

# TRUE SERVICE, TRUE RESPONSIBILITY:

Kal Tire's Corporate Responsibility Report

20  
24





Dear Customers, Team Members & Partners:

On behalf of the Kal Tire leadership team, it is my pleasure to write this introduction to our first annual Corporate Responsibility and Sustainability Report. Our teams have assembled the information in the following pages to highlight and celebrate our many achievements, and our commitment to a sustainable future.

The report summarizes Kal Tire's commitment to being an outstanding corporate citizen, and our efforts to develop programs supporting our ability to build sustainable, long term business operations. As with many companies across Canada and across the world, we are faced with many social, environmental and governance challenges. For some companies, those challenges overshadow, overwhelm and sometimes overtake businesses operations. For Kal Tire, those same challenges present opportunities to leverage our core values and business competencies and draw us together to build a stronger and more resilient company. A company each of us can be proud to work for.

Our Kal Tire business is international. From stores across Canada, to mining sites across the globe, we are a deep and diverse organization. This inaugural report focuses

heavily on our Canadian domestic business, and only touches on our mining tire business. As we are underway integrating those two businesses into one Kal Tire, our future efforts to define, describe and celebrate our many accomplishments will also integrate.

**At Kal Tire, ownership runs deep.** It reflects the pride of being a proudly Canadian, family-owned business. It's about the genuine sense of responsibility and pride that comes from leading and operating a company founded on delivering exceptional customer service. And it's about being rooted in the communities we serve—where people see us not just as a business, but as a vital part of their everyday lives.

Clear communication, transparency, and accountability are core to Kal Tire's commitment to being a responsible corporate citizen. This report marks our first step in making those commitments and investments visible to our team members, customers, and partners. But it's just the beginning—our responsibility is to keep building on the progress reflected here and to continually pursue our goal of being the best tire sales and service company in the world.

I hope you will take the time to read through this report, and I welcome any feedback or questions you may have. You can find the report on KTConnect, and I encourage you to share it with anyone who would like to know more about Kal Tire, or who wants to be part of the Kal Tire family.

Thank you for your continued partnership.

Very truly,

Corey J. Parks  
President

# TABLE OF CONTENTS

President's Message .....	3
The AIMS of the Kal Tire Team .....	5
<b>SOCIAL</b> .....	<b>6</b>
People .....	7
Diversity, Equity & Inclusion .....	12
Safety .....	14
Relationships .....	16
Community Engagement & Giving .....	18
<b>ENVIRONMENTAL</b> .....	<b>22</b>
Environmental Policy .....	23
Carbon Reduction Initiatives .....	24
Tire Recycling .....	26
Reducing Waste .....	27
Performing Environmental Risk Assessments .....	27
Improving Energy Efficiency .....	27
<b>GOVERNANCE</b> .....	<b>28</b>
Operational Governance .....	29
Financial Governance .....	29
Risk & Regulatory Governance .....	31
Comprehensive Global Tax Strategy .....	33
Privacy .....	34
<b>MINING TIRE GROUP</b> .....	<b>35</b>
Making an Impact .....	36
Innovation .....	38
Social Impact .....	43



## THE AIMS OF THE KAL TIRE TEAM

1

Our aim is to earn the trust of our customers by providing them with a level of quality and value of both service and products that exceeds their expectations and exceeds that available from the competition.

2

Our aim is that the career of every team member is supported by quality leadership, training, and opportunities for advancement. Our people will work safely and have the ambition, enthusiasm, and energy to be productive, efficient, and contribute to an upbeat atmosphere in the workplace.

3

Our aim is to achieve a fair profit in all of our operations.

4

Our aim is to expand our company in a deliberate and balanced fashion for the purpose of strengthening our ability to serve the customer and provide a solid future for our people. However, our rate of expansion will not be beyond our ability to finance or manage to a consistent standard of quality.

5

Our aim is to conduct ourselves with honesty and integrity, being conscious of our image and with modest respect for our successes. Our image is defined by the conduct of each of us.

6

Our aim is to build long-term relationships with our suppliers based on competitiveness, value and mutual respect of objectives.

7

Our aim is to continually improve every aspect of our company, recognizing our responsibility to our customers, each other, our communities and the environment.

In fulfilling our Aims, every team member is personally committed to ensuring every customer, every guest and every team member returns home safely.

In fulfilling our Aims, every team member is personally committed to ensuring every customer, every guest and every team member returns home safely.



For over 30 years, the Kal Tire AIMS served as a cornerstone of our company. They represent an integral part of who we are, how we do business, and how we treat our team members and customers. Our company's commitment to a sustainable future is reflected in these values, and in our ongoing investment in the people and communities who make Kal Tire a great Canadian family-owned business.

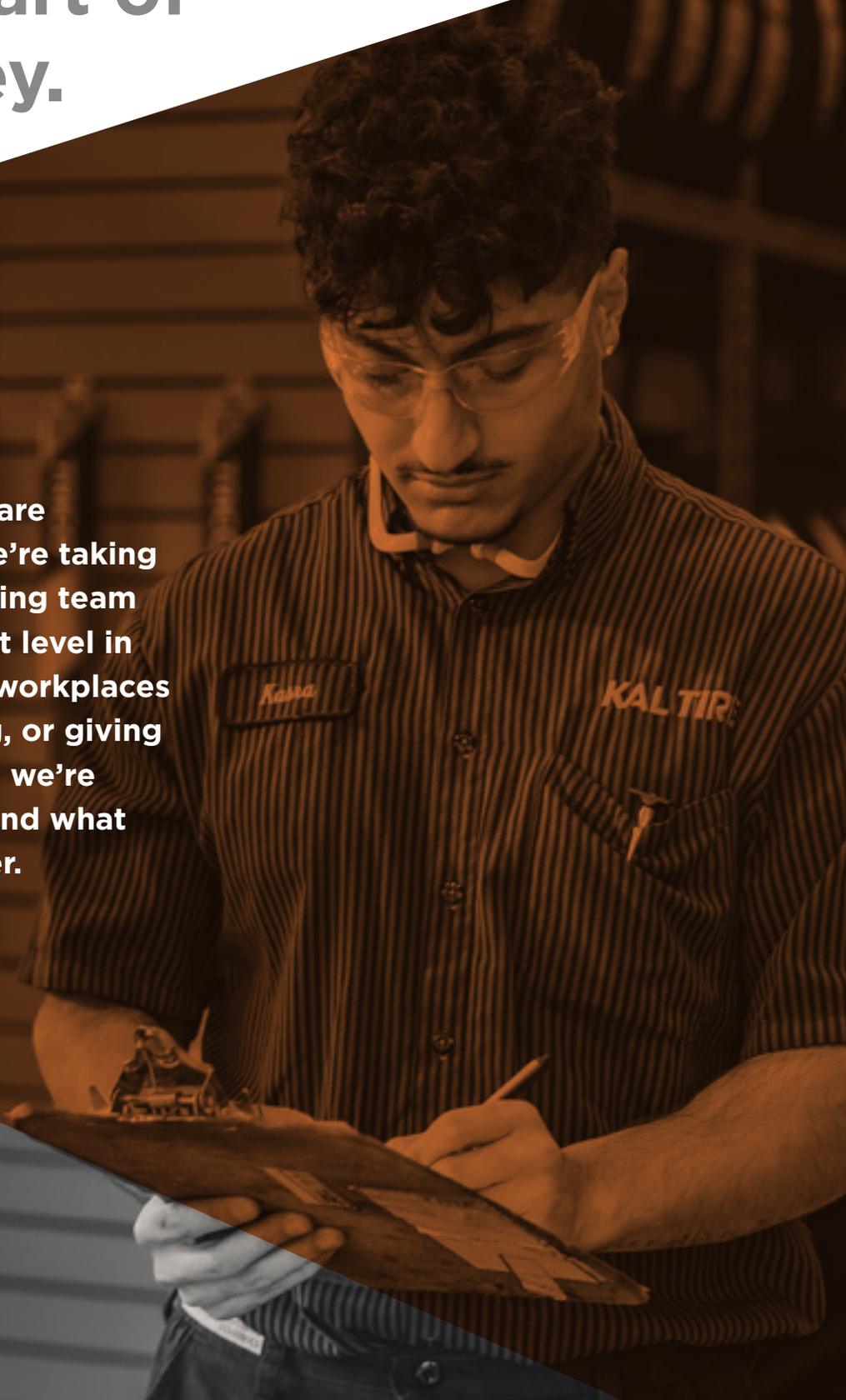
The AIMS are aspirational. They represent shared values and commitments we expect every team member to embrace and practice in their professional and personal lives. While Aim 5 denotes the importance of honesty and integrity, those two characteristics permeate every one of the AIMS, and all expectations of ourselves and each other. Every day we are in business, our image as a company and our right to be community leaders across the globe is defined by the conduct of each of us.

## SOCIAL

# It's all a part of the journey.

“

At Kal Tire, our people are everything. Whether we're taking care of customers, helping team members reach the next level in their careers, ensuring workplaces are safe and welcoming, or giving back to the community, we're inspired by our teams and what we can achieve together.



# People

## Our Commitment

At Kal Tire, we're committed to providing careers where team members feel fulfilled, valued and have opportunities to advance.



### AIM 2

Our aim is that the career of every team member is supported by quality leadership, training, and opportunities for advancement.

Our people work safely and have the ambition, enthusiasm, and energy to be productive, efficient, and contribute to an upbeat atmosphere in the workplace.

## Training & Development

### Learning Management System (LMS)

Kal Tire team members across Canada gain skills and knowledge to advance their careers through our Learning Management System, accessible anywhere online and in multiple languages.

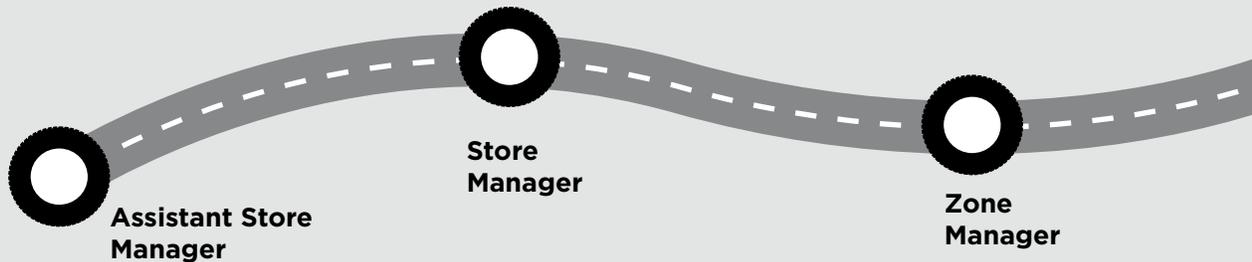
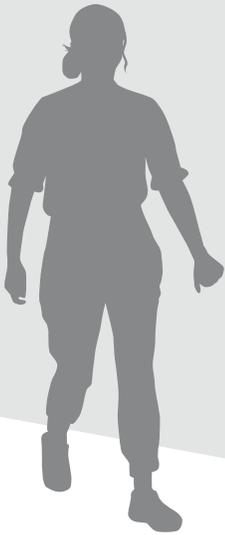
### Technical Training

Kal Tire offers team members skills training and certification opportunities for:

- Passenger & light truck tire technicians
- Commercial tire technicians
- Forklift operators
- Crane operators

### The Path to Running a Store

Kal Tire was built on the hard-working, entrepreneurial spirit of our team members and managers. For those interested in becoming a manager and running a store, we offer training and certification programs to support their journey.



### Apprenticeship Programs

Our Tire, Brake and Alignment (TBA) Program is our country-wide apprenticeship program for automotive service technicians. In the first two years, apprentices receive a wage top-up while in school, and receive support for related study expenses. At a certain point in their progression, apprentices attend an eight-week custom Kal Tire course.

### Co-op Student Placements

At our main office in Vernon, British Columbia, post-secondary students can participate in co-op positions offering valuable practical learning in the fields of accounting, finance, human resources and more. After receiving mentorship and experiencing the culture at Kal Tire, many return to Kal Tire after graduation to begin their career journey.



### TBA PROGRAM

Started in  
**2020**

**530+** team  
member  
enrollments



## Compensation

We value all the ways team members exemplify the AIMS and help Kal Tire succeed. We're proud to offer competitive compensation and extra rewards in recognition of achievements.

### AIMShare

Through AIMShare, Kal Tire rewards its team members for activities and behaviours demonstrating alignment with the company's AIMS (our values). This includes commitments to safety, customer service, and team member development.

### TEAMShare

Kal Tire shares its profits with its team members through a program called TeamShare. Team members are treated like owners in the business, and share in the financial results and performance of the company or their location.

---

## Benefits

With a full range of health, life and disability insurance options, we help give our team members the peace of mind that comes with taking care of themselves and their families.

### Health & Dental

Flex plans with tiered options



### Life Insurance

+ accidental death coverage



### Long-term Disability Insurance



### Travel Coverage

for medical emergencies outside Canada



## Retirement Planning

**Come for a job, stay for a career!** We want team members to spend their entire career with Kal Tire, so providing a path towards a comfortable retirement plan is important. We help by matching team member contributions to their retirement plan with a dollar-for-dollar matching plan.

1. Team members contribute 2-5% of their salary to a Registered Retirement Savings Plan (RRSP)
2. Kal Tire matches the contribution in a Deferred Profit Sharing Plan (DPSP)

We also provide options to save even more through a Tax-free Savings Account.

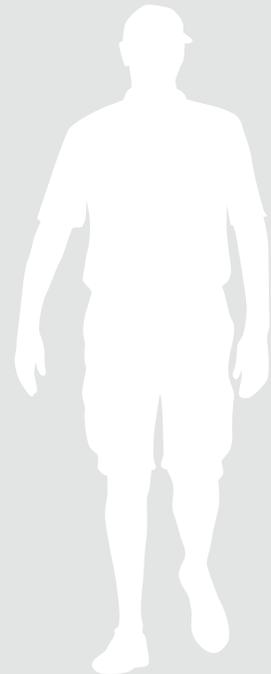


## Wellbeing

Through life's ups and downs, we have resources to help.

Our free assistance program for team members and their families—provided by Telus Health—offers 24/7 access to supports that can help make a positive difference, including:

- 24/7 professional counselling
- Professional guidance
- Self-guided wellbeing programs
- 2,000+ tools, videos, articles, podcasts and e-books in the Wellbeing Library
- Resources and referrals



Wellbeing



Addictions



Relationships  
& Family



Financial  
support



Legal  
advice



Workplace  
challenges



Child &  
elder care

## Perks

### Years of Service

Starting at five years, we recognize milestone years of service to Kal Tire.

### Education Assistance

Team members can apply to the Senior Management Team to receive assistance for specific areas of study that support the business.

### Scholarships

Team members with children about to graduate can apply to receive a scholarship toward post-secondary studies.

### Tuition Exchange Program

Every year, we're fortunate to support stores with students who are also pursuing post-secondary education. Eligible students can receive a portion of their tuition reimbursed every year while they're going to school.

## A Bonus For Helping to Grow Our Team

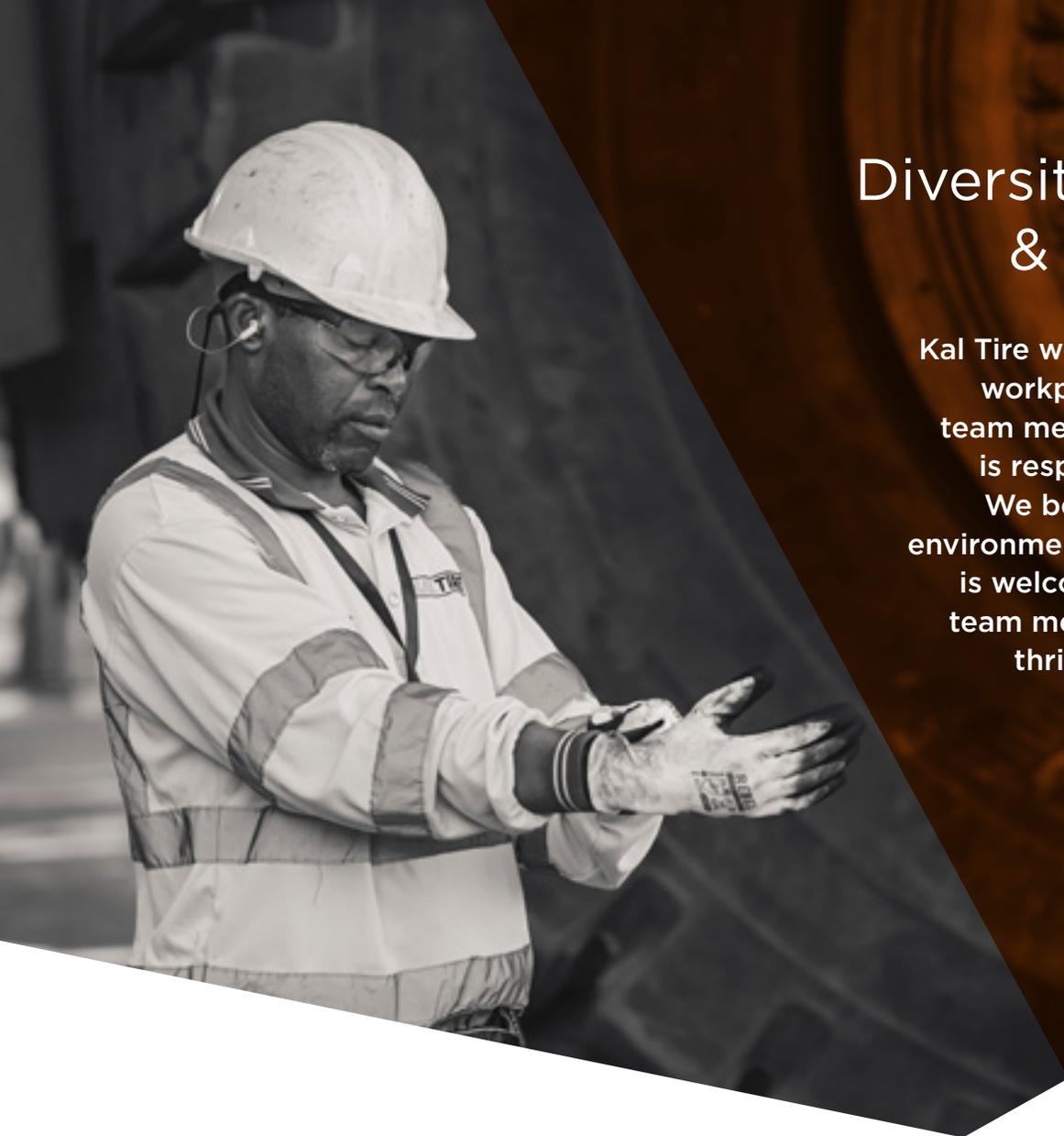
Here's how we show our thanks for playing a big part in recruiting new team members.

**\$500** once the new team member completes three months  
**+ \$500** once the new team member completes six months  

---

**\$1,000**





# Diversity, Equity & Inclusion

Kal Tire works hard to foster workplaces where every team member belongs and is respected and valued. We believe in a working environment where everyone is welcome, and where all team members are able to thrive in their careers.

## Initiatives in Operations

### Flexible Work Schedules

We're working to provide flexibility for team members by offering a range of shifts to suit different team member schedules and the needs of our stores. With clear objectives and a roadmap of activities for leaders at every stage—hiring, onboarding, training and retaining—as well as a new workforce management system, we're adopting processes to support the dynamic workforce of tomorrow.

### Management Certification

Becoming a certified manager at Kal Tire is all about knowing our business, and being able to demonstrate your knowledge. We encourage all team members to consider a management role at Kal Tire, and ensure equitable opportunities regardless of physical abilities.

### Alternate Changerooms and Washrooms

The workshops of yesterday are fading into the history books. As our workforce becomes more diverse, we are embracing the opportunity to open our business up to everyone who might want to be part of our team. And to make our team members feel valued, that means in part that we are working to ensure our stores offer more than an all-gender changeroom and washroom.

## Team Member Resource Group (TMRG): Women Leaders in Operations

Our first TMRG came together in January, 2023, for women in store management roles as they are significantly under-represented in our industry and our company. The group has approximately 20 members and meets quarterly.

Through group discussions and facilitator-led sessions, members learn leadership skills, how to manage challenging conversations, share insights and provide peer support to each other. These interactions lead to valuable development opportunities.



TMRG's are  
voluntary team-  
member-led  
groups that aim to:

- **Provide a network** where members support each other, build camaraderie and create a sense of belonging
- **Enable learning** and development and career progression
- **Provide role models** for the organization
- **Increase retention** and attract more team members to Kal Tire
- **Provide feedback** and advice on how to advance a more welcoming and respectful workplace



Members have also contributed ideas for numerous initiatives to help strengthen the organization, such as:

- Improving safety for service truck drivers at night
- Training store management on recognizing and managing disrespectful behaviour
- Enhancing customer-facing signage to include messaging about our aim to foster respectful, inclusive environments for our customers and team members

# Safety

How does Kal Tire strive to ensure all team members return home safely every night? Achieving our goal of a zero-accident workplace starts with a belief all safety incidents are preventable—and it calls on a deep commitment from everyone.

Here are some of the ways we measure and advance safety at Kal Tire.



## Health & Safety Management System (HSMS)

To foster a safe and healthy workplace for all team members, our newly developed Health & Safety Management System provides guidance of our:

- Requirements
- Processes
- Tools



## Health & Safety Scorecard

To help reduce incidents, we track, monitor and communicate how we're doing across six key performance indicators (KPIs).

### 6 Scorecard KPIs

1. Tiered Leadership Inspections (TLI)
2. Incident Reporting
3. Incident Investigations
4. Preventative Actions
5. Total Recordable Injury Rate (TRIR)
6. Lost Time Injury Rate (LTIR)

Every year, we review these KPIs to ensure relevant trends point us toward proactive safety activities.

## 2024 Scorecard Highlights

### Tiered Leadership Inspections

Supervisors and leadership activity is inspected to ensure our HSMS standards and regulatory requirements are maintained.

**3,197 inspections**

completed in our fiscal 2024-25 year

### Health & Safety Training

Leaders and team members take newly developed courses.

Skillsoft helps to deliver monthly health and safety regulatory training.

**5,935 courses**

completed in our fiscal 2024-25 year

### Total Recordable Injury Rate (TRIR)

Our totally recordable injury rate is trending down thanks to improved disability management practices and active health and safety management.

**16% decrease year-over-year**

(fiscal 2024-25 compared to fiscal 2023-24)

### Lost Time Injury Rate

Our LTIR is also trending down due to the same factors: improved disability management practices and active health and safety management.

**28% decrease year-over-year**

(fiscal 2024-25 compared to fiscal 2023-24)





# Relationships

We take great care to align ourselves with suppliers who share our values. Together, we offer products we can stand behind—and a lineup of tires that suits customers' needs across price points and applications.

## AIM 6

Our aim is to build long-term relationships with our suppliers based on competitiveness, value and mutual respect of objectives.

---

## **STEP 1:** **Vetting Vendors and Product Development**

Getting a tire on our shelves can take years. When we're considering new suppliers, we take care to ensure manufacturing processes align with our values and strict standards. We also want to be involved in the development of the tires. That way, we know they'll meet our criteria for wear and warranty—and the sizes, tread depth and price point meets the evolving needs of our customers.

**nokian®**

**NITTO®**

**SUMITOMO TIRES**

**PREDATOR®**

**NORDMAN®**

**ROADX  
TIRES**

**GOODRIDE®**



## **STEP 2:** **Kal's Tire Testing**

Twice a year we test the tires we sell in real-world conditions so we can be confident about the safety and value of what we're selling—and so our customers know exactly how they'll perform.



# Community Engagement & Giving



At Kal Tire, we've always been part of the fabric of the communities we serve. You can see our logo on soccer jerseys, banners at the finish line of charity runs, and sponsor walls near medical equipment purchased by hospital foundations.

Through Tires for Good and Kal's RePlay Fund, we also give back in a way that combines two of our favourite things: tires and people.

## **AIM 7**

**Our aim is to continually improve every aspect of our company, recognizing our responsibility to our customers, each other, our communities and the environment.**

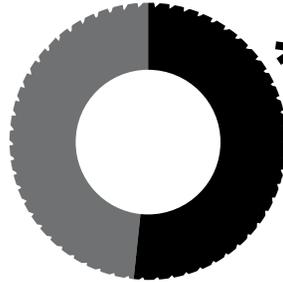


## Tires For Good

Through Tires for Good, we help Canada’s non-profits drive positive change. Organizations receive a Kal Tire branded gift basket and a gift certificate for a set of tires that can be used for an operational vehicle or fundraising event.

In 2024, we supported 56 organizations with our Tires for Good program. Here’s how the organizations used the gift:

**27** outfitted a vehicle with tires



**29** used the gift certificate for fundraising – more than \$37,000 was raised to support important community work!

These organizations represent a wide range of community services:



Kerr Street Community Services, 840 Mississauga, ON



Bobby’s Hospice, 728 Saint John, NB

## Kal's Replay Fund

Through Kal's RePlay Fund we help organizations enhance community spaces with safe, lasting and inclusive recycled rubber products. From wheelchair-friendly playground surfaces to ultra-durable roof shingles on daycares, our donation toward recycled rubber products is making a difference for children and families across Canada.



In 2024, Kal's RePlay Fund supported



**22**  
projects  
across Canada



**247,389 kg**  
of recycled  
Rubber



**22 teams attending**  
**opening ceremonies**  
to sponsor and celebrate  
Kal's Replay Fund

Teddy Bear Daycare,  
Davis Bay, BC

**4,535 kg**  
of recycled rubber =  
700 passenger tires

Fungi of the Woods,  
Mississauga, ON

**1,588 kg**  
of recycled rubber =  
250 passenger tires

Archery Manitoba,  
Winnipeg, MB

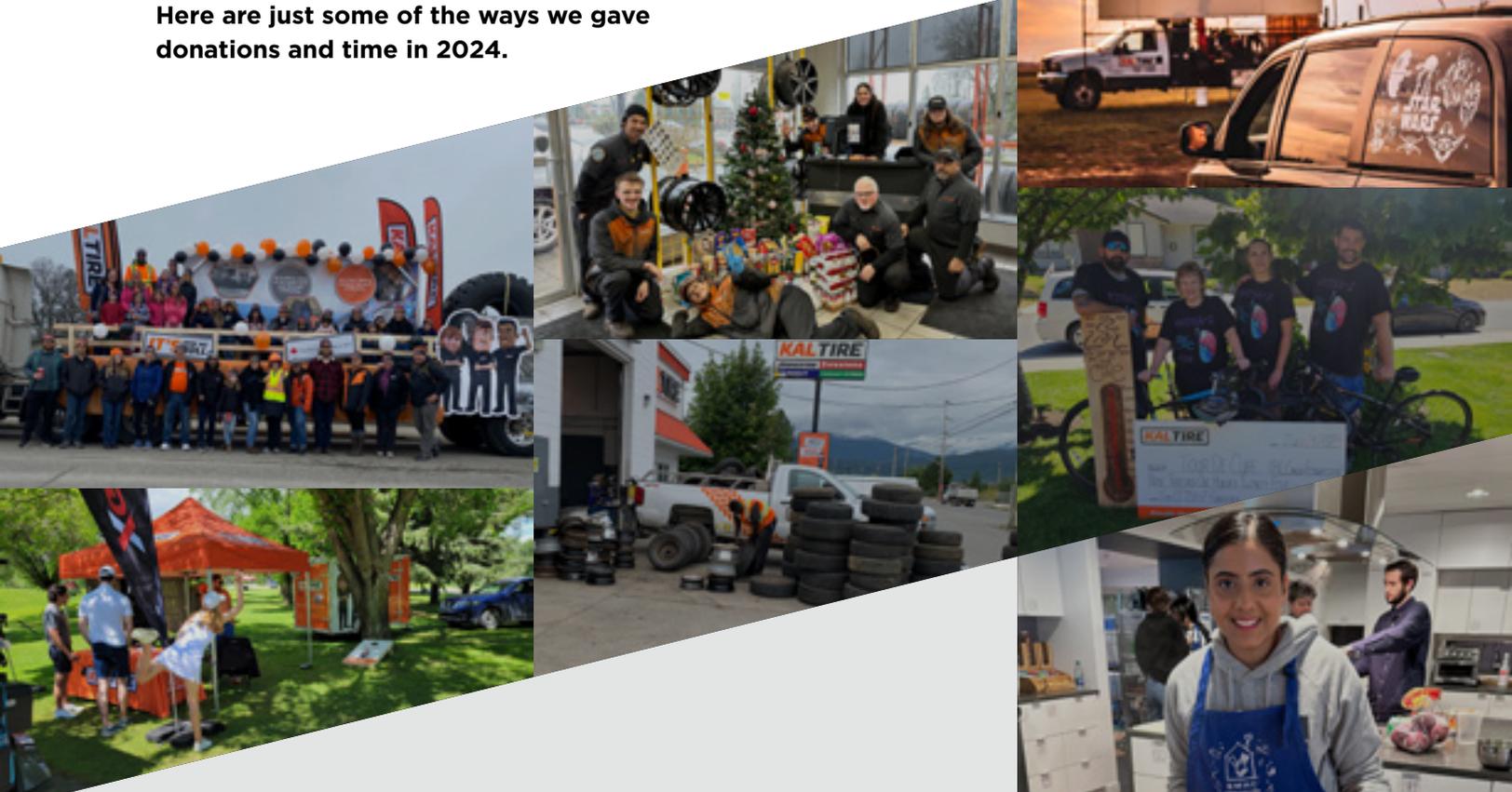
**2,177 kg**  
of recycled rubber =  
350 passenger tires

## Community Giving

Throughout the year we play an important and special role in uplifting our communities in a variety of ways. From sponsoring the little league team to hosting drives for local food banks, we're proud to support those who need a hand up.

**Here are just some of the ways we gave donations and time in 2024.**

*Clockwise from top left:  
Vernon Winter Carnival, 682 Nanaimo Food Drive, Stettler Museum Drive-in Matching Gifts fundraiser, 067 Hope Tour de Cure, 677 Terrace Tire Stewardship, Calgary PaceKids Golf Tournament*



**Kal Tire's Matching Gifts** sees Kal Tire match funds raised by stores for local giving projects.

**Kal's High Five Program** supports local fundraising campaigns. Groups like school parent committees collect supporters' Kal Tire receipts and Kal Tire donates back 5% of pre-tax totals—inspiring loyalty and exciting community projects.

**Kal Tire Christmas Society** in Vernon sponsors families with holiday food and gifts.

**Minor sports teams**

**Food drives**

**Holiday toy drives**

**Hospital foundations**

**Operation Red Nose** in Chilliwack

**Ronald McDonald House** in Vancouver with teams cooking dinner for families & hosting a holiday food truck and fun night.

# ENVIRONMENTAL



**We recognize the opportunity we have to help take care of the environment. Whether it's making sustainable Kal Tire retreads, recycling scrap passenger tires or upgrading to energy efficient lighting in stores, we're committed to doing our part.**





## Environmental Policy

Our environmental policy guides our teams in adhering to environmental standards, responding to incidents, improving how we manage resources, training team members and engaging stakeholders—including our customers.

### AIM 7

Our aim is to continually improve every aspect of our company, recognizing our responsibility to our customers, each other, our communities and the environment.

# Carbon Reduction Initiatives

## Kal Tire Retreads Improve Environmental Sustainability as a Green Tire Replacement Option

Our retread program gives mines and commercial customers the chance to improve sustainability in several enduring ways:

- **Extend tire life.** Truck tire casings can be retreaded multiple times, extending the initial tire investment.
- **Reduce emissions in materials and production.** Manufacturing a retread requires 30% of the resources of a new tire<sup>1</sup> and avoids 66 kg of CO2 emissions<sup>2</sup>.
- **Reduce scrap tires.** Retreads keep usable tire casings out of the landfill.
- **Reduce emissions in transporting tires.** New tires have to be shipped long distances, while Kal Tire retread facilities are located regionally.

<sup>1</sup>Based on the cradle-gate impacts of the retreading of a single Bridgestone M713 medium truck tire in the drive position.

<sup>2</sup>Based on the cradle-gate emissions for the retreading of a single Bridgestone M713 medium truck tire in the drive position, with a total range of 322,000 km (200,000 miles).

### THE ENVIRONMENTAL IMPACT

Only 26 litres of oil are used to retread a truck tire, while 83 litres of oil are used in the manufacture of a comparable new tire. The energy saved in each tire is enough to power an average home for more than 1 month!

Every year  
**Kal Tire retreading reduces oil consumption by 18.5 million litres**



**Kal Tire's retreads give extended life to truck and mining tires.**



## Kal Tire Retread Facilities

Kal Tire operates 15 world-class tire retreading facilities located across Canada.

**Some facilities retread more than 6000 tires every month.**



### Retreading Rubber Waste Gets New Life at Devulcanization Facility

In 2024, Kal Tire operationalized a process called devulcanization using crumbed rubber waste to create new, recycled rubber. This way, a portion of an old tire goes into making new tires. This keeps the raw materials in the rubber loop as long as possible—removing waste and promoting a circular lifecycle.

Kal Tire's devulcanization facility in Ontario. **Every Kal Tire OTR retread uses up to 25% of this devulcanized recycled rubber.**

# Tire Recycling

In addition to the lasting and meaningful ways we help communities make use of recycled rubber through Kal's RePlay Fund, we also support tire round-ups in BC and beyond.

In British Columbia, Tire Stewardship BC hosts round-ups at various stores every summer. Team members support by removing any rims.



## 2024 Tire Round-Up Highlights

Store #064 **+** Store #677 **=** Helped to collect **400 tires!**  
Squamish Terrace

We look forward to expanding our efforts in partnering with provincial tire recycling organizations across Canada to help give worn tires a new life.



# Reducing Waste

Through a partnership with vendors who support all of our locations, across Canada in 2024 we diverted nearly 40% of our operational waste. Recycling an impactful way to give new life to waste and reduce materials being sent to landfills.

**In 2024, our stores recycled 887 tonnes of materials, including:**

**490 tonnes**  
of cardboard

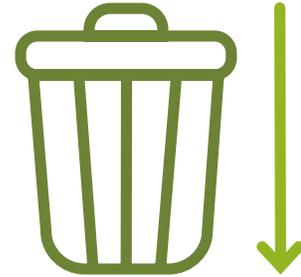
**184 tonnes** of mixed containers

**7 tonnes** of mixed paper

**63 tonnes** of shredding

**49 tonnes** of organics

**92 tonnes** of mixed recycling



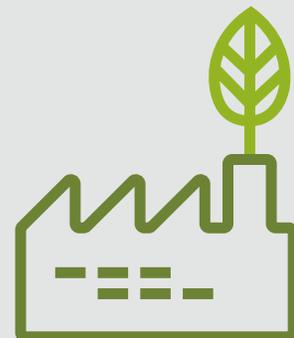
# Improving Energy Efficiency

One of the ways we're striving to use less energy is by upgrading to highly efficient LED lights. Since 2020, Kal Tire has completed LED light retrofits at more than 100 stores!

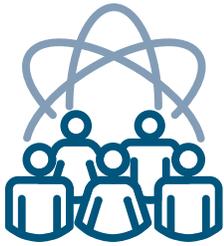
Lighting retrofits at **12 stores** = reducing annual kilowatt hours of energy use **by 11%** = **reducing utility costs by 28%**

# Performing Environmental Risk Assessments

To ensure our new stores are being built in areas that are safe and free of contamination, we perform environmental risk assessments at the outset of embarking on a new location. Whenever a store leaves a location, we perform another assessment to demonstrate we are leaving the site in a safe condition.



# GOVERNANCE



“

**With a commitment to Aim 5, and a strong framework governing how we do business, Kal Tire maintains the high standards we uphold as a team.**

## **AIM 5**

Our aim is to conduct ourselves with honesty and integrity, being conscious of our image and with modest respect for our successes.

# Operational Governance

## Code of Conduct

The Kal Tire Code of Conduct sets out clear expectations for the ways our teams and key contractors should conduct business in Canada and worldwide. Covering topics such as conflicts of interest, compliance with local laws, fraud, human rights and health and safety, our Code of Conduct builds on our AIMS and our culture of values.



# Financial Governance

Kal Tire prepares annual consolidated financial statements, including the financial results of our Canadian and international operations. We prepare these financial statements in accordance with International Financial Reporting Standards (IFRS), and our internal policies and procedures ensure accuracy and compliance. Every year, we receive an audit of these statements from the independent firm, KPMG LLP.

Abiding Kal Tire's Code of Conduct is fundamental to our financial governance and preparation of our annual consolidated financial statements and other financial information.



## EthicsPoint:

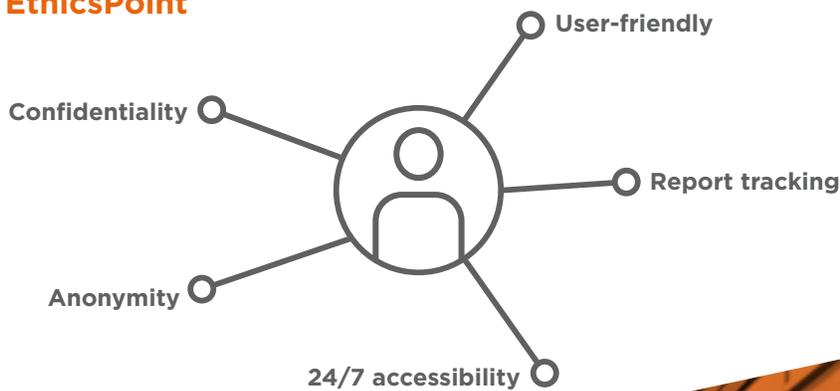
### A Safe, Anonymous Tool to Report Code of Conduct Concerns

Team members are encouraged to report non-compliant behaviour to the nearest supervisor or senior manager—and we also have EthicsPoint, a secure and confidential whistleblower hotline.

EthicsPoint gives team members, partners and stakeholders a way to communicate concerns about unethical behaviour, misconduct and compliance violations in a way that's safe and anonymous.

By empowering our people to voice concerns and by supporting early detection of potential risks, EthicsPoint is an integral part of our commitment to fostering a culture of integrity, transparency and continuous improvement. This program aligns with our dedication to ethical governance, ensuring we maintain the trust of our customers, suppliers, and team members, while upholding the highest standards of business conduct.

### EthicsPoint



### Water Cooler

When Vernon Office team members have suggestions about everyday ways to make our workplaces welcoming and safe, they can submit ideas anonymously via the Water Cooler suggestion box.





# Risk & Regulatory Governance

## Enterprise Risk Management Program

Kal Tire's Enterprise Risk Management (ERM) program is an important component of our strategic framework, designed to proactively identify, track and mitigate high-level risks that could impact Kal Tire's operational, financial and reputational stability.

By identifying and tracking risks, we ensure early detection and monitoring of potential high-level threats, enabling timely and informed decision-making. Our risk mitigation strategies focus on minimizing vulnerabilities while enhancing resilience across all business functions.

Included in the risk program is the development and maintenance of business continuity plans to ensure we are ready in the face of disruptions, while targeted insurance solutions transfer and reduce financial exposure. Together, these measures underscore our commitment to safeguarding assets, ensuring stability and protecting stakeholder interests.

## Internal Audit

The Internal Audit (IA) Department is a cornerstone of Kal Tire's commitment to operational excellence and organizational integrity. By focusing on operational compliance, the department ensures adherence to laws, regulations, and internal policies, mitigating risks and promoting accountability across all business functions.

The team's expertise in fraud detection and investigation provides a critical safeguard against financial and reputational harm, identifying vulnerabilities and addressing misconduct proactively. In addition, the IA function drives business process improvement through objective evaluations, recommending enhancements that optimize efficiency, reduce risk and align operations with strategic goals.

## Data Governance

Effective data governance is crucial for maintaining the integrity, security and usability of our business data assets. Our data governance framework encompasses policies, procedures and standards designed to manage and promote effective use of data throughout its lifecycle. Key components of our data governance framework include:



**Data ownership and stewardship:**

Assigning data owners and stewards to oversee effective data use and data management practices and ensure compliance with governance policies.



**Data quality management:**

Implementing processes to ensure data accuracy, consistency and reliability across the organization.



**Regulatory compliance:**

Adhering to relevant data protection regulations, such as PIPEDA, CPPA and GDPR to safeguard personal and sensitive business information.

## Cybersecurity

In an era of ever-increasing cyber threats, our commitment to cybersecurity is paramount. We employ a multi-layered security strategy to protect our digital assets and ensure business can carry on in the event of a cyber-attack.

**Key measures include:**



**Threat detection and response:**

Using advanced threat detection systems and incident response protocols to identify and mitigate cyber threats.



**Team member training:**

Conducting regular cybersecurity training sessions to educate team members on best practices and emerging threats.



**Access control:**

Implementing least privilege access control measures to ensure only authorized personnel can access sensitive information.



Our ongoing investments in data governance and cybersecurity are essential to maintaining our competitive edge and to ensuring the trust of our team members and customers.

# Comprehensive Global Tax Strategy

As Kal Tire operates across many countries, it's important we have a global tax strategy that complies with all laws and ethics across every region we serve.

Our comprehensive Global Tax Strategy outlines key intentions for having professional and trusted relationships with tax authorities, adhering to the tax laws of all countries we conduct business in, and acting responsibly and respectfully regarding tax legislation.

## **A comprehensive tax risk and governance framework manages risk by:**

- Ensuring there are appropriately qualified and experienced team members in the tax function
- Establishing processes and procedures to mitigate risk
- Using external advisors where necessary or appropriate
- Operating an effective tax control framework to identify key tax risks and to manage those risks through appropriately and adequately designed internal controls, policies, processes and providing adequate training
- Regularly monitoring our tax controls to ensure they operate effectively, and that the tax function is informed of relevant developments by the wider business on a timely basis



# Privacy

At Kal Tire, protecting personal information is a top priority. We are committed to managing and safeguarding the personal information of customers, team members and stakeholders in accordance with federal and provincial privacy laws.

Here are some of the steps we take as part of our privacy commitment:



- Privacy policy, including regular reviews for continuous improvement
- Technological safeguards
- Access controls
- Privacy impact assessments conducted during significant systems changes to ensure we're continuing to maintain the required level of privacy controls

## Anti-Slavery Legislation

Canada's Modern Slavery Act requires organizations to identify if their own activities or supply chain activities carry a risk that forced labour or child labour is used. To adhere to this legislation and ensure we are only doing business with suppliers that share our values, we perform supplier audits and submit annual reporting. We are also developing training so key team members involved in supply can help ensure Kal Tire is compliant and only engaging with suppliers involved in fair labour.

## Legal Oversight

Our legal team oversees a range of areas that ensure Kal Tire complies with all provincial and federal laws, and remains a trusted organization, including:

- **Greenwashing** laws that now require validation of environmental claims, such as those we share with our retreading Carbon Calculator
- **Impact benefit agreements with First Nations** that ensure we contribute to communities and offer job opportunities
- **Workplace & HR policies** that are updated as required
- **Intellectual property** of the mining tire maintenance tools we develop at our Innovation Centre that are protected with patents and trademarks



# MINING TIRE GROUP

“

Team members serving more than 150 mines across five continents start their day ready to help keep mining's biggest vehicles moving safely and productively, and get the best performance from sustainable tire solutions.

# Making an Impact

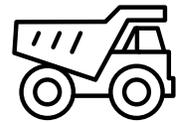
The Mining Tire Group began during the construction of Roger's Pass in British Columbia in the early 1970's, and today, our international business is a significant driver of our organization.

More than 2,700 team members support underground and surface mines across commodities and extremes. Operating in vastly different regions brings complexities but also opportunities: Mining companies rely on Kal Tire for our collective mining tire management expertise,

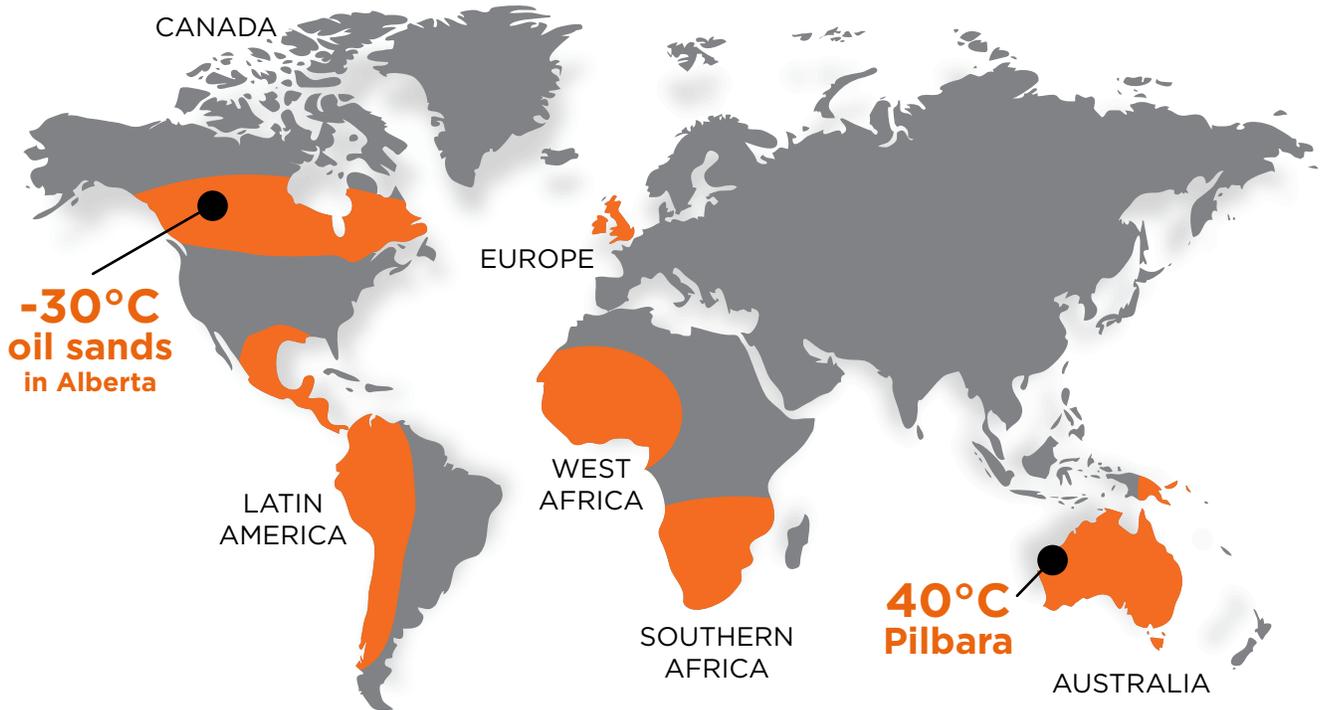
independent supply and innovation at every stage of tire life.

Wherever you find a Kal Tire team, you'll find the AIMS guiding how we do what's right for one another, our customers, our communities and the environment. From access to clean water at

schools in South Africa to lunches and learning supplies for preschoolers in South America, we're proud to support projects making a difference in the regions we serve.



Mining companies around the world rely on Kal Tire's Mining Tire Group. As a tire management and supply partner, we focus on achieving your goals and maximizing your tire investment. To do that, we count on a highly skilled team, the insights of our advanced tire management system, nearly five decades of expertise, and innovation in tooling, processes and safety. We're also committed to working toward a brighter, greener future, and that's why we're investing in sustainable solutions as well as opportunities to give back in the communities we serve.



# Innovation

To make our work around the wheel as safe as possible, we develop new tire management tools and technology that protect technicians and boost efficiency. With ideas from team members in the field, our Innovation Centre in Vernon brings tools to life that reduce and even eliminate risk, and several have won awards.



**Progressive Innovation**

## KalPRO Tooling



Secure, remote-controlled clamps for safe tire removal.



Gravity Assist Tooling Rig for weightless tool operation.



**RamDrive** **KALPRO**  
INNOVATION

Secures rams for safer  
bead-breaking.

---



**SpringLock** **KALPRO**  
INNOVATION

Safer lock ring installation  
and removal.

---



**ValveShield** **KALPRO**  
INNOVATION

Heavy duty magnetic valve  
stem protection keeps  
trucks on the road.

---



**PowerFlow** **KALPRO**  
INNOVATION

Portable, hydraulic power  
to operate tools on the go.

## KalPRO Offerings



**KALPRO™**

**MAPLE PROGRAM**

Leveraging our custom-built carbon calculator, the Maple Program gives customers annual certificates highlighting the actual carbon and fuel emissions they've saved by choosing Kal Tire retread or repair solutions compared to buying new tires. With proven environmental data for reporting, customers can demonstrate and celebrate their sustainability journey.

**KALPRO™**

**THERMAL CONVERSION**

Our innovative recycling and refining technology converts end-of-life mining tires into valuable commodities. Now in use for several years in Chile, the process uses heat in the absence of oxygen to convert tires back to their base elements (alternative fuel, steel, oil and carbon ash). New refining technology upgrades the carbon ash to create high quality rCB (recovered carbon black) for use in new tires.



## **KALPRO™** *TireSight*

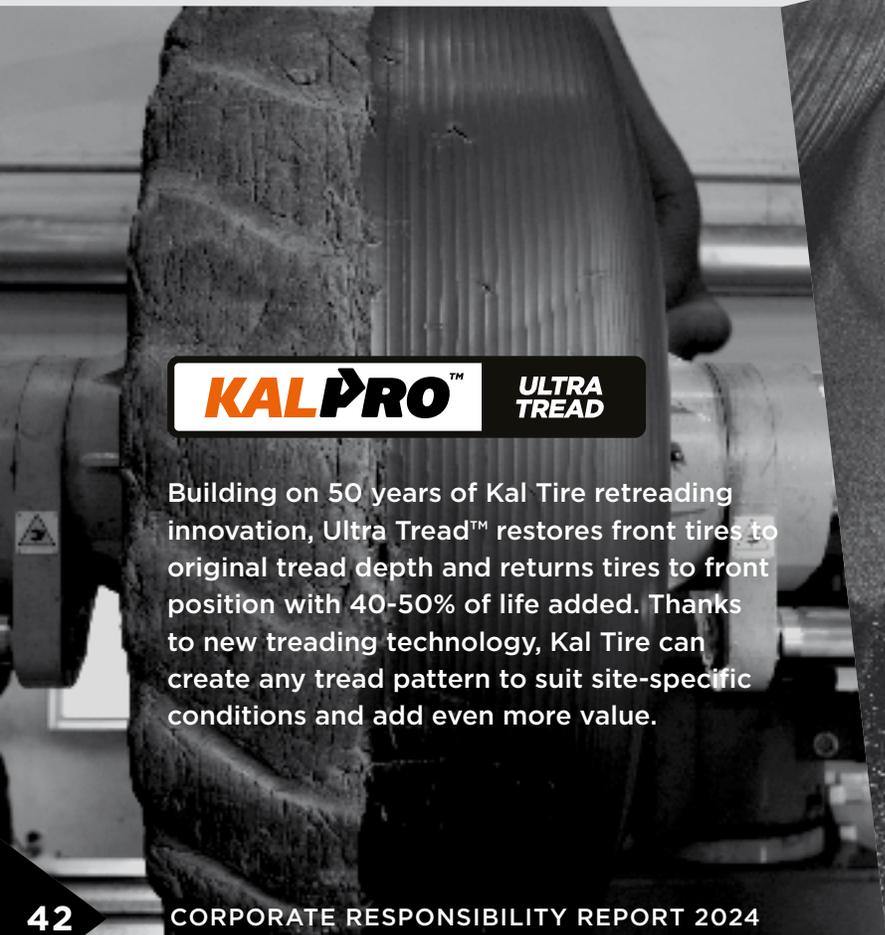
TireSight autonomous tire inspections and fleet maintenance planning improves the quality and frequency of tire inspections—and quickly identifies and reacts to tire-related issues that could otherwise go unnoticed. Thermal imaging cameras and AI software powered by Pitcrew AI flag potential tire issues, while TOMS and our 24/7 condition monitoring experts ensure required tire work is performed when needed so we keep trucks running safely and productively.





## **KALPRO™ TOMS**

TOMS (Tire & Operations Management System) empowers fleet planning teams to strategically plan tire work and keep trucks moving safely. With automated work orders for aggregated tire work, real-time updates, data-driven insights, and seamless integration with other systems—TOMS efficiently helps mines achieve goals for fleet use, tire life and safety.



## **KALPRO™ ULTRA TREAD**

Building on 50 years of Kal Tire retreading innovation, Ultra Tread™ restores front tires to original tread depth and returns tires to front position with 40-50% of life added. Thanks to new treading technology, Kal Tire can create any tread pattern to suit site-specific conditions and add even more value.



## **KALPRO™ ULTRA REPAIR**

Our exclusive and award-winning patch and repair technology is effective on large, complex injuries involving multiple cables and in any area (tread, shoulder, sidewall near bead). Ultra Repair™ sends tires back into production that would have been prematurely sent to scrap piles because of an injury beyond the capability of traditional repair methods.

# Social Impact

For Kal Tire's Mining Tire Group, making a positive social impact often means bringing smiles to the faces of children and families.

In 2024 alone, we gave nearly \$280,000 to community groups that help so many enjoy a bright start to the day and a brighter future together.

## Southern Africa



## UK and West Africa



Over the years, we've had the chance to build a school in Columbia, supply food to a soup kitchen in Mexico, provide books and breakfast to preschoolers in South Africa, sponsor marathons for cancer in Australia, and collect school supplies for struggling families in Canada.

## Latin America



MEXICO



CHILE



COLOMBIA



## Australia



## Canada







10  
10

**KALTIRE**<sup>®</sup>

[KalTire.com](http://KalTire.com)