
Category 9: Downstream transportation and distribution	724,469	715,555

² The GHG Protocol is an internationally accepted methodology. The Chartered Professional Accountants of Canada state that "The GHG Protocol is a leading source of guidance on the measurement and reporting of GHG emissions."



2024



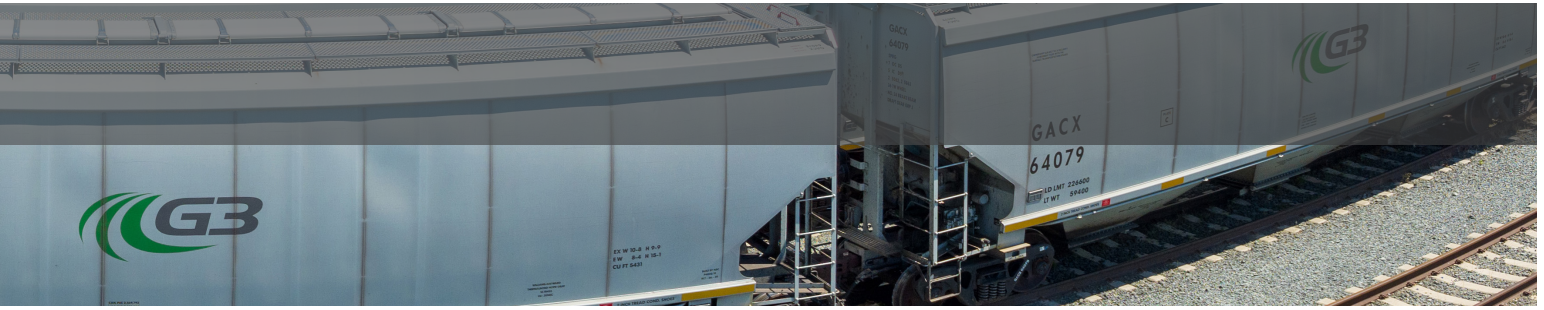
- Category 1&2: Purchased good and services and capital goods
- Category 6: Business travel
- Category 3: Fuel- and energy-related activities
- Category 7: Employee commuting
- Category 4: Upstream transportation and distribution
- Category 9: Downstream transportation and distribution

Emissions arising from the production of crops grown by farmers and purchased by G3 (upstream production) is the largest contributor to G3’s supply chain emissions. Upstream and downstream transportation (trucks that deliver grain to our elevators, trains which carry grain to port, and ships that transport grain to its destination) are the next largest contributors. Emissions associated with upstream energy, business travel, and employee commuting are minor. Emissions from waste handling are negligible and therefore not quantified.

Other downstream emissions, Categories 10, 11, and 12³, have not been quantified due to the high uncertainty associated with downstream scenarios for G3 products. G3’s products are considered intermediate and can be further processed after being sold by G3. Moreover, G3 has no influence on downstream emissions from Categories 10, 11, and 12. Therefore, G3 will focus on the parts of the value chain emissions that they can influence. Categories 8, 13, 14, and 15⁴ are not applicable to G3.

³ Scope 3 GHG emissions Category 10 includes processing of sold products, Category 11 includes use of sold products, and Category 12 includes end-of-life treatment of sold products.

⁴ Scope 3 GHG emissions Category 8 includes upstream leased assets, Category 13 includes downstream leased assets, Category 14 includes franchises, and Category 15 includes investments.



Categories 3, 6, and 7 have remained relatively consistent from 2023 to 2024. Categories 1&2, 4, and 9 have all increased from 2023 to 2024 correlating to operational activity trends.

Three peers of G3 publicly report Scope 3 GHG emissions. However, the magnitude of Scope 3 GHG emissions reported by these peers is significantly higher due to differences in the size and scope of their operations. The number of Scope 3 GHG emissions categories reported by these peers varies based on the priorities set by each company. Similar to G3, grain upstream production (Category 1) dominates the supply chain emissions of these peers.

In 2024, G3 conducted a pilot project with farmers to evaluate their operations and economically incentivize lower carbon crop production practices, as a first step toward reducing upstream emissions and setting future targets for reducing GHG emissions overall. G3 is currently reviewing the data from the pilot to determine the feasibility of implementing emissions reductions.

G3 has also expanded their voluntary initiatives by purchasing certified sustainable crops for use in clean fuel production under the Clean Fuels Regulations in Canada. In addition, we have started the process for certification of certified sustainable crops under the European Union Deforestation Regulations (EUDR) and International Sustainability and Carbon Certification (ISCC).

For 2023 and 2024 Scope 3 GHG emissions, company-specific data was used as much as possible. In the absence of company-specific data, average emission factors were employed. G3 plans to improve data quality and tracking to increase the accuracy of Scope 3 GHG emissions estimates in future years, where applicable.

Climate Smart

G3 Terminal Vancouver, Thunder Bay, and Quebec City received their 2024 certification in the BMO Radicle Climate Smart Program. This program involves compiling a GHG inventory and a report outlining plans that meet the Program requirements. These plans involve strategies which include:

- › Aligning the GHG and air pollutant data tracking format and tools for all five port terminals
- › Setting yearly targets for intensity and absolute emissions reductions
- › Auditing the port terminals to ensure alignment in our practices and providing recommendations for improvements in environmental procedures





Energy Use

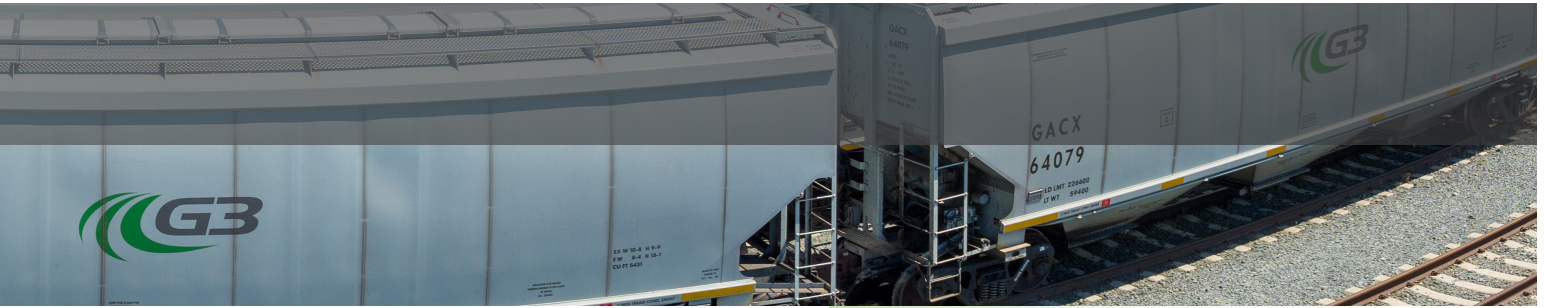
Energy consumption is a key metric in G3’s strategy to reduce GHG emissions, given its direct correlation with emissions. The table below illustrates our energy usage and intensity from 2022 to 2024 across G3. Intensity metrics were derived from the total tonnes of product sold.

ENERGY USE

	2024	2023	2022
Operational Energy Consumption (GJ)	221,297	227,800	194,721
Grid Electricity Consumption (MWh)	55,014	54,126	49,009
Grid Renewable Energy Consumption ⁵	68%	70%	73%
Energy Consumption Intensity (GJ/tonnes product sold)	0.023	0.026	0.027

G3’s operational energy and grid electricity consumed were lowest in 2022 which correlates to operational activity trends including a drought in the 2021 growing season which affected 2022 operations. The opening of two new grain elevators increased operational energy and grid electricity consumed in 2023. Grid electricity consumed increased in 2024 in alignment with operations, but operational energy consumed decreased in 2024 due to grain driers not needing to be used. Our energy consumption intensity is showing a positive trend and has decreased from 2022 to 2024.

⁵ Renewable Energy Consumed was calculated by Province based on 2022 Electricity Generation data starting on page 62 of the National Inventory Report 1990-2022: Greenhouse Gas Sources and Sinks in Canada Part 3 which is the most current data that they have provided. Ontario’s large proportion of nuclear energy is low emitting but was not factored into the calculations as it is not considered renewable energy. The majority of the renewable energy comes from hydro sources.



G3 Terminal Vancouver is fully electrified and connected to the BC power grid which allows our energy at that facility to come primarily from hydro power rather than purchased fuels.

Renewables constitute 68% of the grid electricity we used in 2024. For example, G3 Terminal Vancouver is fully electrified and connected to the BC power grid which allows our energy at that facility to come primarily from hydro power rather than purchased fuels. BC Hydro generates 98% of their power from renewable sources⁶. Our proportion of grid renewable energy consumption has decreased slightly since 2022 due to the addition of Saskatchewan and Alberta assets, which have a lower proportion of renewable energy on their grid compared to other provinces where we operate. Though outside of G3’s control, we expect the renewables proportion to increase organically across our operations as these grids increase their proportion of renewable energy.



GREEN MARINE

G3’s five port terminals voluntarily report annually to Green Marine, an environmental certification program for the North American marine industry that evaluates facilities on seven environmental performance indicators. The certification process involves external verification every second year, which enhances credibility and transparency. 2024 was an external verification year.

G3’s Port Terminals:

- › G3 Terminal Vancouver, BC
- › G3 Thunder Bay, ON
- › G3 Hamilton, ON
- › G3 Trois-Rivières, QC
- › G3 Québec City, QC

Green Marine Scoring Scale

There are seven Green Marine performance indicators for port terminals, and each is measured on a scale from 1 to 5 (shown below). Organizations self-declare and report by submitting a site evaluation of how they are meeting the criteria within each level.

1. Monitoring of Regulations
2. Best Practices
3. Integrated Management and Quantified Impacts
4. New Technologies and Reduction Targets
5. Excellence and Leadership

⁶ BC Hydro Energy Mix



Green Marine Certification Results

G3's 2024 scores are outlined below.

GREEN MARINE PERFORMANCE

	Hamilton	Quebec	Thunder Bay	Trois- Rivières	Vancouver
GHG and Air Pollutants	5	5	5	5	5
Community Impacts	5	2	5	4	5
Community Relations	3	3	3	3	4
Dry Bulk Handling and Storage	5	3	5	5	5
Environmental Leadership	5	3	5	4	5
Spill Prevention and Stormwater Management	5	3	4	3	5
Waste Management	2	2	5	3	5

Compared to 2023, G3's self-evaluation scores have remained consistent or improved in Green Marine's seven categories at all facilities in 2024. Some of our facilities have scored higher than others, with newly constructed facilities such as G3 Terminal Vancouver and Hamilton scoring higher. G3's port terminals in Trois-Rivières and Quebec reported significant improvements aimed at GHG and air pollutants. In 2025, we are targeting further improvements in community impacts. G3 aims to advance our initiatives year-over-year to enhance our performance.



Air Emissions

G3’s grain and oilseed operations can generate particulate matter, including dust, which can have adverse effects on worker health, community health, the environment, and safety. To minimize these emissions, G3 has instituted controls across its facilities, including maintaining dust collection and material handling equipment, conducting regular stack monitoring, testing, regular maintenance of equipment, and taking steps intended to prevent visible dust being emitted beyond the site boundaries. G3 also ensures that its facilities remain below the applicable regulatory allowable limit for particulate matter emissions and records an inventory of all sources and equipment controls.

G3 has reported its particulate matter emissions, including those with a diameter of 10 micrometers or smaller (PM10), to the National Pollutant Release Inventory (NPRI) in accordance with Canadian Environmental Protection Act requirements. PM10 includes particulate matter less than 2.5 micrometers (PM2.5), which can have adverse health effects if inhaled. The table below shows G3’s PM10 emissions over the past three years.



2022 shows a lower PM10 emissions level compared to 2023 and 2024, due to a decrease in grain volume moving through facilities. This was due to a drought in the 2021 growing season which affected 2022 operations. PM10 emissions were consistent from 2023 to 2024.

PM10 is calculated by a third-party consultancy, AECOM, on behalf of the company to ensure independence and expertise. G3 is registered on the NPRI website, which is a publicly accessible inventory of pollutant releases for qualifying businesses in Canada.



Waste Management

Our Waste Management Plan has been developed so our processes for all hazardous and non-hazardous materials procurement, storage, usage, handling, transportation, and disposal, comply with all applicable federal, provincial, regional, and municipal bylaw requirements applicable to waste management. Spills may occasionally occur onsite due to human error, equipment failure, hydraulic hose rupture, or during fluid transfers. Containment measures are integrated into our facility designs. Our procedures for waste management include waste stream segregation, containers and labelling, disposal, biohazard requirements, and auditing and reporting. We also require vendors or suppliers who handle waste on our behalf to adhere to our standards.

One way that G3 reduces waste is by turning agricultural waste into a secondary product such as animal feed, instead of sending it to landfill. This enables us to reduce waste and generate additional revenue, while decreasing our environmental impact.





Water Management

Though our operations do not involve significant water use or risks, water is an important resource to protect. G3 interacts with water in several ways, including water used for operations, spill prevention, stormwater pollution prevention, and proximity to water at our port terminals.

Our EMP outlines specific controls we have in place to manage risks and potential impact to water. We recognize the potential for accidental release of dust or grain during the loading or unloading of material during ship or train transfers, derail events, or truck tip overs. Improper use of pesticides and herbicides could also cause contamination during equipment cleanup. This could result in contamination of freshwater, groundwater, or water tributaries. We have several controls in place to protect water and prevent pollution including regular inspections, housekeeping and maintenance, buffering and boundary setting, secondary containments, chemical storage and handling practices, spill response procedures, and training.





SOCIAL

At the heart of our business is people—our employees, customers, and everyone we collaborate with. Creating a safe and respectful environment where everyone can thrive is paramount. Internally, our employees and contractors play a vital role in making our operations run smoothly and safely. Externally, we aim to be good neighbors to the communities we serve. These efforts align with two of our five material focus areas: Employee Safety & Well-Being and Community Engagement.

Health and Safety

At G3, safeguarding the well-being of our employees, customers, and communities is paramount. This commitment is evident in our comprehensive safety program, which integrates our EHS (Environment, Health, and Safety) Policy, Safety Management System (SMS), and industry-leading practices. Our EHS Policy serves as the cornerstone of our operations, delineating our guiding principles and underscoring our responsibilities concerning employee health and safety.

Our SMS covers 31 individual program areas, including Confined Space Entry, Fall Protection, and Job Hazard Analysis. To ensure a safe workplace, we have implemented controls such as workforce training, hazard recognition, facility inspections, program reviews, monthly facility and EHS Committee meetings, Key Performance Indicator tracking, and incident investigation and follow-up.

Incorporating new employees into G3's safety culture is key. New hires go through priority training and an EHS orientation that covers general and local safety rules, policies, and responsibilities. New employees are also given a physical tour of the facility by their supervisor and given an orientation on G3's programs and the procedures for reporting hazards and injuries.

Our safety program is continuously evaluated and updated to incorporate new practices and technologies. In 2024, we developed more Fall Protection Plans with respect to aerial work, roof tops, and the tops of rail cars. We also developed courses including an Environmental Safety Awareness Course, Farm Safety Awareness Course, and Workplace Injury Management Awareness Course. Lastly, we reviewed internal programs including the Machine Guarding, Powered Mobile Equipment, and Waterfront programs to confirm these programs comply with regulatory requirements. We believe that safety is everyone's responsibility and encourage all our employees to prioritize safety in their daily work.

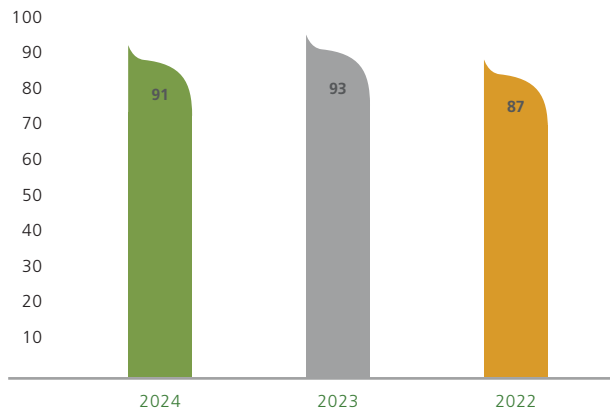


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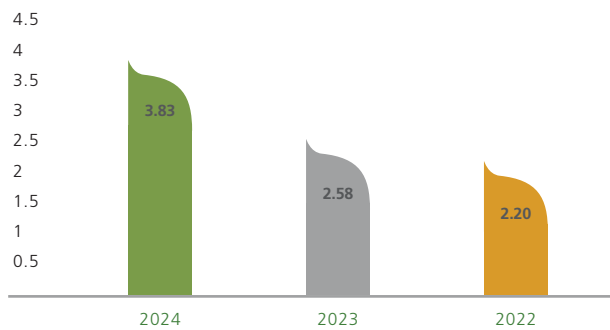


The charts below display Workforce Training Completed, Total Recordable Incident Rate (TRIR), and Near Miss Frequency Rate (NMFR)⁷ for 2022 to 2024. Fatality rates were zero for 2022 to 2024.

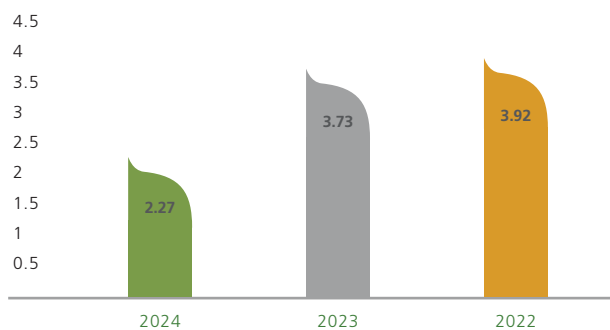
Workforce Training Completed (%)



Total Recordable Incident Rate (TRIR)



Near Miss Frequency Rate (NMFR)



Workforce Training Completion rate has remained consistently high since 2022. This is due to our internal culture that encourages and allows our employees time to complete their safety training.

NMFR (Near Miss Frequency Rate) has decreased since 2022. The decrease in 2024 was primarily due to a reduction in near miss reporting at our Trois Rivières terminal. This terminal experienced operational changes in 2024 to prepare for the construction of a new terminal, including staffing reductions, which may have contributed to the reduction in reporting. Near misses are often more challenging to recognize, and we can expect to see this metric increase as we continue to educate and train staff on the incident investigation and reporting process.



Twelve G3 facilities have gone a year or more without a recordable injury and the G3 grain elevator at Bloom, Manitoba has gone more than seven years without a recordable injury.



TRIR (Total Recordable Incident Rate) increased from 2022 to 2024. TRIR increased in 2023, but overall incident severity was lower than in 2022. The increase in TRIR in 2024 was due to an increase in slips and falls, sprain or strain on parts of the body, and lost time injuries. G3 endeavors to reach zero injuries and incidents by leading in-depth investigations of incident occurrences and taking action to prevent reoccurrence. We have increased our intervention initiatives and incident investigations to work on continually improving our safety performance.

⁷ NMFR and TRIR were calculated using a factor of 200,000 and includes direct employees only.



Employee Well-Being

At G3, our employees form the bedrock of our company, embodying our 'one team' philosophy. We prioritize their well-being through various avenues, such as acknowledging and rewarding achievements with a competitive compensation scheme, and offering equal opportunities for growth and development. Furthermore, we prioritize mental health and well-being by providing flexible work arrangements and comprehensive benefits and pension plans. We actively seek employee feedback to identify areas for improvement.

Pay Equity

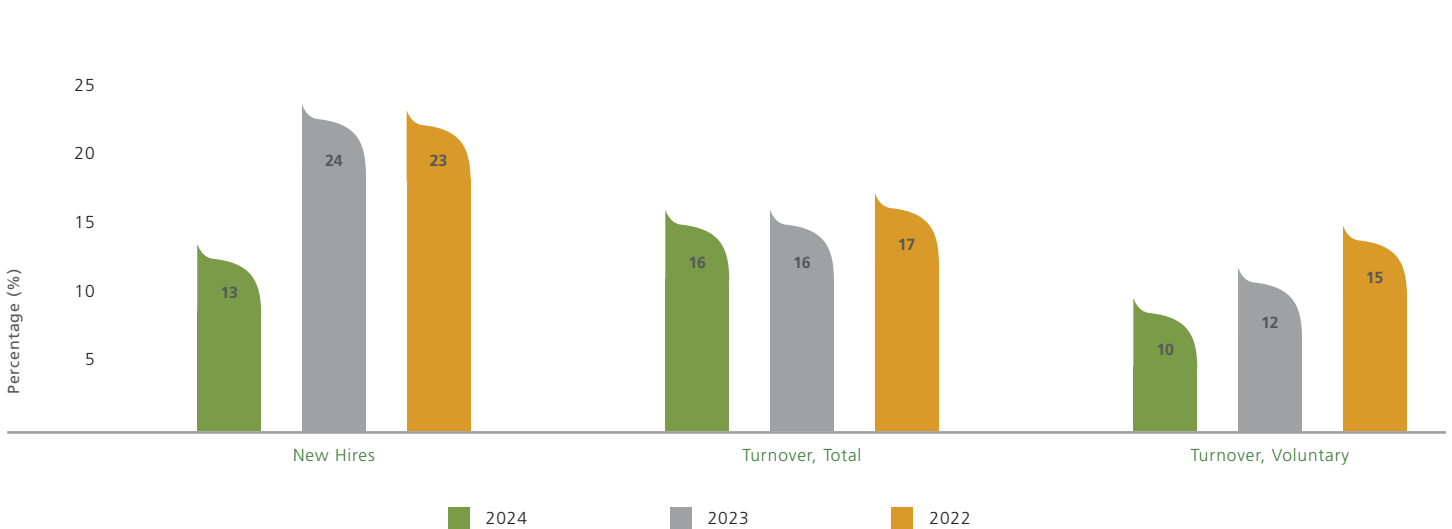
G3 regularly evaluates employee compensation to ensure equitable pay. To do this, we utilize a career leveling guide and conduct an external market evaluation every 2.5 years to analyze industry benchmarks and adjust wages where appropriate. Our ratio of entry level positions at G3 compared to local minimum wage has remained between 1.94 and 1.99 for the past three years with no difference due to gender. This indicates that G3 pays entry level employees approximately almost twice the local minimum wage at each jurisdiction in which we operate.

In 2024, G3 completed a compliance review under the Canada Pay Equity Act. The review revealed that G3 continues to administer its pay structure and compensation practices within the expectations of the Legislation and that G3 is compliant in all areas of Pay Equity.

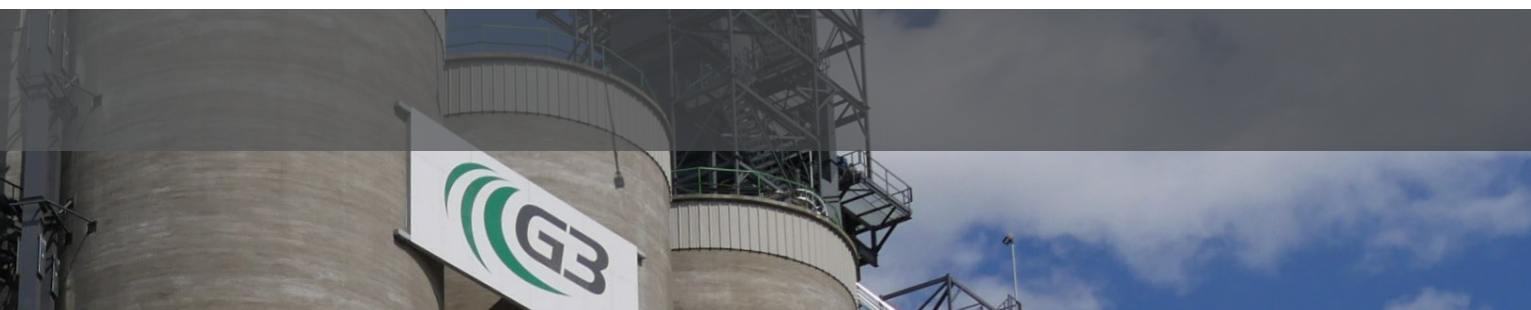
Employee Movement and Business Continuity

As an indicator of the health of our corporate culture, the chart below shows Employee Movement including New Hires, Total Turnover, and Voluntary Turnover for 2022 to 2024.

Employee Movement



New hires decreased from 2023 to 2024, as there were no new facilities, and employees were not replaced after natural attrition to align with demands of the business. G3 provides onboarding and orientation for all new hires. G3 conducts annual employee surveys to gain insight of employee satisfaction. Based on an employee survey conducted in early 2025, new employees remain highly engaged. They report receiving adequate and consistent onboarding which provides training and support for their roles.



Since 2022, total turnover rates have remained consistent and voluntary turnovers have decreased. G3 values employee input, conducts exit interviews, and tracks reasons for leaving to identify trends or gaps to improve the work environment. The 2025 employee survey revealed G3's key strengths as providing appropriate equipment and tools for employees, manager and team relationships, fostering a sense of employee belonging, and EDI. Specific action items for improvement were developed by each team within the company, which included expanding training and development initiatives, enhancing communication channels, and manager/employee relationships. Areas of focus for 2025 will continue to be communication throughout the organization and cross functional collaboration.

Due to the nature of its business, G3 operations have seasonal variations in workload. G3 manages fluctuations by scheduling site maintenance and employee training and development opportunities and working with employees to take vacation time during slower periods. G3 also manages business continuity through succession planning. In 2024, G3 continued to identify critical roles and conduct succession planning exercises involving talent reviews using the 9-box assessment. This work supports conversations between employees and managers about career progression and development, and the creation of individual development plans.

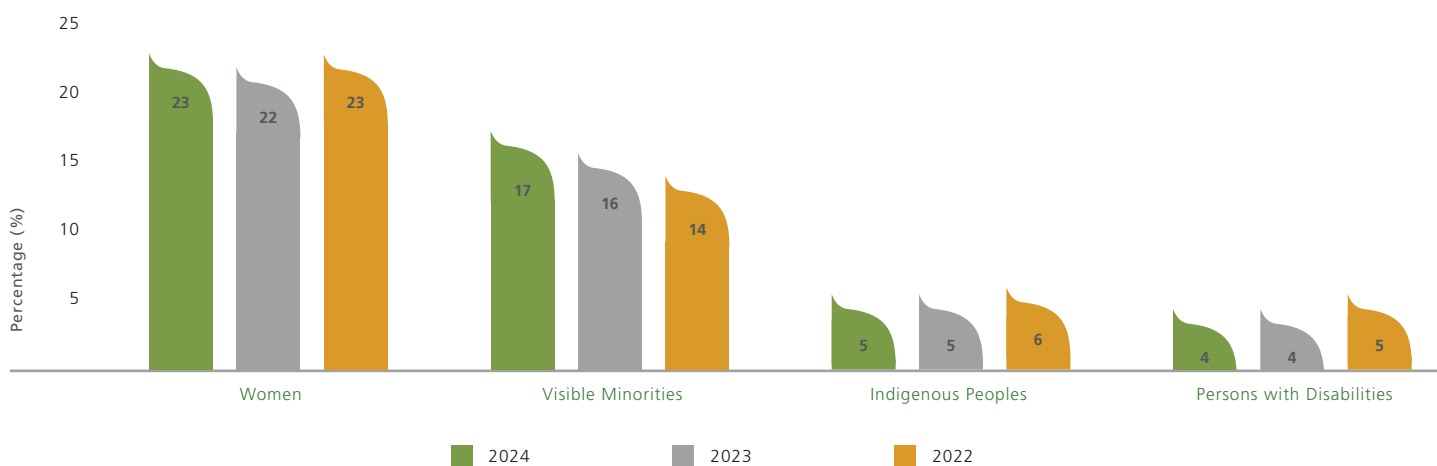
Equity, Diversity, and Inclusion

At G3, we value diversity of thought, backgrounds, experiences, perspectives, and talents that make people individual. Valuing diversity means recognizing and respecting human differences and using these differences to create a more supportive and inclusive workplace. Maintaining a strong EDI culture internally supports employee well-being and encourages innovation, adaptation to change, learning, and achieving better outcomes.

Our EDI strategy is guided by our Diversity and Inclusion Policy and is realized through our Roadmap for EDI & Belonging. These documents provide our employees with a shared understanding of EDI concepts, our commitments, and how we will achieve success. Internally, our BEG3 Council, made up of employees, helps us work towards this success. Through quarterly initiatives, newsletters, communications, training, personal development, and employee gatherings, the BEG3 Council is helping to build awareness and engagement around EDI, and it has been well-received. G3 continued to build on its culture of Equity, Diversity, and Inclusion by establishing an EDI Steering Committee to support the BEG3 Council in setting the annual strategy and create engaging content to improve communication with all our workplaces.

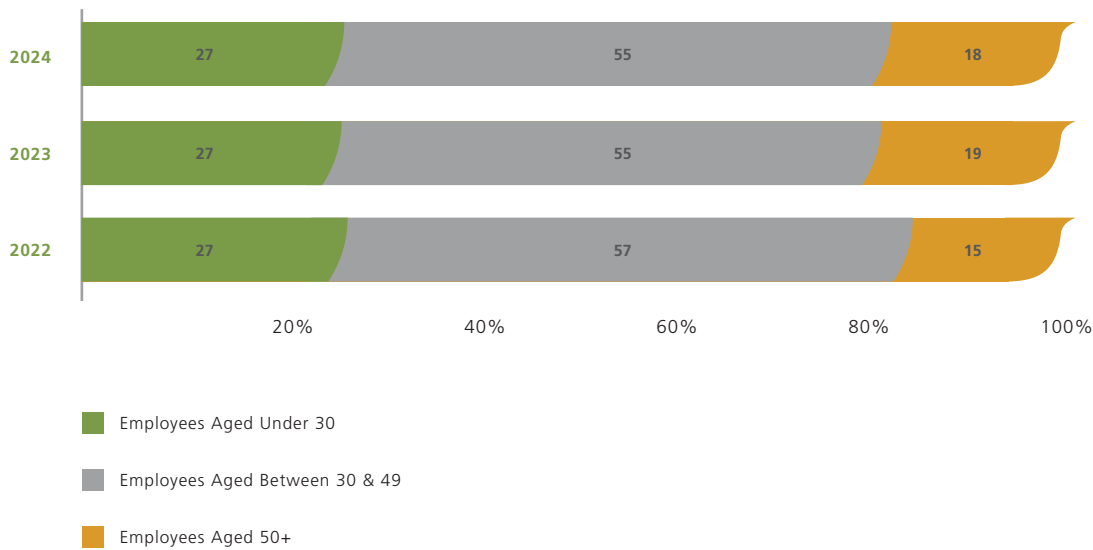
The charts below display the employee diversity in terms of gender (women), visible minorities, Indigenous peoples, and persons with disabilities, as well as the age distribution (under 30, between 30 & 49, and 50+) for the years 2022 to 2024.

Employee Diversity





Employee Age Distribution



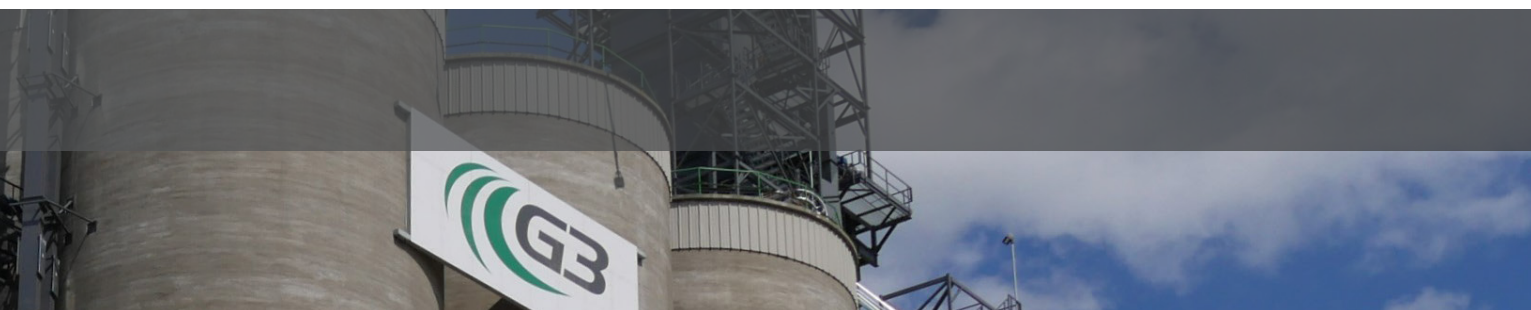
The percentage of visible minorities has increased since 2022. The percentage of women, Indigenous peoples, persons with disabilities, and employee age distribution have remained relatively consistent from 2022 to 2024. Women managers decreased in 2023 to 2% and remained at 2% in 2024. Women on the executive decreased to one member, while women on the Board have remained the same since 2022.

G3 is working to diversify the current talent pipeline in the agriculture industry. Strategies include broadening qualifications, focusing on core competencies, incorporating employees with experience from other industries, broadening community outreach, revising job postings, and expanding job advertisement methods. Internally, G3 is identifying talent, implementing succession plans, providing training, and creating individual development plans. We recognize that this is a long-term process that will require continual effort and change overtime.

As a federally regulated workplace, G3 files an annual Equity Report that provides the company an opportunity to demonstrate equity in hiring, promotion, and advancement. G3 continuously reviews and updates policies and practices to foster a culture of inclusion and respect for all employees, to assist them in achieving their full potential.

Accessibility

In 2023, G3 developed its initial Accessibility Plan in compliance with the requirements of the Accessible Canada Act. It lays out a 3-year plan including current level of accessibility and future actions in the areas of Employment; Built Environment; Information and Communication Technologies (ICT); Communication other than ICT; Procurement of Goods, Services, and Facilities; and Design and Delivery of Programs and Services. G3 will continue to update the Accessibility Plan on an annual basis as required by the Act.



Community Engagement

G3 is committed to supporting the communities where we operate. This support has included funding for playgrounds, medical research, daycares, libraries, and farmer mental health support programs.

G3 presented its Grow Beyond Scholarship for the 5th consecutive year in 2024. Six more students who impressed judges with their vision for the future of agriculture were each awarded \$5,000 scholarships to begin their post-secondary education.

G3 has continued its support for the Canadian Agricultural Safety Association's (CASA's) BeGrainSafe program. This program raises awareness of the potentially deadly risks of grain entrapment, and trains and equips rural first responders to perform grain bin rescues. In 2024, G3 was once again designated a Safety Champion by CASA, and donated five sets of grain entrapment rescue equipment and funded training for five rural fire departments and many of their neighbouring departments.

In 2024, G3 continued its partnership with the Winnipeg Blue Bombers, and expanded its presence in the Canadian Football League community with the addition of a partnership with the Saskatchewan Roughriders. These partnerships highlight the company's commitment to community-owned franchises and increasing their visibility in Saskatchewan and Manitoba. On the national stage, G3 is a dedicated supporter of Curling Canada, presenting as a sponsor of the 2024 Scotties Tournament of Hearts.





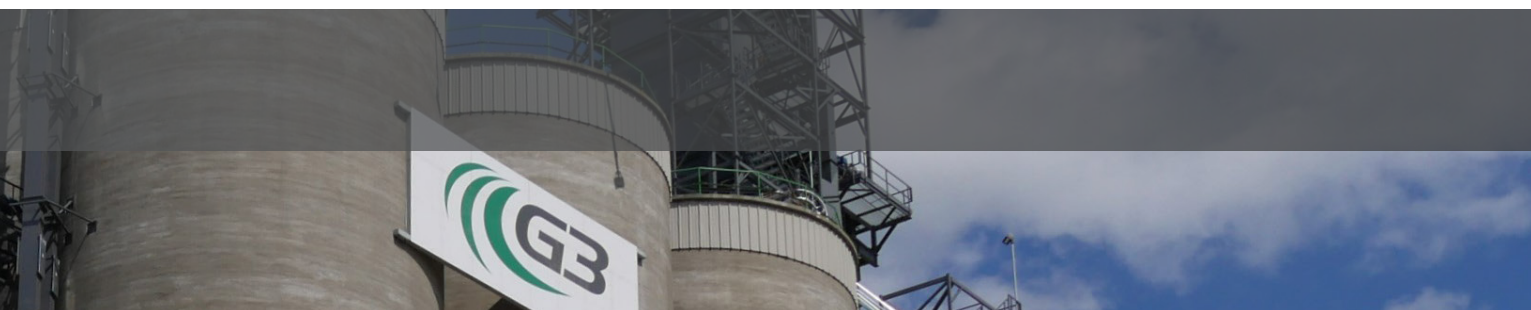
The table below shows G3's community investments for 2022 to 2024, which includes both corporate donations and sponsorships.

COMMUNITY INVESTMENT

	2024	2023	2022
Number of Community Investments	232	203	92
Total Community Investment (CAD)	\$565,321	\$447,643	\$393,997

G3's total community investments continue to increase year-over-year. Through these donations, we hope to have a positive impact on the communities in which we operate.





Indigenous Partnerships

We recognize that G3 operates on the traditional territories of many First Nations and Métis people who have been living and stewarding the environment in these areas since time immemorial.

G3 Terminal Vancouver engaged in dialogue with the xʷməθkʷəy̓əm, Sḵw̓x̓ wú7mesh, and səliłwətaɬ Nations at the outset of development and on projects of interest to the Nations. In consultation with them, G3 is grateful to provide support for the development of an Indigenous student education initiative, University One for Indigenous Learners. To support these communities, G3 continues to provide education support for First Nations youth to attend the University One program at Capilano University, an 8-month program that gives students 100-level credits toward degree, diploma, and certificate programs at the University. Each course features Indigenous content including storytellers, guest speakers, field trips, and support from Elders. In 2024, G3 Terminal Vancouver donated to the Entrance Grant and provided funds to support hosted cultural workshops.

G3 continues to display an art piece at G3 Terminal Vancouver entitled “Opened Respect” by a young səliłwətaɬ artist, Olivia George, to embody respect of the traditional territory of the site and region as well as importance of environmental stewardship of the land and neighbouring waters. The artwork represents the values of integrity, collaboration, respect, and accountability as well as G3’s commitment to the region and local First Nations.





GOVERNANCE

G3 follows governance procedures, including risk and opportunity management, independence, transparency, and controls. Our governance framework is outlined in our corporate policies, such as our Code of Conduct, Anti-Corruption, Internal Whistleblower Policies, and in our Enterprise Risk Management (ERM) Program. Our ERM Program includes several components that work in combination. Risks are assessed by the executive as well as by the risk owner at the employee level. Risks are identified, assessed in the context of G3's Board-approved Risk Appetite and Tolerance Statement and controls in place, mitigation plans are developed, and risk details are recorded within our Risk Register. Periodic assessments are performed by risk and executive owners and documented using our governance, risk, and compliance software. Reporting on our risks is conducted regularly internally and to the Board. We also conduct both internal and external audits.

ESG has been increasingly integrated into G3's overall governance practices over the past several years. This evolution has seen ESG and climate change impacts shift from being seen as not just risks, but also opportunities. All Board committees interact with aspects of ESG, and ESG is managed deliberately by leadership and the Board. We are continually developing our sustainability strategy and our internal ESG Committee works to implement initiatives which progress our ESG maturity.

Board Management

G3 follows public company governance practices, with all shareholders represented on the Board, and the administration of several Board committees governed by charters and the Code of Conduct. Committees handle specific issues before recommending them to the full Board for approval. External audits are conducted for G3's financial statements, which are then approved by the Board. In the three-year period of 2022-2024, G3 had no incidents of corruption and made no political contributions.



Food Safety & Security

G3 ensures high-quality grain and oilseed products through robust quality assurance and control procedures, adhering to Canadian Grain Commission guidelines and ISO 22000 and GMP+ standards. State-of-the-art equipment and monitoring guarantee accuracy and quality, while policies and procedures exceed regulatory requirements. G3 maintains ISO 22000 certification at all facilities and had zero food safety recalls from 2022 to 2024.



Supply Chain Management

G3's quality assurance system ensures 100% traceability of all commodities from the point of origin on the farm, through transportation by vessel and railcar, and finally to terminal. This level of traceability provides us with the ability to track, assess, and address any issues that may arise along our supply chain.

G3 manages transportation risks through robust supply chain management, policies, and codes of conduct, including our EHS Policy Statement. Emergency response plans and mitigation procedures are in place to address any incidents, including spills and collisions.

To manage potential risks to our supply chain, we have established a vendor approval process. G3 has a Commitment to a Responsible Supply Chain Statement in place that requires an assessment of the qualifications of vendors in its supply chain, and whether the requirements of all applicable laws and regulations relating to the environment, human rights, insurance, and other relevant topics have been met. Additionally, the Statement mandates that the health and safety of all employees be safeguarded at all times and that G3 will not engage in or condone any forced or child labor activity. These procedures are intended to minimize potential disruptions to our operations and ensure the highest standards of quality and safety for our customers.

Going beyond these risks and addressing other sustainability aspects of the partners within our supply chain is something G3 is looking to develop. G3 is currently conducting a pilot project to incentivize lower carbon crop production practices among our farm grain suppliers. More information can be found within the [Scope 3 Emissions section](#).





APPENDICES

Data Tables

ENVIRONMENT

	Unit	2024	2023	2022
GHG Emissions¹				
Scope 1 GHG Emissions²				
Total Scope 1 GHG Emissions	tonnes CO ₂ e	1,522	1,939	1,100
Scope 2 GHG Emissions³				
Total Scope 2 GHG Emissions	tonnes CO ₂ e	9,330	8,684	6,803
Scope 3 GHG Emissions				
Category 1&2: Purchased Good and Services and Capital Goods	tonnes CO ₂ e	4,034,421	3,294,747	
Category 3: Fuel- and Energy-related activities	tonnes CO ₂ e	945	1,000	
Category 4: Upstream Transportation and Distribution	tonnes CO ₂ e	243,705	202,477	
Category 6: Business Travel	tonnes CO ₂ e	118	132	
Category 7: Employee Commuting	tonnes CO ₂ e	1,126	1,154	
Category 9: Downstream Transportation and Distribution	tonnes CO ₂ e	724,469	715,555	

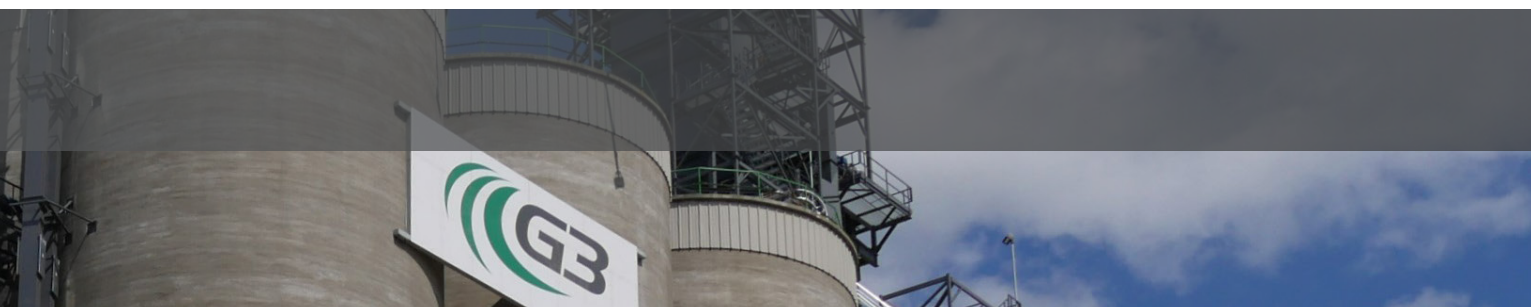
ENVIRONMENT

	Unit	2024	2023	2022
GHG Emissions				
GHG Emissions Intensity				
Scope 1&2 GHG Emissions Intensity (per tonnes sold)	<i>kg CO₂e/tonnes</i>	1.1	1.2	1.1
Energy Use/Management				
Operational Energy Consumption	<i>Gigajoules</i>	221,297	227,800	194,721
Grid Electricity Consumption	<i>Megawatt hour</i>	55,014	54,126	49,009
Grid Renewable Energy Consumption	<i>Percentage (%)</i>	68	70	73
Energy Consumption Intensity (per tonnes sold)	<i>Gigajoules/tonne</i>	0.023	0.026	0.027
Particulate Matter (PM10)				
Total PM10 Emissions	<i>tonnes</i>	154	151	99
Production				
Tonnes Sold	<i>tonnes</i>	9,447,931	8,756,045	7,306,094



SOCIAL

	Unit	2024	2023	2022
Health & Safety				
Workforce Training Completed	Percentage (%)	91	93	87
Total Recordable Incident Rate (TRIR) ⁴	Rate	3.83	2.58	2.20
Near Miss Frequency Rate (NMFR) ⁵	Rate	2.27	3.73	3.92
Fatality Rate	Rate	0.00	0.00	0.00
Diversity & Inclusion				
Employees				
Full-Time Employees	Number (#)	644	657	605
Part-Time Employees	Number (#)	2	4	5
Total Employees ⁶	Number (#)	646	661	610
New Hires	Number (#)	88	153	136
Women				
Total Workforce	Number (#)	148	145	139
% Total Workforce	Percentage (%)	23	22	23
Managers	Percentage (%)	2	2	3
Executive Committee	Percentage (%)	14	25	25
Women on the Board of Directors	Percentage (%)	14	14	14



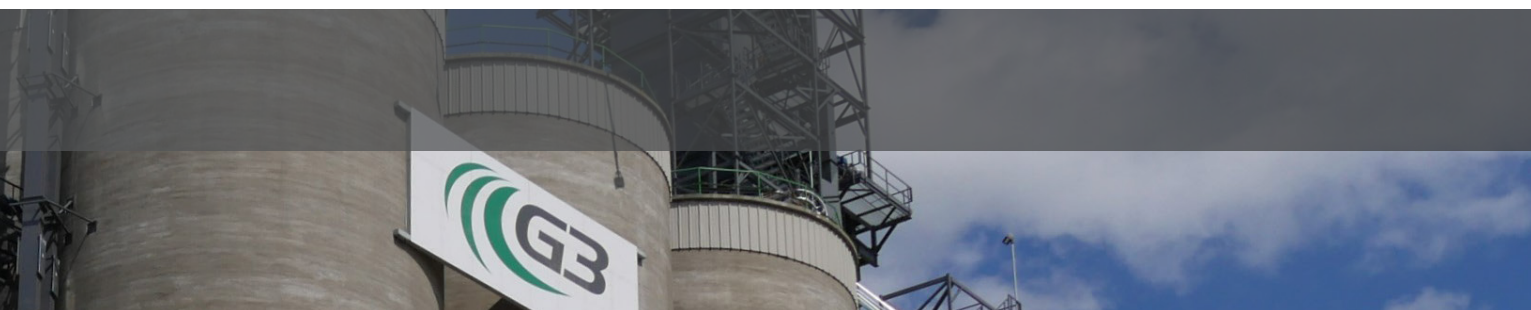
SOCIAL

	Unit	2024	2023	2022
Diversity & Inclusion				
Minority Groups				
Visible Minorities	Percentage (%)	17	16	14
Indigenous Peoples	Percentage (%)	5	5	6
Persons with Disabilities	Percentage (%)	4	4	5
Age Demographic				
Employees Aged 50+	Percentage (%)	27	27	27
Employees Aged Between 30 & 49	Percentage (%)	55	55	57
Employees Aged Under 30	Percentage (%)	18	19	15
Retention				
New Hires	Percentage (%)	13	24	23
Turnover, Total	Percentage (%)	16	16	17
Turnover, Voluntary	Percentage (%)	10	12	15
Dignity & Equality				
Wage Level - Entry Level to Local Minimum Wage ⁷	Ratio	1.99	1.94	1.98
Community Engagement				
Community Investment⁸				
Number of Community Investments (donations, sponsorships, etc.)	Number (#)	232	203	92
Total Community Investment	CAD	\$565,321	\$447,643	\$393,997



GOVERNANCE

	Unit	2024	2023	2022
Food Safety				
ISO 22000 Compliance	Percentage (%)	100	100	100
Number of Recalls Issued for Food Safety Reasons ⁹	Number (#)	0	0	0
Operations				
Number of Grain Handling Facilities	Number (#)	24	24	24
Board Management				
Competitive Behavior				
Total Number of Incidents of Corruption Confirmed During the Current Year but Related to Previous Years ¹⁰	Number (#)	0	0	0
Total Number of Incidents of Corruption Confirmed During the Current Year, Related to this Year ¹⁰	Number (#)	0	0	0
Political Contributions	CAD	0	0	0



Footnotes

- 1 Scope 1, 2, and 3 emissions are quantified following the guidelines provided by the GHG Protocol. For consolidating the GHG data, G3 has selected the Operational Control approach to set the organizational boundaries. Global Warming Potentials follow the IPCC's Fifth Assessment Report (100-year time horizon). Greenhouse gases included in the report are carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). Other GHGs are not applicable to G3's operation. G3 facilities are not regulated under any environmental regulation, and GHG emissions are quantified and disclosed voluntarily.
- 2 Scope 1 emissions account for all direct emissions associated with the combustion of fossil fuels (including natural gas, gasoline, diesel, and propane) at G3 facilities and office buildings. This includes fuel combustion for heating, running on-site equipment, and transportation using G3 fleet vehicles. Fuel consumption volumes are based on invoiced amounts and meter readings, or calculated based on expense reports and average fuel cost. Fossil Fuel combustion emission factors are from the most recent Environment and Climate Change Canada's National Inventory Report (NIR).
- 3 Scope 2 emissions account for all indirect emissions from purchased electricity. Electricity consumption data are based on invoiced amounts and meter readings. Scope 2 emissions are calculated using location based emission factors published in the most recent Environment and Climate Change Canada's National Inventory Report (NIR).
- 4 TRIR was calculated using a factor of 200,000 and includes direct employees only.
- 5 NMFR was calculated using a factor of 200,000 and includes direct employees only.
- 6 Includes full and part time employees and excludes casuals and students.
- 7 Minimum wage data was obtained and compared to the wage of our most entry level position by province.
- 8 Includes donations and sponsorships by G3. Employee donations are not reflected at this time.
- 9 Food safety reasons were assumed to be product recalls with involvement by the Canada Food Inspection Agency.
- 10 Incidents of corruption were assumed to be in line with our Anti-Corruption Policy such as payments to foreign officials.





Legal Advisories

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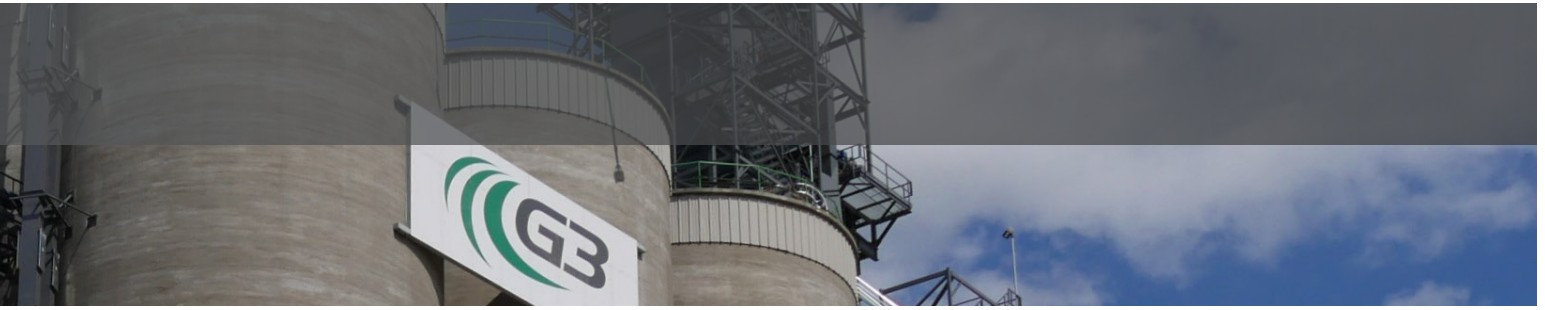
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Translation

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